



CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

Oak Bay, North Saanich, Sidney, Colwood, Metchosin, Esquimalt, and Sooke Municipal Employees,
Abilities Community Services, BC Healthy Communities & Together Against Poverty Society

ANNUAL GENERAL MEMBERSHIP MEETING

October 12th, 2022, at 7:00 pm

Electronic Meeting via Zoom

AGENDA

- 1. Call to Order**
- 2. Recognition of Territory**
- 3. Roll Call of Officers**
- 4. Reading of the Equality Statement**
- 5. Voting on New Members**
- 6. Guest Speakers**
- 7. Reading of the Minutes**
 - 7.1. General Membership Meeting – June 8, 2022
- 8. Matters Arising from the Minutes**
- 9. Treasurer's Report**
 - 9.1. Ledger balance to September 30, 2022
 - 9.2. Trustee's Report
- 10. Communications**
- 11. Executive Committee Report**
- 12. Reports of Committees and Delegates**
 - Vancouver Island District Council
 - Victoria Labour Council
- 13. Unfinished Business**

14. New Business

14.1. Bylaw Review

15. Good of the Union

16. Nominations, Elections or Oath of Office

16.1 President – Three Year Term

16.2 Treasurer – Two Year Term

16.3 Recording Secretary – One Year Term

16.4 Trustee – Three Year Term

17. Adjournment



**CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 374**

Oak Bay, North Saanich, Sidney, Colwood, Metchosin, Esquimalt, and Sooke Municipal Employees,
Abilities Community Services, Together Against Poverty Society and BC Healthy Communities Society

GENERAL MEMBERSHIP MEETING MINUTES

June 8, 2022

Electronic Meeting via Zoom

In accordance with CUPE National Directive of March 19, 2020 and April 8, 2020.

CALL TO ORDER

The meeting was called to order at 7:02 pm by President Shireen Clark in the chair.

MOTION: THAT the agenda be approved as presented.

M/S/C

RECOGNITION OF TERRITORY

Shireen Clark, President, acknowledged the land on which we gathered that is within the traditional territories of the Lkwungen, Esquimalt, and Songhees, Malahat, Pacheedaht, Scia’new, T’Sou-ke and W̱SÁNEĆ peoples.

ROLL CALL OF OFFICERS

Present:	
President	Shireen Clark
Treasurer	Carol McNichol
Recording Secretary	Sarah Monaghan-Covacic
Vice President – Abilities Community Services	VACANT
Vice President – Colwood	Shaun Bradley
Vice President – Esquimalt	Steve Migliarese
Vice President – Metchosin	Melissa Kirk
Vice President – Oak Bay	Tim Roberts
Vice President – Sidney	Ron Green
Vice President - Sooke	Andrew McNeill
Vice President – North Saanich	Sarah Fairbrass
Vice President/EVP – Together Against Poverty Society	Izzy Dehler-Hyde
Vice President – BC Healthy Communities Society	Stacy Chappel (Not in Attendance)
Guests:	
United Way Representative	Darcy Lindberg
CUPE Members:	18

READING OF THE EQUALITY STATEMENT

The Equality Statement was read by Carol McNichol, Treasurer.

VOTING ON NEW MEMBERS

Colwood – 5

MOTION: THAT the new members be received.

M/S/C

GUEST SPEAKERS

Darcy Lindberg of the United Way presented on-going campaigns run by the organization on Southern Vancouver Island.

- Long history between Labour Councils and the United Way based on shared values.
- Strong connection between Labour and United Way with the Labour Committee.
- Both organizations were signatories on the BC Federation of Labour campaign for 10 paid sick days.
- The United Way does not align with political parties, but can support ideas that match its values.
- Workplace campaigns are an annual event that start in September and run through December. Colwood raised nearly \$8000 in 2022 for the United Way, and a total of nearly \$20,000 was raised in 2021.
- Period Promise campaign will be finishing on June 25, 2022 with the Fill the Bus Event at Tillicum Mall in front of Save-On-Foods. This event will collect menstrual products to fill a city bus.
- Project Reconnect will be running on August 23, 2022 at Royal Athletic Park. The field of the park will be filled with service providers to assist those suffering in poverty.

READING OF MINUTES

General Membership Meeting March 9, 2022

MOTION: THAT the minutes of the General Membership Meeting March 9, 2022, be adopted as presented.

M/S/C

MATTERS ARISING FROM THE MINUTES

There were no matters arising from the minutes.

TREASURER'S REPORT

The Treasurer presented the ledger balance to May 31, 2022.

- One cheque outstanding to the BC Federation of labour that needs to be switched.
- 90% of payments are now done through Electronic Funds Transfer (EFT). Only rent, invoices from small places and VIDC are paid by cheque.

- Nothing has dramatically changed with the investments, and nothing is coming due.

MOTION: THAT the Treasurer’s Report be received as presented.

M/S/C

COMMUNICATIONS

There were no communications to present.

EXECUTIVE COMMITTEE REPORT

The local is in the middle of bargaining. We are currently bargaining for 6 of the municipalities and preparing for TAPS to start late July. We settled in mediation for bargaining our new contract for BCHC in March. Our Abilities Community Services group is still in provincial bargaining, and we are awaiting updates. There are a lot of changes in our municipalities with leadership and senior management, and more changes coming with council elections this fall.

Since our last meeting:

- Bargaining Proposal Preparation (6 Units), meetings with National Rep to review
- Bargaining for new unit, BCHC – finalized in mediation
- 2 Terminations in different units, 1 resolved

We are still awaiting a proposal from the building owner for a new lease, and they are currently researching a lift for the stairs for accessibility for everyone to the offices.

Our one outstanding grievance was finally closed. We have one that is in the process of being resolved and one that is pending initial discussions.

GRIEVANCES	1st QTR	2 nd QTR
NEW	1	1
ACTIVE	1	1
RESOLVED	2	1
TOTAL ACTIVE	1	1

Unit Highlights:

Abilities Community Services – Vacant

- The grievance has been settled and a resolve agreement has been established. We are just waiting for member to come into town and sign later this week.
- Unit VP seat vacant.
- Provincial bargaining happening right now.

BC Healthy Communities – Stacy Chappel

- Bargaining new agreement was settled in mediation.
- Challenges with management about bullying and harassment policies and practices in place.
- First Labour Management Meeting next week, hopefully can address issues to establish procedures moving forward.

City of Colwood – Shaun Bradley

- Lots of new staff and postings.
- Most of the focus is around bargaining at this time as members wait for updates.

District of Metchosin – Melissa Kirk

- Still ongoing issues with a staff member and Council.
- Starting of tax time at the District, Metchosin office is open to the public.

District of North Saanich – Sarah Fairbrass

- Job Evaluation training took place then several jobs went through the evaluation process.
- Members just waiting on bargaining updates and what will be the results.

District of Oak Bay – Tim Roberts

- Several new people in senior management. New CAO and a new Director of Parks, Recreation and Culture, also have a new Fire Chief and will soon have a new Chief of Police.
- Many seasonal workers hired for the Summer Season, although not receiving anywhere near the applications we have in the past with some positions going unfilled.
- Bargaining is still the hot topic of conversation with wages being the big concern.

District of Sooke – Andrew McNeill

- Lots of new hires and postings.
- One termination in the process of being resolved.
- Job Evaluation Process almost complete, and training to start later this month.

Together Against Poverty Society - Isabelle Dehler-Hyde

- Bargaining prep is under way.
- A new 8-hour day trial period is underway with staff.
- Members are continuing to face unprecedented levels of burnout right now and high workloads which we hope to address during bargaining.

Town of Sidney – Ron Green

- Union issues have been fairly quiet this month.
- Members waiting for bargaining to be done.
- Many inquiries about keeping a “work from home” policy in place.

MOTION: THAT the Reports of Committees and Delegates be received as presented.

M/S/C

UNFINISHED BUSINESS

None

NEW BUSINESS

Miner’s Memorial

Sarah Fairbrass, Vice President, CUPE Vancouver Island District Council, discussed the VIDC attendance that the Miners’ Memorial Weekend in Cumberland, BC June 16-18, 2022.

- Miners’ Memorial is a yearly event celebrating labour history in western Canada and the reflection on the diversity of historical struggles.
- Through the event, respects are paid to those injured and killed while at work in the mines, and also acknowledges and celebrates the spirit of resistance and resilience of our ancestors.

CUPE Local 374 Scholarship

21 applications were received for the annual Scholarship awarded by CUPE Local 374. The recipients drawn were:

- Jesse Bertucci
- Jessica Thomsen
- Andrea Johnson
- Nicholas Goble

GVLRA Bargaining Update

The City of Colwood, Township of Esquimalt, District of Metchosin, District of North Saanich, District of Oak Bay and the Town of Sidney are currently bargaining. The six municipalities bargain together for the majority of items including wages and terms. There are break out negotiation sessions for individual items.

Overall, bargaining has been progressing fairly good. The Bargaining Committee is pressing for wages and benefits, which is the flavor of the region right now. The Committee is looking to negotiate wage increases as high as possible. The highest increase on the island for the first year was a 3.5% increase in Ladysmith. Wage parity has been discussed and added to individual table negotiations. The Vancouver Island Regional Libraries have just settled at 3%. Increases in benefits placed high in the survey results and the current benefit package has not changed since 2011. The Committee is looking at language for mental health being added to sick time, and increases to counselling coverage. Modified work week, or flex time, is on the negotiating table, and was also high on the survey responses. The negotiating municipalities would like to settle by July.

Miner's Memorial

MOTION: THAT CUPE Local 374 purchase a wreath for laying at the memorial for \$100.00 in June.

M/S/C

Period Promise:

The United Way's Period Promise event collects menstrual product donations to be provided to social service providers for distribution.

MOTION: THAT CUPE Local 374 donate \$100.00 to United Way Period Promise Campaign 92% in favour

M/S/C

GOOD OF THE UNION

None

NOMINATIONS, ELECTIONS OR OATH OF OFFICE

None

ADJOURNMENT

Meeting was adjourned at 7.57 pm.

Shireen Clark, President

Sarah Monaghan-Covacic, Recording
Secretary

AGM Elections

October 12, 2022

Testimonials from Candidates for the position of Recording Secretary:

CANDIDATE ONE

Hello everyone,

My name is Gabrielle Whitters. I am a trained administrative professional with a background in local government and banking. I've been a member of CUPE since 2018 and have been responsible for meeting preparation, follow-up and recording secretary to many Council and Committee meetings since. I assist with records management and writing of policies and bylaws. I also held a temp position in Nanaimo with Human Resources where I assisted with processing and reviewing Worksafe claims.

I am a mother to one beautiful girl, and I enjoy hiking and mushroom picking in the great outdoors. I am dedicated to learning more about CUPE and offering my established skillset to this position.

Thanks!

In Solidarity,

Gabrielle Whitters
Colwood, Corporate Services

CANDIDATE TWO

Hello Members,

My name is Adam Major. I have been a CUPE member for 10 years. Most recently with CUPE 374 for the last year after coming over from CUPE 2011. I am a father to 2 kids and actively involved in the community coaching Baseball (National little league) and volunteering at JBAA rugby club. As a Shop Steward for CUPE 2011, I grew a passion for Labour movements and Mental health issues. As your representative for Recording Secretary, I hope to add these skills to an already diverse executive team.

Thank you for your consideration.

Yours in Solidarity,

Adam Major
Oak Bay, Public Works