



General Meeting Minutes

Approval: Pending

DATE: May 28th, 2022
TIME: 10 am
LOCATION: via Microsoft Teams

Call to Order: 10:01am

Roll Call of Officers:

President	Tammy Carter
1 st Vice	Jean Frolek (<i>no answer during roll call</i>)
Secretary-Treasurer	Kyle Clark
Recording Secretary	Erica McDowell
2 nd Vice	Lorie Zachariuk
3 rd Vice	Sylvia Lindgren

Unit Chairs:

SD 83, North Okanagan Shuswap	James Fox
SD 67, Okanagan Skaha	Terri Phillips
SD 53, Okanagan Similkameen	Charlene Turnbull Turnbull (<i>excused</i>)
SD53 Shop Steward	Melanie Harriman

NOYFSS	Samantha Symons (<i>excused</i>)
Acting, NOYFSS Chair	Craeg Pohorelic
Acting, Turning Points	Roxanne Round

National Reps:

Sheena Murdoch (*excused*)
Rachel Champagne (SD83)

Trustees:

Nancy Boisvenue (*excused*)
Penny Gray
Tracy Hamilton (*excused*)

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: For the missing children found in the mass grave, last year at the Kamloops Residential School.

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Swearing in new members: Steve Brown, Stacy Mendes, Maya Bou-Chedid, Isabel Smith, Lisa Hadikin, Dayna Rogalsky, Patricia Grove, Michelle McFadden, Heidi Haas, Chelsey Hill, Yandy Chau, Janice Derkach, Lisa Busch, Larissa Carter

Adoption of Agenda

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

Motion: To move Old and New Business before Executive and Committee Reports. **m/s/c**

Adoption of the Minutes of: February 5th, 2021, CUPE Local 523 General Meeting.

Motion: To accept the minutes of the February 5th, 2021, CUPE Local 523 General Meeting. as presented.
m/s/c

CORRESPONDENCE:

Local 523

- **SD67** | Family Fun Day will be held May 29th at Locolanding, Penticton, must rsvp.
- **SD53** | Family Fun Day will be held June 5th at Rattlesnake Canyon, Osoyoos, must rsvp.

CUPE BC Update:

- **BCMSA | Virtual Certificate Program | Jun 2022**

[BC Municipal Safety Association](#) is hosting the [Psychological Health & Safety Certificate Program for Employees](#) in a virtual instructor-led open-enrollment environment. **Dates:** June 7, 14, 21 & 28

- **United Way BC | Period Promise Campaign | Jun 7**

CUPE BC will be fundraising for [United Way BC's Period Promise Campaign](#) until Jun 7, 2022. Visit [our fundraising page](#) to support the Division team in their goal to bring menstrual products to vulnerable people in the community. You can also share the [campaign toolkit](#) with those wishing to start their own local collection.

- **CoDev Canada | Spotlight on Honduras Webinar | Jun 11**

Save the date for *Spotlight on Honduras*, when [CoDev](#) will be bringing together partners from multiple sectors in Honduras to educate us on what is happening in their country. The webinar will also feature the traditional performances that audiences have grown to love.

CUPE National updates: [Canadian Union of Public Employees \(cupe.ca\)](#)

REPORTS: (TABLED)

(These Reports will be attached in an Email and sent out to members)

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 and attached to Meeting Link email)

Balance Sheet

Income Statement

Budget Comparison

President's Report, page 9-10

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1st Vice President Report (none submitted)

National Rep's Report

Unit Reports: (TABLED)

(These Reports will be attached in an Email and sent out to members)

- NOYFSS
- Turning Points
- SD83 - North Okanagan Shuswap
- SD53 - Okanagan Similkameen
- SD67 - Okanagan Skaha

Committee Reports: (TABLED)

(These Reports will be attached in an Email and sent out to members)

- **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: 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

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- **CSS/K-12, Bargaining Information/Updates**
- **Notice of Motions and BYLAW CHANGES:**

Gavel was passed to the National Rep. to Chair the Bylaw changes.

Parliamentary Procedure was reviewed before proceeding.

Voting will take place online, using Simply Voting. Members who are sharing one email or having an issue using the program will email their vote to the National Rep.

BYLAW Changes, Motion #1:

- **Notice of Motion** – Kyle Clark

Motion: CUPE Local 523 will create a position on the Executive Board for an Indigenous member, by amending the Bylaws as follows. **m/s/c** 55 total votes, 38 – yes, 15 - no

Section 5 EXECUTIVE MEETINGS

b) A quorum shall consist of at least ~~seven (7)~~ **eight (8)** Executive Board members including at least two (2) Table Officers.

Section 8 OFFICERS

The officers of the Local shall consist of a President, 1st, 2nd, 3rd Vice-Presidents, Recording Secretary, Secretary Treasurer, **Indigenous Workers' Representative**, Unit Chairs (NOYFSS, TPCS (~~formerly: JHS~~), School Districts 53, 67, 83), and three (3) Trustees.

Section 9 EXECUTIVE BOARD

The Executive Board shall consist of the President, 1st, 2nd, 3rd Vice-Presidents, Secretary Treasurer, Recording Secretary, **Indigenous Workers' Representative**, and one Unit Chair elected from each unit. Names of Unit Chairs to be forwarded to the Recording Secretary immediately following the election.

Sections 16-37 shall be renumbered, adding 1 to each section number, to allow for insertion of a new Section 16.

Section 16 INDIGENOUS WORKERS' REPRESENTATIVE

The Indigenous Workers' Representative shall be a member who self-identifies as an Indigenous person. They will be a full member of the Executive board with voice and vote at all Executive and General meetings.

Section ~~32~~ 33 ELECTIONS

- e) Nominations shall be closed during the General Meeting in February of each year.
- The President shall be elected in odd numbered years.
 - The 1st Vice President shall be elected in even numbered years.
 - The Secretary Treasurer shall be elected in even numbered years.
 - The Recording Secretary shall be elected in odd numbered years.

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- The 2nd Vice-President shall be elected in odd numbered years.
- The 3rd Vice President shall be elected in even numbered years
- One (1) Trustee shall be elected every year for three (3) years
- **The Indigenous Workers’ Representative shall be elected in odd numbered years.**

APPENDIX “F” OUT OF POCKET POLICY

Out of Pocket Expenses

Each active member of the Executive Board shall be paid the following annual amounts to compensate for out of pocket expenses:

President	\$500
1st Vice President	\$500
2nd & 3rd Vice President	\$500
Secretary Treasurer	\$500
Recording Secretary	\$500
Unit Chairs (5 in total)	\$500
Indigenous Workers’ Representative ...	\$500

Executive members shall receive half payments six and twelve months after their election.

Because:

- ~~Indigenous people face many barriers when it comes to getting involved with the union, including but not limited to systemic racism, cultural safety~~
- ~~The United Nations Declaration of Rights of Indigenous People (UNDRIP) article 18 states that “Indigenous peoples have the right to participate in decision-making in matters which would affect their rights, through representatives chosen by themselves in accordance with their own procedures, as well as to maintain and develop their own indigenous decision-making institutions.”~~
- ~~At the 2021 CUPE BC Convention, delegates passed a motion to “Encourage all Locals to provide a seat on their Executive Board for an Indigenous member.”~~
- ~~At the 2021 CUPE National Convention, delegates passed the 2021-2027 CUPE Anti-Racism Strategy, which includes calls to increase the representation of Black, Indigenous and racialized members in Local Union leadership roles, and encourages the creation of designated equity positions on Local executives.~~

BYLAW Changes, Motion #2:

- **Notice of Motion** – Kyle Clark

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.

Amendment: Replace the words “to the highest rate of pay in the President’s collective agreement.” with “with the average fulltime equivalent wage in the Local or the wage of their posting whichever is greater.”
m/s/c (31 - Yes, 12 - No, 0 – Abstain)

Amended 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 with the average fulltime equivalent wage in the Local or the wage of their posting whichever is greater.

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m/s/c (27 - Yes, 19 - No, 0 – Abstain) **Note:** That the Chair would like noted, for the record, that she had received 3 of those votes via email for this motion, each one voting in favour of the motion.

Amendment: To vote just on it just being a 12-month position? Split the motion.

Chair ruled: It too complicated to make that proposed amendment.

Question called, noted by the Chair but overruled to continue discussion.

Amendment: That the bullet “~~The President, or designate, shall be ex-officio to all committees.~~” be un-struck and kept in the Bylaws. **m/s/withdrawn**

Motion: To Table this motion and differ it to a Special Meeting. **m/s/d** (20 - Yes, 24 - No, 0 – Abstain)

Amendment: To remove the line “and to increase the rate of pay for the President with the average fulltime equivalent wage in the Local or the wage of their posting whichever is greater.” **m/s/withdrawn**

Section 10 **PRESIDENT**

The office of the President shall be bonded for not less than ten thousand dollars (\$10,000.00) or as such other greater sum as may be decided at a special meeting, through the master bond held by the Canadian Union of Public Employees.

~~Introduce new members and conduct them through the initiation ceremony.~~

~~The President shall preside at all meetings of the Local, sign each order on the treasury only as authorized and ordered by the Local; appoint all committees not otherwise ordered; and transact such other business as may of right pertain to the office of President, and which may be necessary for the proper functioning of the Local.~~

The President’s Hours of Work:

The position of President will be a full time, 12 month salaried position that will be paid 40 hours per week, at the highest rate of pay in the President's Unit Collective Agreement. The President will work a flexible work week of 40 hours, with additional volunteer time as required. No overtime or time off in lieu will apply to any additional hours. The President shall remain an employee of their current employer, and be eligible for benefits, vacation, and all other rights as outlined in their unit's Collective Agreement.

The President is required to report any absence from work to the Secretary Treasurer. This information will provide a record of use for sick time, holiday allotment etc.

The President shall:

- **Uphold the CUPE National Constitution, Local Union By-laws and the CUPE National Equality Statement.**
- **Oversee the operation of the Union and serve as an Executive Table Officer of the Union.**
- **Sign all official documents of the Local and preside over all meetings of the Local Union.**
- **Have a vote on all matters (except appeals against their rulings).**
- **Ensure that all Officers perform their assigned duties.**
- **Be a signing officer of the Local and ensure that the Local’s funds are used only as authorized or directed by the CUPE Constitution, Local By-laws or vote of the membership.**

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- Serve as needed as a member of all committees of the Local, including Bargaining and Labour Management Committees.
- **Attend various committee and council meetings outside of the Local.**
- **Be given the first option to attend the CLC Convention, the BC Fed Convention and CUPE conventions.**
- ~~The President, or designate, shall be ex-officio to all committees.~~
- **Be ex-officio to all committees.**
- **Introduce new members and conduct them through the Oath of Membership.**
- **Conduct new Executive members through the Oath of Nomination and Office.**
- **Perform other business that pertains to the office of President, and which may be necessary for the proper functioning of the Local.**
- **At the end of the term, surrender all documents and properties of the Local to their successor or to the appropriate Executive Table Officer.**
-
- **Oversees any vacant Executive position until it's filled.**

BYLAW Changes, Motion #3:

- **Notice of Motion #3:** Requesting a decrease in union dues. – Leanne, SD83 (Kujat)

Motion: To Table this Notice of Motion and differ it to a Special Meeting. **m/s/c** (21 - Yes, 17 - No, 0 – Abstain)

Note: That the Chair would like noted, for the record, that she had received 3 of those votes via email for this motion, two voting in favour and one opposed of the motion.

Note: That the mover of this Notice of Motion would like to have a say to when this Special Meeting can be held.

Section 19 **INITIATION FEES, DUES & ASSESSMENTS**

- The initiation and re-admittance fee shall be not less than five dollars (\$5.00). Upon receipt by the Secretary Treasurer of application for membership into the Local, every individual candidate shall remit the sum of five dollars (\$5.00) initiation fee; such amount shall be collected by the Secretary Treasurer and a receipt shall be given in every case. Union dues shall be ~~2-25%~~ **2.00%** of gross monthly salary.
- Any change in the local union dues or assessments can only be made at a General Meeting when a notice of motion has been previously given, except where the minimum dues are raised by an amendment to the CUPE Constitution, or when B.C. Division places a special assessment on its affiliates. Such Notice of Motion can be given with (7) days' notice at the previous General Meeting or in a circular advising all members at least sixty (60) days before the question is to be discussed. Special assessments may be levied in accordance with Article B.4.2 of the CUPE Constitution.

Note: That the time is now 2:55pm

Motion: To complete the Good and Welfare, email out the Reports that were to be given verbally, and adjourn the meeting. **m/s/c**

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New Business:



- **Reports from CUPE BC Convention 2022**

Congratulations Local 523, We won **Best Website Award** for over 500 members at CUPE BC Convention! [#cupebc2022](https://twitter.com/cupebc2022).

Good & Welfare (6x \$25.00): Bob Crozier, Cameron Wheeler, Heidi Haas, Roberta Hormes, Jennifer Harper, and Quinten Lindgren.

Adjournment: 3:04pm

PRESIDENT'S REPORT

Dear Members,

I would like to acknowledge that I am writing this report on the Traditional and unceded Territory of the Sylix/Okanagan people where I live, work and play.

As I write the acknowledgement, I am reminded how important it is to acknowledge. This is a way that we insert awareness of history and land into our daily life. I promise to read, learn, ask questions to educate myself and to be an ally. While I was at the Okanagan Mainline District Council (OMDC) meeting a couple of weeks ago. Shelley Saje Ricci gave a presentation about Truth & Reconciliation. I can listen to Shelley speak for hours and if you ever have an opportunity to listen to her, I encourage it. She shared a few links with us that I wanted to share with you as well.

· Elder Joan Morris from Day of Mourning Gathering May 2022, Victoria Parliament

<https://www.anchorpointexpeditions.com/podcast/18-joan-morris>

· Article: What if...White People Took Responsibility for Our Role in this Moment? /Pyramid of White Supremacy

<https://medium.com/national-equity-project/what-if-white-people-took-responsibility-for-our-role-in-this-moment-12b979d27eb6>

· Creating Cultural Safety <https://wabano.com/product/creating-cultural-safety/>

· Indigenous Ally Toolkit https://www.segalcentre.org/common/sitemedia/201819_Shows/ENG_AllyToolkit.pdf

· CUPE BC Indigenous Committee Info & Resources <https://www.cupe.bc.ca/committee/indigenous-committee/>

Please take the time to look at the resources given by Shelley.

I am also reminded that yesterday, May 27th, 2022, is the one-year anniversary of the discovery of Kamloops residential school and the children who were found. I encourage all of you to take a moment of silence. Today, I wear orange in memory and a promise to make sure that I continue to learn and do what I can everyday. I encourage you all to reflect on this and ask yourself what are you going to do?

An Executive Update – Since the last general elections meeting in February, we have an update on our executive.

1st vice president – Welcome Jean Frolek from SD83. This role is an important one on the executive as this role assists shop stewards, unit chairs and is part of the grievance committee in all 5 of our units, to name a few of the tasks within this role. Thank you, Jean, for taking on this important role. Email is – 1vp@cupe523.com

2nd Vice President – Welcome Lorie Zachariuk SD67 who was appointed at the last meeting. The 3rd Vice President Chairs the Education Committee as well as the Communications Committee. Thank you, Lorie, for taking on this important role. The newsletters look amazing, and I know they are appreciated. Email is 2vp@cupe523.com

3rd Vice President – Welcome Sylvia Lindgren from SD83. This role encompasses a few tasks such as Chairing the Good and Welfare Committee and the Entertainment Committee. Thank you, Sylvia, for taking on this important role. This role was a vacancy that is why it came to the elections meeting. Email is 3vp@cupe523.com

Secretary Treasurer – Welcome Kyle Clark SD83, Kyle remained in this position. Thank you, Kyle, for all that you do as secretary treasurer. I know the Locals finances are in great hands. Thank you also for all the tech support you offer all of us. Email is sec_treasurer@cupe523.com

1 year Trustee position – This position was awarded to Tracey Hamilton from TPCS. Welcome to the trustee team. I hope you will enjoy being a trustee for the local and learning lots.

The rest of the executive remained the same. Breakdown is below:

President – Tammy Carter, SD67 – my email is president@cupe523.com

Recording Secretary – Erica McDowell – SD67 – Thank you for all you do Erica. A reminder for all members, if you have updated mailing addresses, personal email, contact information, please contact Erica to update your information. This is important so you receive important information that we sent out. Email – rec_secretary@cupe523.com

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Unit Chairs – All of our unit chairs work hard in their roles. I want to thank all of them for the work they do and the commitment they have for each of you. The role as a unit chair is a big one and I appreciate them all. Their contact information is below.

Unit 83 – James Fox – Email – unit83@cupe523.com

Unit 67 – Terri Phillips – Email – unit67@cupe523.com

Unit 53 – Charlene Turnbull – Email – unit53@cupe523.com

TPCS – Roxanne Round – Email – tpcs@cupe523.com

NOYFSS – Samantha Symons – Email – noyfss@cupe523.com

Lastly, I wanted to thank all of our Shop Stewards and committee members for working hard for all of the members in local 523. We are lucky to have you doing the work that you do. If anyone else is interested in any roles within the Union, I encourage you to reach out to someone on the executive. The executive, steward and committee contact information is on our website. I encourage you all to have a look regularly as the website is regularly updated with information. <https://523.cupe.ca/about-us/your-executive/>

Convention update

CUPE BC Convention 2022 was in person in Victoria this year and had just over 500 people in attendance. This was my first convention as president, and I must say this year was very different than past conventions. Each day at convention were full of emotion and a convention that has connected us in a different way than the past. Convention on the last day had most of us there, we did not lose quorum. There were many new delegates attending convention this year and that was nice to see. The number of first-time speakers at the mic this year was also great to see. I was shocked that there were not really any debates back and forth on resolutions. Lots of the resolutions were voted on unanimously. I am also on the CUPE BC K-12 Committee and was able to sit up front during our report time. This was exciting as well. There were about 15 resolutions that passed this year. Each day of convention was busy and full.

I must say that I am honored and proud to be the president of local 523 and representing our members. Local 523 got recognized a lot this year at convention and we as a union should be proud, I know I am. There are many things to be proud of, the indigenous Workers Representation that we are moving towards, best website award for over 500 members, that the CUPE BC President said to a delegate that we at local 523 are doing great things. We should all be proud.

I hope you have a wonderful couple of months before summer is upon us. Stay safe and be kind to your self.

Tammy Carter
president@cupe523.com
250-462-3343