



**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

March 8, 2023

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 7:00 pm by President Shireen Clark, 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	Sarah Monaghan-Covacic
Recording Secretary	Gabrielle Whitters
Vice President – Colwood	Shaun Bradley
Vice President – Esquimalt	Steve Migliarese
Vice President – Metchosin	Melissa Kirk
Vice President – Sidney	Ron Green
Vice President - Sooke	Andrew McNeill
Vice President – North Saanich	Sarah Fairbrass
Vice President/EVP – Together Against Poverty Society	Antonia Mah
Absent:	
Vice President – Abilities Community Services	VACANT
Vice President – BC Healthy Communities Society	Stacy Chappel (excused)
Vice President – Oak Bay	Tim Roberts (excused)
CUPE Members:	
8	

READING OF THE EQUALITY STATEMENT

The Equality Statement was read by Shireen Clark, President.

VOTING ON NEW MEMBERS

Colwood - 2
Oak Bay - 16

MOTION: THAT the new members be received.

M/S/C

GUEST SPEAKERS

None

READING OF MINUTES

General Membership Meeting October 12, 2022

MOTION: THAT the minutes of the General Membership Meeting October 12, 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 her report and spoke regarding:

- Ledger balance to end of February 2023
- Per capita and affiliation fees up to date as of January 2023
- Long term investment rolled over and increased interest rate
- Budget vs actual
- How to use the surplus
- Operating expenses
- Honorariums
- Bargaining expenses
- Budgeting for grievances and arbitrations
- Committee expenses and upcoming conventions
- Education budget

MOTION: THAT the Treasurer's Report be received as presented February 28, 2023.

M/S/C

Discussion ensued regarding savings.

MOTION: THAT the 2023 budget be accepted.

M/S/C

COMMUNICATIONS

There were no communications to present.

EXECUTIVE COMMITTEE REPORTS

The local finally completed bargaining for 6 of the municipalities and we are now working on getting the agreements written up. This has turned into a much bigger task as the documents are very old, have never been updated and have underlying formatting that creates more work. The Local and the GVLRA are working together to get the 6 documents re-written from scratch to have as working documents in the future. This will make the bargaining changes much easier to add in.

Abilities Community Services completed bargaining at the provincial level. National reps are conducting Zoom meetings to update and ratify with those members. This group continues to be a challenge for the Local as we don't have a unit VP there and the Executive Director is intermittent in communications with the Local making work for us constantly. I am having conversations with CUPE leadership on how to improve this and make sure the members there are getting the support they need. This is a workplace that we cannot show up unannounced due to the clientele on site.

There are some big changes in some of our municipalities after the elections in the fall. There is new council, leadership, and senior management in a few and it is too soon to see how these changes may affect members and the workplaces. We are trying to create open communication with the leadership in each municipality as best as possible.

In the last month, the Local held 2 Introduction to Shop Steward Courses with 25 members attending. It was a great turnout with some great discussions. Many have expressed interest in being involved in other capacities as well. There will be more courses in the near future, stay tuned for details.

Annually the Local awards 4 Scholarships of \$500 to dependants of our members. There will be a notice sent out in April for application timelines. The awards are randomly selected at the General Meeting on June 14th.

We currently have two active grievances outstanding. One was resolved and one new in the New Year on the same matter just escalated to a different entity involving the LTD Trust. The other grievance is almost resolved involving a policy being created for the Employer and implemented to protect all staff.

GRIEVANCES	4th QTR	1st QTR
NEW	0	1
ACTIVE	2	1
RESOLVED	0	1
TOTAL ACTIVE	2	2

CUPE BC Convention will be in-person this year and held in Victoria at the end of April.

MOTION: THAT the executive committee report be received.

M/S/C

REPORTS OF COMMITTEES AND DELEGATES

VANCOUVER ISLAND DISTRICT COUNCIL REPORT

Sarah Fairbrass, Vice President, CUPE Vancouver Island District Council

VICTORIA LABOUR COUNCIL

Vacant

No Report Received

Shireen Clark, President, noted that we are looking to fill this position and to reach out to your Vice President if you're interested.

UNFINISHED BUSINESS

None

NEW BUSINESS

CUPE BC Convention

MOTION: THAT CUPE Local 374 Support Trevor Davies running for CUPE BC Treasurer.

M/S/C

GOOD OF THE UNION

Discussion ensued regarding union dues and Long Term Disability.

NOMINATIONS, ELECTIONS OR OATH OF OFFICE

Shireen Clark, President, noted that we will be looking for nominations for trustee in June or July and training for union members to sit in on job evaluations.

ADJOURNMENT

Meeting was adjourned at 7:31 pm.



Shireen Clark, President

for: Sarah Monaghan-Covacic

Gabrielle Whitters, Recording Secretary

Preliminary Signed by existing signors acknowledging minutes represent what took place at the general membership meeting March 8, 2023. Minutes to be passed at the next general membership meeting.

Shireen Clark, President

Gabrielle Whitters, Recording Secretary