



General Meeting Minutes

Approval: Pending

DATE: February 5th, 2022
TIME: 10 am
LOCATION: Via Microsoft Teams

Call to Order

Roll Call of Officers:

President	Tammy Carter
<i>Acting</i> , 1 st Vice	Kelly Stalker
Secretary-Treasurer	Kyle Clark
Recording Secretary	Erica McDowell
<i>Acting</i> , 2 nd Vice	Lorie Zachariuk
3 rd Vice	Vacant

Unit Chairs:

SD 83, <i>North Okanagan Shuswap</i>	James Fox
SD 67, <i>Okanagan Skaha</i>	Terri Phillips
SD 53, <i>Okanagan Similkameen</i>	Charlene Turnbull
NOYFSS	Samantha Symons
<i>Acting</i> , Turning Points	Roxanne Round

National Reps:

Tammie Koroluk (NOYFSS, TPCS, SD67, SD53)
(excused)
Rachel Champagne (SD83)

Trustees:

Nancy Boisvenue
Acting, Shannon Lucas ***(excused)***
Vacant

We recognize that we are meeting on the Traditional and unceded Territory of the [Syilx/Okanagan](#) and [Secwépemc](#) people. Where we all live, work and play.

Reading of Equality Statement

Minute of Silence: Gord Dolyniuk, member from Local 1004 who was killed in a workplace accident.

Swearing in new members: Jenny Thomas- SD83, Laura Lee-SD83, Traci Hamilton-TPCS, Lillie Batten- SD83, Anthony Ambrosi- SD83, Valerie Dean- SD83, Emilie Simard- SD83

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Adoption of Agenda

Motion: To accept the agenda as presented, with the following additions: Notice of Motion regarding an Indigenous Workers' Representative - Kyle Clark and Notice of Motion regarding our President's book off - Kyle Clark. **m/s/c**

Motion: That we move new business before the reports. **m/s/c**

Adoption of the Minutes of: November 6, 2021, CUPE Local 523 General Meeting (document previously emailed and is available for review on TEAMS)

Motion: To accept the minutes from the November 6, 2021, CUPE Local 523 General Meeting. **m/s/c**

CORRESPONDENCE:



[CUPE BC Convention 2022](#) - The 2022 CUPE BC Convention will be held at the Victoria Conference Centre commencing at 7:00 pm on Wednesday, April 27, 2022, continuing through until 4:00 pm on Saturday, April 30, 2022.

Under current Provincial Health Orders, the Victoria Conference Centre is required to obtain proof of two vaccination doses as of October 24, 2021. Face coverings and masks must be worn indoors for all people aged 5 years and above. These policies are subject to change per the BC Provincial Government guidelines. For more information, please view the enclosed Victoria Conference Centre Safe Spaces document.

Reports:

Treasurer's Report

The Secretary-Treasurer report is composed of three parts: The Balance Sheet, Income Statement and Budget Comparison (all documents available for review on TEAMS)

Balance Sheet

Income Statement

Budget Comparison

~~**Notice of Motion:** That we change our union dues. Penny Gray, SD83~~
President asked the member to make her motion under new business.

President's Report, page 5-6

1st Vice President Report

National Rep's Report

Unit Reports: **TABLED**

- NOYFSS
- Turning Points
- SD83 - North Okanagan Shuswap

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- **SD53 - Okanagan Similkameen**
- **SD67 - Okanagan Skaha**

Committee Reports: TABLED

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

OMDC Meeting Dates: February 12, 2022, May 14th, 2022,
September 17th, 2022, November 19th, 2022, February 11, 2023

- **North and South Labour Council**

NOBLC (TPCS, NOYFSS or SD83)

We have 7 delegates that can attend these meetings. As of right now, we only have two people attending. They are meeting over zoom and it is easy to join in on the meetings. They meet the first Wednesday of each month at 7pm and take the summer months off from meetings. If you are from either TPCS, NOYFSS or SD83 and would like to attend these meetings, please send an email to Tammy Carter, President of Local 523 at president@cupe523.com

Those who attend will report back to the local on what was discussed and what is happening within the labour council. Check out the NOBLCs website for further information

<https://www.oklabour.org/>

SOBLC (SD53 or SD67)

We have 7 delegates that can attend these meetings. As of right now, we only have one person attending. They are meeting over zoom and it is easy to join in on the meetings. They meet the first Tuesday of each month at 7pm and take the summer months off from meetings. If you are from either SD53 or SD67 and would like to attend these meetings, please send an email to Tammy Carter, President of Local 523 at president@cupe523.com

Those who attend will report back to the local on what was discussed and what is happening within the labour council. Check out the SOBLCs website <https://www.southokanaganlabour.ca/> and their Facebook page <https://www.facebook.com/SOBLC> for further information.

Unfinished Business

New Business:

- **Executive Elections:**
 - **Secretary-Treasurer (2 yr.)**
Nominations: Tracy Hamilton
Kyle Clark
~~Erica McDowell~~

An election meeting will be held, March 5th, 2022, for this position.

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- **1st Vice President (2 yr.)**
Nominations: Kelly Stalker
Jean Frolek
An election meeting will be held, March 5th, 2022, for this position.
- **2nd Vice President (1 yr.)**
Nominations: Lorie Zachariuk
Acclaimed.
- **3rd Vice President (1 yr.)**
Nominations: Sylvia Lindgren
Acclaimed.
- **Trustee (3yr.)**
Nominations: Penny Gray
Quinton Lindgren
Acclaimed.
- **Trustee (2yr.)**
Nominations: None
Position Vacant.
- **Entertainment Committee (2yrs)**
Nominations: Shawn Melnyk, SD67
Roberta Hormes, SD67
Kaeli Hornby, SD83
All Acclaimed.

Oath of Office for the newly elected Executive members.

An election meeting will be held on March 6th, 2022, for the positions of 1VP and the Secretary Treasurer. More information will be sent out, asap.

- **CSS/K-12, Bargaining Information/Updates**

Unit Bargaining Info Meeting with Members:

TPCS: January 31st 8am-10 and 12-2 and January 31st 6-8pm

NOYFSS: Saturday Feb. 12th 10-11

SD83: Sat. Feb 12th 1-3

SD53: Friday Feb. 25th Osoyoos 10-12 and 3-5 and

Saturday Feb. 26th Oliver 3-5 and Keremeos 10-12

SD67: Sunday March 6th 10-4

Discussion: The difference between the items that are bargained at the Provincial and Local level.

Wage Parody, wages (fair and decent), sick days, communication with the membership throughout the Bargaining process, Unit Bargaining Info meeting dates with members.

- **Call for delegate nominations to attend CUPE BC Convention**

Nominations: Kelly Stalker, SD83

Roberta Hormes, SD67

Charlene Turnbull, SD53

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Lorie Zachariuk, SD67
Courtney Thomson, SD83
Sherry Mounce, SD83

An electronic vote was held.

Elected Delegates: Kelly Stalker, Charlene Turnbull, Lorie Zachariuk and Courtney Thomson with Sherry Mounce as the alternate.

- **Notice of Motion** – Kyle Clark
Notice of Motion: CUPE Local 523 will create a position on the Executive Board for an Indigenous member, by amending the Bylaws as follows.
- **Notice of Motion** – Kyle Clark
Notice of Motion: CUPE Local 523 amend the bylaws to increase the hours of work for the President to 40 hours per week, 12 months per year, and to increase the rate of pay for the President to the highest rate of pay in the President's collective agreement.

Notice of Motion: Requesting a decrease in union dues. – Leanne, SD83 (Kujat?)

Motion: That we table Unit Reports and Committee reports until the next meeting. **m/s/c**

Good & Welfare: (6x \$25.00) Nikki Kazimer, Sherry Mounce, Leanne, Roberta Hormes, Shawn Melnyk, and Laura Lee.

Adjournment: 1:05pm

PRESIDENT'S REPORT

Dear Members,

As I write this, I am reflecting on how grateful I am for all of you and everything you do daily. I appreciate you all for the dedication and work you continue to do during these trying times that we are in.

There was a newsletter that went out from our local and I encourage you all to read it as it has a lot of information in it. It covers things like, Bargaining, Health and Safety, Highlights of the Units, Committees updates and more valuable information. I want to thank the 2nd vice president, Lorie Zachariuk who is the Chair of this committee. Also, the communications committee from each unit and Recording Secretary Erica McDowell. Thank you as well to the Unit Chairs for submitting an update about their units in the newsletter. Thank you for your commitment to your roles and the great newsletters that you all work hard at.

As you are aware, there are elections at our general meeting on February 5th at 10 am over teams. I encourage you all to attend this meeting and reach out ahead of time if you are interested in any of these positions. I want to thank Karsten Bellows for stepping in to assist the executive with the 3rd vice president role in the fall. Karsten has decided to not sit in this role anymore and we wish you all the best Karsten. Thank you again for all you do.

Bargaining is happening in all 5 units this year. All 5 units bargain individually which makes it a busier time for all the bargaining committee. Along with Bargaining within our units, I am grateful for the opportunity to sit on the K-12 Provincial Bargaining Committee. I am learning a lot about bargaining.

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Bob Crozier from TPCS (Turning Points Collaborative Society) sits on the CSS (Community Social Service) Provincial Bargaining Committee. I am thankful that our local has two people representing our members at the provincial table as well. Please refer to the newsletter with a breakdown of who your bargaining team is for this round. If you have any bargaining concerns, I encourage you to attend your units bargaining meeting to give input. As well, you can always email the bargaining team. The bargaining team is hopeful that we can participate in bargaining training.

If you are not receiving emails, please go to the website and add your name to the email.

<https://523.cupe.ca/> This will be important for the Union to have as we move throughout the year. If we do not have your correct information, then you may miss updates and meetings that are being sent out.

There are a lot of things that I as president do daily as well as attending meetings as part of my role. I thought I would share a few things that I do. JLMs (Joint Labour Management) (Joint Labour Management) – Joint Labour Management Meetings in all units. JE (Job Evaluation) for the school districts. K-12 President's Council Meetings. TOSCC (Thompson Okanagan School Coordinating Committee). All President's Council Meetings. Okanagan Presidents meeting for the K-12 Sector as well as CSS Sector. I also do the best I can to attend all the school district board meetings as we, the union, are kept up to date on what the districts are doing and planning. These are only a few meetings that I participate in as President. OMDC (Okanagan Mainline District Council) Meetings and Labour Council Meetings. Unit meetings, General Meetings, Unit Chair meetings, as well as the Executive meetings. I also try to attend the Shop Steward Meetings when I can for all 5 units. The first Vice President, Kelly Stalker also attends those meetings and I appreciate that I can work closely with the 1st vice. Thank you, Kelly, for all you do. All the meetings that I attend are beneficial. A big part of it is networking with other President's and to be able to work through ideas together. I am also in close contact with the National Reps.

Last shout out of thanks to the entire executive who work and volunteer a lot of their time in their roles on a daily/weekly basis. I appreciate all of you and the work that you do.

As we move through the rest of winter and into spring, I hope you all stay safe, healthy, and warm. Hang in there and if there is anything you need, please reach out to one of the executives or a shop steward in your Unit.

In Solidarity,

Tammy Carter

President

CUPE Local 523