



General Meeting Minutes

Approval: Pending

DATE: February 29, 2020
TIME: 10am
LOCATION: CUPE Local 523 Office, Penticton, BC

Call to Order: 10:04 am

Roll Call of Officers:

<i>Acting</i> President	Tammie Koroluk
1 st Vice	Jennifer Harper
Secretary-Treasurer	José van Berkel
Recording Secretary	Erica McDowell (<i>excused</i>)
2 nd Vice	Charlene Turnbull
3 rd Vice	Vacant

Unit Chairs:

SD 83, North Okanagan Shuswap	Roni Ault
SD 67, Okanagan Skaha	Tammy Carter
<i>Acting</i> SD 53, Okanagan Similkameen	Kris Keith Excused
NOYFSS	Craeg Pohorelic
Turning Points Collaborative Society	Bob Crozier

National Rep: Sheena Murdoch (*excused*)

Trustees:

Nancy Boisvenue **excused**
Dion Boisvenue **excused**
Kyle Clark **Present**

Reading of Equality Statement

We recognize that we are meeting on the Traditional and unceded Territory of the Okanagan people.

Where we all live, work and play.

Minute of Silence None

Swearing in new members

Kimberley Ouellette, Doug Ashby, Skyla Eberle, Kim Row, Kaitlyn Fleming, Tess Henderson

Adoption of Agenda: (Pg.1-3)

Motion: To accept the agenda as presented. **M/s/c**

Moved Conventions to after Elections

Adoption of the Minutes of: General Meeting, November 16, 2019. (Pg. 4-8)

Motion: To accept the Minutes of November 16, 2019 as presented. **m/s/c**

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Treasurer's Report:

Income & Expenses (Pg. 9-11)

Income & Expenses Comparative (Pg. 12-14)

Balance Sheet (Pg. 15-16)

Motion: To accept the Treasurer's Report as presented. **m/s/c**

Discussion: how old is that payable to National? Jose said its new but it could take up to 5 –6 months
Jose said this is her last report, she was thanked by members

President's Report:

I am writing this report from the banks of Lake Winnipeg in Gimli, Manitoba. I have the great fortune to be spending the week attending a CUPE Member Facilitator training course. While it is very cold, the course and my fellow participants have been fantastic. Meeting CUPE members from other provinces and different sectors is a great opportunity to engage with other Locals

In early February, I attended the CLC Winter School where I studied "Arbitration to Go or Not to Go". This course provides Locals with the legal knowledge required to determine what the critical issues are in individual grievances and to make informed decisions around arbitration. I found this to be very informative course and will be apply what I have learned to our Local's grievance process. I hope to share this information with our Executive and Stewards and have filed a full report with the education committee.

TPCS and NOYFSS, who have ratified their Collective Agreement in March of 2019 received their printed agreements at the end of January. Sd 53, 67, and 83 agreements are waiting in line to be proofread by CUPE National and BCPSEA. Once the agreements are finalized, they will be made available online and in print.

We are working with School District 67 on the post and fill procedure for the District EA positions. We will be planning a CEA unit meeting in early April. Likewise, we will be doing the same thing for the Personal Care CEA positions in School District 83. Please stay tuned for information on meeting dates and times.

Our Local is losing some of its Executive members. Jose vanBerkel is retiring after over 23 years of service in our Local. She is moving to Kamloops to be near her amazing family and will continue to participate in CUPE facilitating, OMDC and as a CUPE BC Trustee. Jose has been the foundation of our Local and we will miss her greatly. Thankfully she has been doing a great job in succession planning.

Jennifer Harper is also stepping down. She has been our 1st Vice President for two years working hard to support our Unit Chairs and Shop Stewards, guiding them through grievance timelines and reports. Jennifer will also continue to serve on the Unit 83 OH&S Committee and Sd 83 Policy Committee. All our Union officers give up countless hours of personal time for the good of the Union and we appreciate everything that they do. We look forward to welcoming new people into these positions.

Discussion- what is a facilitator? Tammie explained they are not a teacher but introduce workshops, different Education available to teach members.

Post and fill procedure- we bargained that EAs will go back to the way job were bided on, this will allow EA's the recall rights, seniority, posting rights. Tammie is working with District right now on this process and how it will look and communicated to Members. The information will be given out to members, there next meeting with ER will be in April. Member asked why the members have not be notified that this is

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happening, TK said until all the details are confirmed on the post and Fill procedure. TC said she will be having a unit meeting and she encourages all members to attend.

1st Vice President Report (including Grievance/Shop Steward issues)

Discussion- 12 grievances all together

National Rep's Report

Unit Reports:

- **Okanagan Skaha**

TC is building her relationship with management.

- **North Okanagan Shuswap**

Working with management on concerns in schools. There will be a unit meeting coming up soon.

- **Okanagan Similkameen- report read by Heather Owens**

Yellow busses to be driven before Mini busses

Custodian workload formula is in the works

- **NOYFSS**

Member said that there are positions online for other agencies that are being paid \$2-3 more than NOYFSS pay rate. Craeg - wages are negotiated and other agencies are not in our Local 523 CA.

Members wonder why grids are not equal, working night shifts get paid more as it's a harder position. Craeg would be happy to discuss individually with members. Union verses nonunion have better benefits plan.

- **Turning Points**

75 members, dropped down from 80. Bob is working with management on issues. New stewards.

Committee Reports:

- **Health & Safety – President**

2 reps from every unit, we meet 3 times a year, we work on education, concerns in the work place.

Next meeting March 10. 20 or more workers have a JHS Committee, they are required to have committees by work safe BC. Unsafe work or harassed members need to go to their committee person at their site. Same concerns throughout the province.

Member asked there should be a JOSH committee at every site? TK said yes there is, there is site boards at every location also. Committee members that sit on their locations doesn't go by seniority but should be asked at beginning of year who wants to sit on this committee. SD83 & SD53 both have district OHS committee, they are working with SD67 on doing the same.

- **Education – 2nd Vice President**

Went over procedure of applying for Education,

- **Communication - 2nd Vice President**

- **Entertainment – 3rd Vice President**

Last report from Tammy C, they meet throughout email and they decide on how much money each unit receives. Went over procedure

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- **Good & Welfare** - 3rd Vice President
3rd VP and one member from each unit, she went over G&W procedure policy
Please contact Recording Secretary if your address changes, name
- **OMDC** - 3rd Vice President
They meet 4 times a year, the council is all sectors of CUPE.
Next meeting is May 10 at Village Green Vernon

Unfinished Business

- **Notice of Motion:**
Motion: To help Local 441 in their Strike situations in the amount of \$1000.
Jean Frolek, SD83. **M/s/ defeated**
Discussion-explained what a motion is. Local 441 went on in pace
Jose Against the motion as they have been back to work for a long time, no need to send them \$1000
Sylvia is for Motion, the money could go into their strike funds
Bev said doesn't the member have to be here to bring up that motion? We had a discussion as exec.
Meeting date are spread out
Member in writing did send an email to speak on Motion.

New Business:

- **Trustees Report** – Kyle Clark
- Motion to accept the trustee Report **m/s/C**
Discussion: twice a year they do an audit, no one can spend any money unless its brought to the membership. They look at motion book for any motions that have passed.
Smooth audit recommendation were acted on.
3 recommendations:
Important on Expense forms double check, member to formulize yourself with bylaws for expenses,
2 old laptops, 1 filing cabinet, chair to be removed from budget items have value to them and they no longer are usable.
Jose recommendations to members when filing out your expense claims make sure you are using newest form and calculator.
- **Executive Elections**
President (1yr)
Nominated: Tammie Koroluk
Acclaimed

Secretary Treasurer (2 yrs.)
Nominated: Kyle Clark
Acclaimed

1st VP (2 yrs.)
Nominated: Samantha Symons NOYFSS, James Postill SD83, James Fox SD83
Election in March

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3rd VP (2 yrs.)

Nominated: Charmaine Mckean, Anne Selsing
Election in March

Trustee (3 yrs.)

Nominated: Nancy Boisvenue, Jean Frolek
Election in March

Jose spoke to both candidates on to trustees' positions as Kyle Clark was acclaimed to Sec
Treasurer

Out of order as Sylvia Lindgren would like to put her name forward for 2 yrs. Trustee

We need clarification on process

Jose recommendation is run 3yr trustee position through election process and then the 2-year
term can be at next meeting or a special meeting.

Trustee (2yrs.)

Nominated: Vacant

Acclaimed or Election in March

Discussion - we have an Election; we will send the process of election out to members right
away.

- **Call for Delegate Nominations to BC Convention (3) and 1 alternate in case a member can't go.**

Held in Vancouver on Wednesday, April 22, 2020, Thursday, April 23, Friday, April 24 and Saturday,
April 25, 2020, until 4:00 pm.

Nominees from the floor: Kim Ouellette, Pam Muir, Charmaine Mckean, Skyla, Heather Owens,
James Postill

Each member spoke why they want to go

Motion: To send Skyla Eberle, Pam Muir, Charmaine Mckean to the CUPE BC Convention. **M/s/c**
Alternate James Postill, in case a member can't go.

Stronger Presence of Union in work place- Member left so could not discuss

Recognition of officers

Roberta Holmes, Sean Harris, Sylvia Lindgren, Jennifer Harper, Jose Van Berkel

Good & Welfare: (6x\$25.00) (CUPE Swag)

1.Kim Row

2.Charmaine Mckean

3.Sylvia Lindgren

4.Kim Ouellette

5.Heather Owens

6.Doug Ashby

Adjournment: 12:35