



# General Meeting Minutes

Approval: Pending

**DATE:** November 16, 2019

**TIME:** 10am

**LOCATION:** Hillcrest Elementary school, 1180 20 St SE, Salmon Arm, BC

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**Call to Order: 10:11 am**

**Roll Call of Officers:**

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

**Unit Chairs:**

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

**National Rep:**

Sheena Murdoch (*excused*)

**Trustees:**

Nancy Boisvenue  
Dion Boisvenue  
Kyle Clark (*excused*)

**Reading of Equality Statement**

**We recognize that we are meeting on the Traditional and unceded Territory of the Secwepemc people. Where we all live, work and play.**

**Minute of Silence:** Joy Biluk - SD83, Shannon Martinson- SD83

**Swearing in new members**

**Adoption of Agenda:** (Pg.1-2)

**Motion:** To accept the agenda as presented with the removal of Notice of Motion under unfinished business and the addition of Support for Local 441. **m/s/c**

**Adoption of the Minutes of:** General Meeting, September 21, 2019. (Pg. 3-16)

**Motion:** To accept the Minutes of September 21, 2019 as presented. **m/s/c**

## General Meeting – Minutes continued...

**Correspondence:** Recording Secretary

**Treasurer's Report:**

- Income & Expenses (Pg. 17-18)
- Income & Expenses Comparative (Pg. 19-21)
- Balance Sheet (Pg. 22)

**President's Report:**

We have now completed bargaining in all units. In July NOYFSS and TPCS ratified their agreements followed by Sd 53 in September. Sd 67 and Sd83 ratified in early and late October. The agreements have all recently ratified with their perspective boards and BCPSEA. Currently the Community Services agreement is available online and the districts and Local will begin the process of proof reading and formatting the new agreements shortly. Once completed the Local will begin the process of printing and distributing to members. We will also let members know when the agreements will be online.

Our Bargaining Committee will meet to debrief on the process of bargaining and begin looking ahead to 2022 for the next round. Your feedback is valuable to us and we look forward to increasing engagement in the process as well as introducing some bargaining education to those who wish to learn how bargaining works. I would like to thank the Bargaining Committee and everyone who contributed during this monumental operation. Our members patience and willingness to give up their personal time to come out and vote and the hard work and dedication from the committee is greatly appreciated.

In early October I attended CUPE National Convention in Montreal. It was an amazing experience. For more information I have a report on file which outlines some of the constitutional changes and resolutions that made its way to the floor.

At the Executive meeting yesterday, we created a Bargaining Prep Committee to work towards 2022 Bargaining.

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

**National Rep's Report**

**Unit Reports:**

- **North Okanagan Shuswap**
- **Okanagan Similkameen**  
Unit SD53 has voted to keep their current Health Plan and not join the Provincial Plan. We have also voted on our EI funds which went well.
- **Okanagan Skaha**  
Current Unit Chair has taken a brief leave and the Executive have appointed Tammy Carter in the interim. Unit Sd67 has voted to join the Provincial Health Plan. There is currently an ongoing Arbitration and we also have our first school year's JLM coming up.
- **NOYFSS**
  - The annual vote whether to pool or disburse EI Rebate Funds is underway.

## General Meeting – Minutes continued...

- A Unit vote to add EI Rebate funds to the Entertainment fund grant for the purpose of holding Seasonal Celebration events is underway. Thank you to the Local and the Entertainment committee.
  - A motion is being developed to provide the Health & Wellness committee a \$1000 budget for the year 2020. This would be from the EI Rebate Fund.
  - This H & W committee is an informal band of staff –members. On Friday past the committee organized in-house half-hour massages for all members that could work such into their schedules at CBS. These were free and loved.
  - This committee is also focusing on the tremendous stress there is among members at the Residential programs resulting from staff shortages.
- **Turning Points**  
Working hard building a relationship with this employer.

## Committee Reports:

- **Health & Safety** – President  
I currently serve on the CUPE BC Occupational Health and Safety Committee and we met on October 17 for our first meeting. Next meeting for CUPE 523 OH&S Committee is booked for Friday Jan 10 in Kelowna
- **Education** – 2<sup>nd</sup> Vice President  
Retirement Seminar will be Vernon March 12-14, 2020 held at Village Green. I currently have 15 members registered. We are planning one day Steward Training in Jan/Feb KAO, Representing Members and Conflict Skills.  
**Question from the floor:** Can we offer the Intro to Stewarding to new Stewards before this training? So that the new Stewards can attend it as well.  
**Discussion:** Only Stewards who already have the Intro Training can take this training. Since there has been several new Stewards have been elected and would be great if we can also have them attend the Training in the new year.  
**Action:** Local 523 will Expedite a Request for the Intro to Stewarding Course.
- **Communication** - 2<sup>nd</sup> Vice President
- **Entertainment** – 3<sup>rd</sup> Vice President
- **Good & Welfare** - 3<sup>rd</sup> Vice President
- **OMDC** - 3<sup>rd</sup> Vice President  
The next OMDC is next weekend, November 23<sup>rd</sup>, in Kamloops. This will be the meeting people will report out from the one big committee meeting at CUPE BC we had October 17<sup>th</sup>, 2019.

## Unfinished Business

- **Notice of Motion:**  
~~Motion: That CUPE Local 523 approve up to \$5000 towards the setup of moving the Local's Office information into a secure web-based system. Removed.~~

## New Business:

## General Meeting – Minutes continued...

- **2020 Budget**

**Motion:** To accept Local 523's 2020 Budget as presented. **m/s/c**

**Discussion:** A balance Budget is presented. We do have 1 Arbitration on going at this time.

- **Trustees Report**

Local 523 are following Best Practices and are the books are fully transparent. Two Audits are done each year.

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

- **K-12 Local Bargaining Update**

All CA's have been Ratified. Turning Points and NOYFSS CA is currently available online. The CA's for our three K-12 Units are still being proofread by both parties, once approved they will be sent to the printer's and be available to member's.

- **Support for Local 441** - to help local 441- Jean Frolic would like to give \$5000

**Notice of Motion:** To help Local 441 in their Strike situations in the amount of ~~\$5000~~. - Jean Frolic

The Secretary-Treasurer read the Bylaws of Budgeted Expenses and Notice of Motions.

A member suggested amount is too high and we should do a friendly amendment.

**Amendment:** to reduce the amount from \$5000 to \$1000. – Jean

**Notice of Motion:** To help Local 441 in their Strike situations in the amount of \$1000. - Jean Frolic

**Motion:** That local 523 donate \$500 to Local 441. **m/s/c**

**Good & Welfare: (6x\$25.00)** Sylvia Lindgren, Eric Martello, Dani Hickman, Kris Lee, Kelly Backus, Sherry Mounce **(CUPE Swag)** Leanne Kujet, Ken Arigule, Marylou Decelle

**Adjournment: 11:41**