



General Meeting Minutes

Approval: Pending

DATE: February 6, 2021
TIME: 10am
LOCATION: Via Microsoft Teams

Call to Order: 10:05 am

Roll Call of Officers:

President	Tammie Koroluk
1 st Vice	Samantha Symons
Secretary-Treasurer	Kyle Clark
Recording Secretary	Erica McDowell
2 nd Vice	Vacant
3 rd Vice	Anne Selsing

Unit Chairs:

SD 83, North Okanagan Shuswap	Roni Ault
SD 67, Okanagan Skaha	Tammy Carter
SD 53, Okanagan Similkameen	Charlene Turnbull
NOYFSS	Craeg Pohorelic
Turning Points	Bob Crozier

National Rep:

Sheena Murdoch (*excused*)

Trustees:

Nancy Boisvenue
Sylvia Lindgren (Appointed)
Vacant position

Reading of Equality Statement

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

Minute of Silence

Swearing in new members

Adoption of Agenda

Motion: To accept the Agenda as presented. **m/s/c**

Adoption of the Minutes of: November 14, 2020, CUPE Local 523 General Meeting.
Minutes will be posted in TEAMS.

Motion: To accept the November 14, 2020, CUPE Local 523 General Meeting as presented. **m/s/c**

General Meeting – Minutes continued...

Treasurer's Report – see page 6-12

The Secretary-Treasurer report is composed of three parts: The Balance Sheet, Income Statement and Budget Comparison.

Balance Sheet

Income Statement

Budget Comparison

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

President's Report – see page #4-5

1st Vice President Report

National Rep's Report

Unit Reports:

- Turning Points
- NOYFSS
- Okanagan Skaha
- North Okanagan Shuswap
- Okanagan Similkameen

Committee Reports:

- **Health & Safety** – President
- **Education** – 2nd Vice President
- **Communication** - 2nd Vice President
- **Entertainment** – 3rd Vice President
- **Good & Welfare** - 3rd Vice President
- **OMDC** - 3rd Vice President

Unfinished Business

- **K-12 Collective Agreements Update**
 - All the K-12 Collective Agreements have been finalized. They are all available on our website and printed copies will soon be available.
- **Electronic Voting:**
 - During on-line meetings, the Chair will be in charge if any voting is required, same as an in-person meeting. Voting will be presented to the membership via FORMS in the Teams chat bar.
 - For Executive Elections, we will use a secure and trusted third-party company to run the election.

New Business:

- **Call for Nominations for Executive Positions:**
 - **President (2 yr.) Election for this Position will be held on March 6th, 2021**
Nominated: Tammy Carter
James Fox

General Meeting – Minutes continued...

- **Recording Secretary (2 yr.)**
Nominated: Erica McDowell **Acclaimed**

 - **2nd Vice President (2 yr.)**
Nominated: Anne Selsing **Acclaimed**

 - **3rd Vice President (1 yr.) Vacant**
Nominated: ~~Tammie Koroluk~~
Craig Pohorelie

 - **Trustee (3yr.)**
Nominated: Deb Johnson **Acclaimed**

 - **Trustee (1yr.)**
Nominated: Jean Frolek **Acclaimed**
Roberta Hormes

 - **Entertainment x3 positions (3yr.)** Courtney Thomson **Acclaimed**
-
- **Call for Delegate Nominations : to attend CUPE BC's 57th Annual Convention**
CUPE BC 2021 Virtual Convention | May 19-21

Nominated: Terri Phillips (credentials)
Kim Dragseth (credentials)
Jean Frolek (non-credential)
Pam Muir (non-credential)
James Fox (alternate)
Voted via Forms App
Motion: To destroy the ballots. **m/s/c**

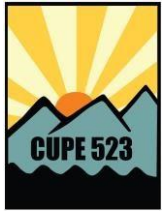
 - **Trustee's Report**
Motion: To accept the Trustee's Report as presented. **m/s/c**

 - **Winter School Reports**

Good & Welfare: (6x \$25.00)

Sandi Walker, Terri Phillips, Vince Everly, Jennifer Harper, Angela Kahan, Ken Angle

Adjournment: 12:45 pm



President Report

February 2021

Dear Members,

In preparing for this report and looking back through the month of January I have come to the conclusion that it has been a very long and challenging month. Traditionally, January can be a difficult time, the joys of Christmas, festive movies, holiday treats and winter break, turns to cold weather, working through holiday debt and cabin fever (in truth, cabin fever has been going on for almost a year!) While these might be hard times I am continually reminded of the many positive interactions our members share every day and the promise of spring right around the corner.

Public Education Benefits Trust Core LTD Enhancement for School District Employees

The Board of Trustees of the Public Education Benefits Trust (PEBT) regularly reviews the Core LTD Program and assesses, with the plan actuary, whether changes should be made. Based on members feedback and other considerations the Board is pleased to advise the CORE LTD Program will be reimbursing school districts the cost of premium contributions for continuing extended health and dental coverage for members during the first 2 years of their LTD claim. This enhancement aligns with the “own occupation” period of disability and provides immediate support to disabled members at a time when the member may be responsible for some or the full cost of these benefits. The targeted implementation date for this change is July 1, 2021 and more information will be provided over the next few months

Pandemic Pay for CSS Units

All workers eligible for the federal Pandemic Pay fund have been paid out in the month of October. Thank you to Unit Chairs Bob Croizer and Craig Pohorelic for their hard work in navigating the challenging roll out of the fund.

Isolation Pay for School District Employees

On February 1, 2021 it was announced that CUPE, BCTF, BCSTA, PVPA and BCPSEA reached agreement that workers who are directed by a public health official to self-isolate due to potential exposure to COVID 19 and is asymptomatic, districts have been advised to consider alternate work options and where not possible provide the employee with general paid leave. Up to this point, workers were required to use sick days. While this has been a very challenging negotiation issue, CUPE has been working hard behind the lines to protect sick banks and provide wage continuity for our members.

Interior Health Standards

CUPE has been working to secure a standard practice for tracking COVID cases, faster notifications of exposures to community members and common language practices for exposures, clusters, school

General Meeting – Minutes continued...

closures throughout the province within the various health regions. The province has made a commitment to improve the wait time for tests, and rolling out the vaccine for workers who work with vulnerable populations in a timely manner. Our Local along with our regional locals have been communicating with the K-12 Presidents Council to continue to pressure the government and the provincial health authority to increase the health restrictions regarding mask wearing, smaller class sizes and support work from home options for workers who are at a higher risk of health issues related to COVID 19 exposures.

Union Education

WE have been very fortunate to have many of our members participate in the Canadian Labour Congress Winter School on line and several members have had the opportunity to take some one day courses online through CUPE National. If you are interested in Union Education please contact your Unit's Education Rep.

CUPE BC Convention

May 19, 20 and 21 will mark the 57th Annual CUPE BC Convention which will be held online for the very first time. It will be a very interesting convention to attend and we are excited to see how such a large event will translate on the online platform.

Collective Agreements

All three School District Collective Agreements are now available online and printed copies will be sent to all school sites in the next few weeks. For members who would like their own printed copy please contact your Unit Chair and one can be sent to your school site.

Elections for Local 523

March marks the Executive Election cycle. All election information can be found in our Locals Bylaws, which can be found on our website. We are excited to welcome nominations for the positions currently up for term. This year we will be looking at running elections through email voting due to the pandemic and in person restrictions.

Online General Meetings

Our Executive has been working hard a developing strategies and procedures for online meetings. We are in uncharted waters and thankful for our rank and file members who have been very patient as we work out the bugs and create an informative and engaging online experience for all our members to participate in.

In Solidarity,

Tammie

Tammie Koroluk
President CUPE Local 523

Secretary-Treasurer Report

The Secretary-Treasurer report is composed of three parts: The Balance Sheet, Income Statement and Budget Comparison.

Balance Sheet

The Balance Sheet shows how much money we have in our various accounts. We only have one main bank account, through Community Savings Credit Union. The current balance is approximately \$260,000. Approximately \$148,000 of this balance is EI rebate money from each unit that the Local holds in trust. This leaves approximately \$112,000 unallocated funds.

We also currently have 18 term deposits with a combined value of \$760,000.

The biggest change since the last report is the creation of Term #27, the covid contingency fund, and the consolidation of some of our existing 1-year term deposits into a 5-year laddering system.

Due to the timing of this report and the various term deposits maturing, the available funds in our chequing account is lower than usual. This is according to plan, and still within an acceptable limit. This amount will balance out throughout the year as term deposits mature and are renewed.

Chequing Account		
North Ok Youth & Family - EI Rebate	6,598.41	
Turning Points Collab. Society	1,485.32	
Unit #53 - EI Rebate	39,041.00	
Unit #67 - EI Rebate	29,412.92	
Unit #83 - EI Rebate	71,642.29	
Unallocated Funds	112,386.63	
Total Chequing Account		260,566.57

Term Deposits		
Term #1 Strike/Job Action Fund	23,526.44	
Term #2 Strike/Job Action Fund	23,445.20	
Term #4 Strike/Job Action Fund	23,255.12	
Term #5	23,107.38	
Term #6	23,209.79	
Term #7	22,902.98	
Term #8	23,004.49	
Term #9	22,496.55	
Term #10	22,629.39	
Term #13	0	
Term #14	0	
Term #21 (WAS #15)	22,688.72	
Term #22 (WAS #16)	22,822.72	
Term #23 (WAS #17)	51,767.09	

General Meeting – Minutes continued...

Term #24 (WAS #18)	51,767.09	
Term #25 (WAS #19)	51,767.09	
Term #26 (WAS #20)	51,767.09	
Term #27 - Covid Contingency Fund	100,000.00	
Term #28 - 5 Year Ladder 1/5	100,000.00	
Term #29 - 5 Year Ladder 2/5	100,000.00	
Total Term Deposits		760,157.14
Accounts Receivable		3,889.30
Community Savings - Shares		27.64
Total Current Assets		1,024,640.65

Income Statement

The Income Statement shows all money spent and received since the last Secretary-Treasurer report. Because this report spans the period from **November 11 to Feb 2 2021**, it is split in to two columns, to better reflect the amount spent in each year. The intent of this report is to make it easier to see what we are currently spending our money on.

This report shows that during this period, we have a net income of \$49,311.44 (We earned that much more than we spent) - \$39,610.34 was in the 2020 calendar year, and \$9,701.10 is this year.

	Nov 11 - Dec 31 2020	Jan 1 - Feb 2 2021	Total
Revenue			
Membership Initiation Fees	205.00	105.00	310.00
Membership Dues	100,338.77	75,033.86	175,372.63
Interest Revenue		2,149.44	2,149.44
Total Revenue	100,543.77	77,288.30	177,832.07
Per Capita Expenses			
CUPE National Per Capita	28,960.81	30,412.56	59,373.37
CUPE BC Per Capita	4,770.02	5,009.12	9,779.14
CUPE BC K-12 Per Capita	-	580.45	580.45
BC Fed of Labour (CLC) Dues	948.74	945.46	1,894.20
Okanagan Mainline Dist Council	404.95	403.55	808.50
South Okanagan Labour Council	258.00	258.00	516.00
North Okanagan Labour Council	39.75	39.75	79.50
Total Per Capita Expenses	35,962.72	37,068.44	73,031.16
General Expenses			
Bursary	800.00	400.00	1,200.00
Good and Welfare	650.00	-	650.00
Retirement	1,200.00	300.00	1,500.00
Insurance - Office	-	877.00	877.00
Office Supply	417.93	127.27	545.20

General Meeting – Minutes continued...

Photocopier	236.32	194.22	430.54
Postage & Courier	185.68	-	185.68
Repair & Maintenance	-	96.08	96.08
Rent	900.00	1,800.00	2,700.00
Telephone	-	256.14	256.14
Executive Technology	1,610.00	910.00	2,520.00
Utilities	218.07	148.67	366.74
Software	-	34.00	34.00
Total General Expenses	6,814.66	5,143.38	11,958.04
Executive Expenses			
Presidents - Wages	-	7,821.99	7,821.99
President - Expenses	703.52	121.80	825.32
Secretary Treasurer - Wages	-	6,315.96	6,315.96
Recording Secretary - Wages	1,456.89	1,327.01	2,783.90
Unit #53 - Wages	650.04	961.96	1,612.00
Unit #53 - Expenses	112.87		112.87
Unit #67 - Wages	1,534.85	1,853.12	3,387.97
Unit #67 - Expenses	139.20	217.01	356.21
Unit #83 - Wages	-	2,595.33	2,595.33
Unit #83 - Expenses	-	17.00	17.00
NOYFSS - Wages	1,131.63	-	1,131.63
1st VP - Wages	1,358.04	-	1,358.04
2nd VP - Wages	344.95	-	344.95
2nd VP - Expenses	41.36	-	41.36
3rd VP - Wages	359.94	179.97	539.91
Turning Points Collab - Wages	-	318.10	318.10
Trustees	33.00	54.12	87.12
Honorarium	550.00	-	550.00
Total Executive Expenses	8,416.29	21,783.37	30,199.66
Committee Expenses			
Bargaining - Food/Per Diem	-	30.00	30.00
Bargaining - Mileage	-	208.80	208.80
Job Evaluation - Food/Per Diem	34.00	-	34.00
Job Evaluation - Wages	828.05	-	828.05
OH & S - Food/Per Diem	34.00	-	34.00
OH & S - Wages	339.51	547.38	886.89
Total Committee Expenses	1,235.56	786.18	2,021.74
Event Expenses			
Conferences - Other	1,051.46	-	1,051.46
School - WINTER (CLC)	2,275.00	863.83	3,138.83
School - SPRING	-	(5.00)	(5.00)
Courses - General	-	592.91	592.91

General Meeting – Minutes continued...

Executive Meetings	1,957.81	102.00	2,059.81
General Meeting	1,012.75	17.00	1,029.75
K-12 Pres Council	155.10	-	155.10
TOSCC	379.34	-	379.34
Unit Meeting	121.80	50.59	172.39
Entertainment	1,200.00	1,184.50	2,384.50
Executive Development	350.94	-	350.94
Total Event Expenses	8,504.20	2,805.83	11,310.03
Total Expense	60,933.43	67,587.20	128,520.63
Net Income	39,610.34	9,701.10	49,311.44

Budget Comparison

The Budget Comparison report shows how much we have spent so far this year, in each budget category. The last column ("Left to spend") shows how much unspent money remains in each budget line. A negative number here means we have gone over budget on that line.

Overall, although there are a few lines we ended up over budget on, we ended up with a net income for the year of \$199,918. A significant portion of this surplus was due to events that were cancelled due to Covid-19, as well as better than expected income. The budget for 2021 has been adjusted to hopefully better reflect the actual income and expenses for this year.

This section of the report is only for the end of the 2020 calendar year. Because this is the first treasurer's report of the year, the numbers for a budget comparison would be identical to the income statement, above.

	Budget 2020	Actual to Dec 31	Difference ("Left unspent")
Revenue			
Membership Initiation Fees	500	1,255.00	-755
Membership Dues	699,500.00	814,975.85	-115,475.85
Education	1,000.00	170	830
Interest Revenue	8,000.00	4,652.31	3,347.69
Miscellaneous Revenue	18,000.00	0	18,000.00
Total Revenue	727,000.00	821,053.16	-94,053.16
Per Capita Expenses			
CUPE National Per Capita	275,000.00	307,541.87	-32,541.87
CUPE National Initiation Fee	100	0	100
CUPE BC Per Capita	45,000.00	50,653.93	-5,653.93
CUPE BC K-12 Per Capita	5,500.00	6,044.13	-544.13
BC Fed of Labour (CLC) Dues	9,500.00	10,400.06	-900.06
Okanagan Mainline Dist Council	4,200.00	4,439.05	-239.05

General Meeting – Minutes continued...

South Okanagan Labour Council	2,500.00	2,766.50	-266.5
North Okanagan Labour Council	400	443.75	-43.75
Total Per Capita Expenses	342,200.00	382,289.29	-40,089.29
General & Administrative Expenses			
Advertising & Promotions	2,000.00	0	2,000.00
Bond Premium	400	420	-20
Depreciation on Assets	0	596.66	-596.66
Bursary	16,000.00	6,400.00	9,600.00
Death Benefit	6,000.00	3,000.00	3,000.00
Depreciation	0	0	0
Donations	500	0	500
Good and Welfare	6,300.00	4,258.64	2,041.36
Hardship	3,000.00	500	2,500.00
Retirement	12,000.00	9,190.00	2,810.00
Insurance - Executive	500	150.95	349.05
Insurance - Office	500	768	-268
Office Supply	5,000.00	4,235.79	764.21
Photocopier	3,000.00	2,570.32	429.68
Postage & Courier	2,000.00	301.69	1,698.31
Rent	12,500.00	10,800.00	1,700.00
CUPE National Strike Pay	0	0	0
CUPE BC Strike Pay	0	0	0
Telephone	2,000.00	1,459.30	540.7
Executive Technology	8,600.00	8,120.00	480
Utilities	1,500.00	1,239.08	260.92
Software	0	0	0
Total General & Admin. Expenses	81,800.00	54,010.43	27,789.57
Executive Expenses			
Presidents - Wages	48,000.00	35,182.82	12,817.18
President - Expenses	2,000.00	4,454.24	-2,454.24
Secretary Treasurer - Wages	18,000.00	32,231.01	-14,231.01
Secretary Treasurer - Expenses	2,000.00	1,579.49	420.51
Recording Secretary - Wages	4,500.00	6,918.64	-2,418.64
Recording Secretary - Expenses	1,500.00	618.89	881.11
Unit #53 - Wages	4,500.00	5,232.06	-732.06
Unit #53 - Expenses	1,500.00	1,395.53	104.47
Unit #67 - Wages	6,500.00	7,736.18	-1,236.18
Unit #67 - Expenses	1,500.00	1,286.14	213.86
Unit #83 - Wages	8,500.00	5,469.58	3,030.42
Unit #83 - Expenses	1,500.00	714.26	785.74

General Meeting – Minutes continued...

North Ok Youth & Family - Wages	3,500.00	3,631.07	-131.07
North Ok Youth & Family - Expenses	500	17	483
1st VP - Wages	3,000.00	3,645.29	-645.29
1st VP - Expenses	1,000.00	498.6	501.4
2nd VP - Wages	3,000.00	3,492.04	-492.04
2nd VP - Expenses	1,000.00	184.7	815.3
3rd VP - Wages	3,000.00	536.42	2,463.58
3rd VP - Expenses	1,000.00	176.48	823.52
Turning Points Collab - Wages	3,000.00	1,520.15	1,479.85
Turning Points Collab - Expense	1,000.00	251.68	748.32
Trustees	3,000.00	1,648.67	1,351.33
Honorarium	7,000.00	6,800.00	200
Total Executive Expenses	130,000.00	125,220.94	4,779.06
Committee Expenses			
Bargaining - Food/Per Diem	1,000.00	159.31	840.69
Bargaining - Hotel	2,000.00	0	2,000.00
Bargaining - Mileage	2,000.00	813.74	1,186.26
Bargaining - Wages	1,000.00	1,938.21	-938.21
Communication - Food/Per Diem	200	0	200
Communication - Mileage	400	0	400
Communication - Wages	400	0	400
Education - Food/Per Diem	200	0	200
Education - Mileage	600	0	600
Education - Wages	1,200.00	0	1,200.00
Entertainment - Functions	0	0	0
Good & Welfare - Food/Per Diem	100	0	100
Good & Welfare - Mileage	400	0	400
Good & Welfare Wages	500	0	500
Grievance/Arbitrat. - Food/Per Diem	500	24.13	475.87
Grievance/Arbitrat. - Mileage	1,000.00	468.64	531.36
Grievance/Arbitrat. - Wages	1,000.00	0	1,000.00
Grievance/Arbitrat. - Legal Fees	7,500.00	3,820.95	3,679.05
Job Evaluation - Food/Per Diem	300	34	266
Job Evaluation - Mileage	700	0	700
Job Evaluation - Wages	1,000.00	828.05	171.95
OH & S - Food/Per Diem	1,000.00	319.59	680.41
OH & S - Mileage	2,000.00	1,001.21	998.79
OH & S - Wages	4,000.00	7,415.77	-3,415.77
Unite for Fairness - Food/Per Diem	0	0	0
Unite for Fairness - Mileage	0	0	0

General Meeting – Minutes continued...

Unite for Fairness - Wages	0	0	0
Total Committee Expenses	29,000.00	16,823.60	12,176.40
Event Expenses			
CUPE BC Convention	25,000.00	0	25,000.00
CUPE National Convention	10,000.00	0	10,000.00
Conferences - Other	8,000.00	1,746.23	6,253.77
School - WINTER (CLC)	15,000.00	7,451.68	7,548.32
School - SPRING	15,000.00	0	15,000.00
School - FALL	10,000.00	0	10,000.00
Courses - General	12,500.00	15,252.42	-2,752.42
Course - Pre-Retirement	12,500.00	11,308.23	1,191.77
Executive Meetings	7,000.00	3,650.47	3,349.53
General Meeting	2,000.00	2,121.32	-121.32
Labour Council	1,000.00	0	1,000.00
K-12 Pres Council	1,000.00	-1,842.27	2,842.27
Social Services	1,000.00	0	1,000.00
OMDC	2,000.00	195.87	1,804.13
TOSCC	1,000.00	980.8	19.2
Unit Meeting	1,000.00	206.46	793.54
Retreat	0	0	0
Entertainment	12,000.00	1,200.00	10,800.00
Executive Development	8,000.00	519.14	7,480.86
Total Event Expenses	144,000.00	42,790.35	101,209.65
TOTAL EXPENSE	727,000.00	621,134.61	105,865.39
NET INCOME	0	199,918.55	-199,918.55

Respectfully submitted,



Kyle Clark
Secretary-Treasurer
CUPE Local 523