



General Meeting Minutes

Approval: Pending

DATE: November 26th, 2022
TIME: 10 am
LOCATION: Recreation Center, 2550 10th Ave NE, Salmon Arm and via Microsoft Teams

Call to Order: 10:08 am

Roll Call:

President	Tammy Carter
Secretary-Treasurer	Kyle Clark
Recording Secretary	Erica McDowell
1 st Vice	Shawn Melnyk
2 nd Vice	Lorie Zachariuk (<i>excused</i>)
3 rd Vice	Sylvia Lindgren
Indigenous Workers' Representative	-

Unit Chairs:

Acting SD 83, <i>North Okanagan Shuswap</i>	Courtney Thomson
SD 67, <i>Okanagan Skaha</i>	Terri Phillips
SD 53, <i>Okanagan Similkameen</i>	Charlene Turnbull
NOYFSS	Samantha Symons
Turning Points	Vacant
SCS	-
<i>Member Representing SCS</i>	<i>Sunnie Waters</i>

National Reps: Logan Lamerton

Trustees:

Nancy Boisvenue
Vacant
Vacant

Land Acknowledgement: CUPE Local 523 recognizes that our members live and work on the traditional and unceded territories of the Syilx/Okanagan and Secwépemc people.

General Meeting –Minutes continued...

Reading of Equality Statement

Minute of Silence

Swearing in new members: Stacey McFarlane-SD83, Jennie Duncan-SD83, Tracy Lutz-SD83, Sally McLean-SD83, Pauline Hartley-SD83,

Adoption of Agenda

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

Motion: To move New Business before Reports. **m/s/c**

Adoption of the Minutes of: September 24th, 2022, CUPE Local 523 General Meeting and the September 24th, 2022, Special General Meeting.

Motion: To adopt the September 24th, 2022, CUPE Local 523 General Meeting and the September 24th, 2022, Special General Meeting. **m/s/c**

CORRESPONDENCE:

Local 523: www.523.cupe.ca

CUPE BC Update: www.cupe.bc.ca

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

REPORTS:

Treasurer's Report:

The Secretary-Treasurer report is composed of three parts:

Balance Sheet

Income Statement

Budget Comparison

President's Report, page 12

1st Vice President Report

National Rep's Report

Unit Reports: ***Reports will be sent out via email and posted on the Local 523 website.*

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

Committee Reports: ***Reports will be sent out via email and posted on the Local 523 website.*

- **Health & Safety** – President
- **Education** – 2nd Vice President

General Meeting –Minutes continued...

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

OMDC Meeting Dates: 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

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

Please see the President's Report for more information. (below)

***Point of Privilege** was called by member Jean Frolek from Unit SD83, who spoke regarding her concerns of the union.

Actions: The Executive will meet to review all of Jean's concerns, requests and information regarding her Point of Privilege concerns and will report back.

New Business:

Point of Information:

Tile the doors: Closing the doors to prevent anyone from coming in or leaving the room until a vote is complete.

Parliamentary procedure is a list of rules used to help run meetings democratically and efficiently. Most Canadian unions, including CUPE, use Bourinot's Rules of Order. These rules are fair and based on common sense. They help us move through union business and make good decisions at local membership meetings, and division and national conventions.

[Parliamentary procedure | Canadian Union of Public Employees \(cupe.ca\)](https://www.cupe.ca/parliamentary-procedure)

General Meeting –Minutes continued...

- **2023 Budget**

Motion: To accept the 2023 Budget as presented. **m/s/c**

Discussion: Questions regarding the proposed changes of the Local Entertainment Committee. The bylaw changes propose to change the format of the Entertainment Committee from the Local level to the unit level. If passed, the Entertainment Committee Budget line will remain the same as proposed just sub divided by each unit. Hold further discussion concerning the proposed Entertainment Committee bylaw changes

Motion: To rerun the vote. **m/s/c**

Motion: To accept the 2023 Budget as presented. **m/s/c**

- **Voting on Bylaw Changes**

Motion: To go through the Bylaw changes section by section. **m/s/c**

Land Acknowledgement:

CUPE Local 523 recognizes that our members live and work on the traditional and unceded territories of the Syilx/Okanagan and Secwépemc people.

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

Section 1 **NAME**

- a. This Local shall be known as Local 523 of the Canadian Union of Public Employees.
- b. The Local shall consist of the following bargaining units:
 - Turning Points Collaborative Society (TPCS) (~~formerly: John Howard Society~~)
 - North Okanagan Youth and Family Services Society (NOYFSS)
 - School District No. 53 (Okanagan-Similkameen)
 - School District No. 67 (Okanagan-Skaha)
 - School District No. 83 (North Okanagan-Shuswap)
 - Summerland Community Support, SCS

Motion: To accept the Section 1 Bylaw changes as presented. **m/s/c**

Section 2 **PRINCIPLES & OBJECTIVES**

- e. To help organize new members to Local 523.

Motion: To accept the Section 2 Bylaw changes as presented. **m/s/c**

Section 3 **AFFILIATIONS**

- b. ~~Elected~~ Delegates to regional labour councils shall be reimbursed expenses for attending labour council meetings in accordance with the Local expense policy.

Motion: To accept the Section 3 Bylaw changes as presented. **m/s/c**

Motion: To amend the motion to read: “~~Whether elected or appointed~~, Delegates to...”. **m/s/c**

Section 4 GENERAL MEETINGS

- a. General Meetings shall be held a minimum of five (5) times per year (including the General Election Meeting), rotating between Oliver, Penticton, Vernon, and Salmon Arm and Kelowna.
- h. General Meetings may be held virtually and/or in person.
- i. For the purposes of quorum, the General Election Meetings shall be a single meeting held in four separate locations successively as defined in Section 4(a)h

Motion: To accept the Section 4 Bylaw changes as presented. **m/s/c**

Section 5 EXECUTIVE MEETINGS

- a) The Executive Board shall meet a minimum of eight (8) times per year. The Executive Board may meet virtually and/or in person.

Motion: To accept the Section 5 Bylaw changes as presented. **m/s/c**

Section 7 UNIT MEETINGS

- a. Units shall hold a minimum of ~~1~~ 2 meeting per year, one in the Spring and one in the Fall.
- b. The Executive must be notified in advance of any such meeting.
- c. Unit Chairs, Shop Stewards and Unit Committee elections shall take place at a Fall Unit meeting with President or designate chairing the election.
- d. EI Rebates allocation will be determined by a vote of the unit membership in accordance with Section ~~18 (j)~~. 19 (j).
- e. Business of the Local must be conducted at a General Meeting.
- f. Unit Meetings may be called by written request of ten (10) Unit members.
- g. Unit Meetings may be called by the CUPE 523 Executive.
- h. Unit Meeting minutes and documents will be kept on file at the CUPE 523 Office on file by the Local.

Motion: To accept the Section 7 Bylaw changes as presented. **m/s/c**

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, SCS (formerly: JHS), School Districts 53, 67, 83), and three (3) Trustees.

General Meeting –Minutes continued...

- a. All officers must give all properties, assets, technology, funds and all records of Local 523 to their successors at the end of their term of office.

Motion: To accept the Section 8 Bylaw changes as presented. **m/s/c**

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.

- a. The Executive Board shall have the authority to pass motions for the expenditure of monies and conduct other business as necessary between General Meetings. Any decisions or expenditures shall be reported to the membership. ~~at the next General Meeting for their ratification.~~
- b. The objective of the Executive Board is to allow delegates members the opportunity to discuss and bring pertinent matters before it and make recommendations.

Motion: To accept the Section 9 Bylaw changes as presented. **m/s/withdrawn**

Motion: To move the Sections that refer to our new Unit Summerland Community Services, SCS. **m/s/c**

Section 10 PRESIDENT

- p. Perform other such duties as the Executive or Constitution may direct.

Motion: To accept the Section 9 Bylaw changes as presented. **m/s/c**

Section 11 1st VICE PRESIDENT

- a. Chair the Shop Stewards Committee and the Grievance Committees.
- b. ~~Direct the gathering of~~ Manage the collection and file all pertinent information relative to grievances and process the grievances through the initial stages of the procedure contained in the appropriate Collective Agreement.
- c. Work in liaison with the President regarding all Steward and grievance matters.
- d. Organize and Chair the Local Shop Steward Annual Conference.
- e. Perform such duties and carry out such functions as the Executive Board may direct.
- f. Attend grievance meetings as required.
- g. Attend Units shop steward meetings as required.
- h. Perform other such duties as the Executive or Constitution may direct.

Motion: To accept the Section 11 Bylaw changes as presented. **m/s/c**

Section 12 RECORDING SECRETARY

The Recording Secretary shall keep a correct, full and impartial record of the proceedings of each meeting of the Local Union and all the meetings of the Executive Board. Each record of proceedings shall include a copy of the full financial report presented by the Secretary-Treasurer in accordance with Article B.3.6. The Recording Secretary shall perform such other duties as the ~~Local Union Executive~~ or Constitution may direct.

- a. ~~The Recording Secretary shall keep full and accurate account of all education received by members.~~
- b. The Recording Secretary shall keep full and accurate account of all election results.
- c. The Recording Secretary shall be responsible for recording and distributing all correspondence.
- d. ~~The Recording Secretary shall keep a record of all Trustee reports.~~
- e. The Recording Secretary shall be an alternate signing officer of the Local and the Office of the Recording Secretary shall be bonded for not less than five thousand dollars (\$5,000.00), or such other greater sum as may be decided at a special meeting, through the master bond held by the Canadian Union of Public Employees.
- f. ~~The Recording Secretary shall be responsible for maintaining the Locals membership database, which includes their contact information and beneficiary information.~~
- g. ~~The Recording Secretary shall be responsible for maintaining the Locals membership email list.~~
- h. ~~The Recording Secretary shall be responsible for issuing members union cards and welcome packages as applicable.~~
- i. ~~The Recording Secretary shall oversee the organization the online filing system and assist executive members with filing documents in the appropriate locations.~~

Motion: To accept the Section 12 Bylaw changes as presented. **m/s/c**

Section 33 ELECTIONS

- a. For the purpose of conducting the Annual Elections, the President shall, subject to the approval of the members at a General Election Meeting appoint a Returning Officer and assistants who cannot be candidates for office. ~~nor Officers of the local.~~ They shall be members in good standing. The CUPE National Representative may be appointed as returning officer.
- f. Unit Chairs and Shop Stewards shall be elected for a two-year term by the members of that unit ~~at their during a Unit meeting. in even numbered years.~~
 - a. ~~SD53 unit elections shall be held in even numbered years.~~
 - b. ~~TPCS unit elections shall be in even numbered years.~~
 - c. ~~SCS unit elections shall be held in even numbered years.~~

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- d. SD67 unit elections shall be held in odd numbered years.
- e. SD83 unit elections shall be held in odd numbered years.
- f. NOYFSS unit elections shall be held in odd numbered years.

Motion: To accept the Section 33 Bylaw changes as presented. **m/s/c**

Motion: To change all the “his/her” to “their”, for all the Sections of the Bylaws. **m/s/c**

Housekeeping changes for the Bylaws: Have abbreviations following Unit’s full name.

APPENDIX “I ” **CODE OF CONDUCT**

~~Local 523 is committed to ensuring that all of its meetings and activities are safe environments where members are encouraged to speak. Existing members are encouraged to welcome, mentor and support new members and equity-seeking members.~~

~~Local 523 strives to promote core values which include the principles of solidarity, equality, democracy, integrity, and respect. We are committed to mobilizing our energy and skills to work together to promote these values and to attain these goals in our Union, our communities, and globally.~~

~~Local 523 is committed to creating a council which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying and intimidation. THE LOCAL 523 needs to ensure that it provides a safe environment for members, staff and elected officers to carry out our work. The Local 523 expects that mutual respect, understanding and co-operation will be the basis of all our interaction.~~

~~This Code of Conduct for the LOCAL 523 sets out standards of behaviour for members at meetings, and all other events organized by the LOCAL 523. It is consistent with the expectations outlined in the Equality Statement, CUPE National Constitution and these bylaws. It does not apply to complaints arising in the workplace(s), as those are dealt with through the grievance procedure and/or the applicable workplace(s) harassment policy.~~

~~As members of the LOCAL 523 we commit to one another and to the Union to be governed by the principles of the Code of Conduct and agree to:~~

- ~~● Abide by the provisions of the Equality Statement;~~
- ~~● Respect the views of others, even when we disagree;~~
- ~~● Recognize and value individual differences;~~
- ~~● Communicate openly;~~
- ~~● Support and encourage each other;~~
- ~~● Make sure that we do not harass or discriminate against each other;~~
- ~~● Commit to not engaging in offensive comment or conduct;~~
- ~~● Make sure that we do not act in ways that are aggressive, bullying, or intimidating; and~~

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- ~~Take responsibility for not engaging in inappropriate behaviour due to abuse of alcohol or other drugs while participating in union activities, including social events.~~

~~Harassment is objectionable behaviour which may include actions, language, gestures, and/or written material, and which the harasser knows or ought reasonably to know is abusive and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons' mental and/or physical well-being.~~

~~A complaint regarding this Code of Conduct will be handled as follows:~~

- ~~1. If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code, by asking the person to stop such behaviour. If that is not possible, or if it does not resolve the problem, a member may bring forward a complaint.~~
- ~~2. Once a complaint is received, a designated Officer of the Council will work to seek a resolution.~~
- ~~3. If this fails to resolve the matter, the designated Officer of the Local Union shall report the matter to the person in charge, who shall determine whether there is need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.~~

~~This Code of Conduct is designed to create a safe, respectful and supportive environment within CUPE. It is meant to enhance the rights and obligations outlined in the Bylaws of the LOCAL 523, the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.~~

~~This Code of Conduct does not replace a member's right to access the trial provisions of the CUPE National Constitution.~~

Motion: To accept Appendix "I" Bylaw changes as presented. **m/s/c**

Appendix "I" CODE OF CONDUCT

The mandate of our union, the Canadian Union of Public Employees (CUPE), is to organize and defend workers and to promote economic and social justice for our members and for all workers. In carrying out our work, we in CUPE strive to promote our core values which include the principles of solidarity, equality, democracy, integrity, and respect. We are committed to mobilizing our energy and skills to work together to promote these values and to attain these goals in our union, our communities, and globally.

CUPE is committed at all levels to creating a union which is inclusive, welcoming, and free from harassment, discrimination, and all types of bullying and intimidation. CUPE needs to ensure that we provide a safe environment for members, staff, and elected officers to carry out our work. CUPE's expectation is that mutual respect, understanding, and co-operation will be the basis of all our interaction.

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This Code of Conduct sets out standards of behaviour for participants at national convention, conferences, schools, meetings, and any other union events organized by CUPE National, Local 523, or any other CUPE chartered body. It is consistent with the expectations outlined in the Equality Statement and the CUPE National Constitution.

This Code of Conduct is intended to deal with complaints of inappropriate behaviour at events organized by CUPE National and at events, meetings, and activities by other CUPE bodies. It does not apply to complaints arising in the workplace, as those are dealt with through the grievance procedure and/or the applicable workplace harassment policy.

As CUPE members, staff, and elected officers, we commit to one another and to the union to be governed by the principles of the Code of Conduct and agree to:

- Abide by the provisions of the Equality Statement.
- Respect the views of others, even when we disagree.
- Recognize and value individual differences.
- Communicate openly.
- Support and encourage each other.
- Make sure that we do not harass or discriminate against each other.
- Commit to not engaging in offensive comment or conduct.
- Make sure that we do not act in ways that are aggressive, bullying, or intimidating.
- Take responsibility for not engaging in inappropriate behaviour due to use of alcohol or other drugs while participating in union activities, including social events.

Harassment is objectionable behaviour which may include actions, language, gestures, and/or written material, and which the harasser knows or ought reasonably to know is abusive and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons' mental and/or physical well-being.

A complaint regarding the Code of Conduct will be handled as follows:

1. If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code by asking them to stop such behaviour. If that is not possible, or if it does not resolve the problem, a member may bring forward a complaint.
2. A complaint shall be brought to the attention of an ombudsperson when there is one available. Should an ombudsperson not be available, a person properly appointed and designated to be in charge shall receive the complaint.
3. The ombudsperson or the person in charge will work to seek a resolution. If this fails to resolve the matter, the ombudsperson shall report the matter to the person in charge. The person in charge has the authority to expel members from the event for serious or persistent offenses.
4. If the complaint involves a national staff member, it shall be referred to the appropriate director for investigation and the complaint shall be dealt with in accordance with the applicable staff collective agreement. If the complaint involves a staff member employed by another CUPE chartered organization, the complaint shall be referred to the person responsible for their employment.
5. If the person in charge is a party to the complaint, an alternate will be designated to assume the role.

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6. In a case where a member has been expelled from a National event, the National President shall receive a report on the matter. For other events, the presiding officer shall receive a report on the matter.
7. For events organized by CUPE National, the National President shall determine if further remedial action is appropriate, including restricting a member's participation in future events organized by CUPE National. For other events, the presiding officer shall consult the National President.

This Code of Conduct is designed to create a safe, respectful, and supportive environment within CUPE. It is meant to enhance the rights and obligations outlined in the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.

This Code of Conduct does not replace a member's right to access the trial provisions under Appendix F of the CUPE National Constitution.

Motion: To Table the rest of the proposed Bylaw changes to a Special General meeting. **m/s/c**

Motion: That the Reports be sent out electronically vs given orally. **m/s/c** (*time of motion: 1:13pm*)

Good & Welfare (6x \$25.00): Theresa Snow-SD53, Valerie Dean-SD83, Jean Frolek-SD83, Elayne Kelly-SD53, Richard Scott-SD83, Michelle McFadden-SD83

Adjournment: 1:18 pm

PRESIDENT Report – November 2022

Dear Members,

As I write this message to you looking at the snow outside, I am hoping that you are all staying warm and safe. This time of year can be a busy one for sure. As a local, it as been a busy fall and entering winter seems to be just as busy if not busier. I will break down a few things for you below.

Local Bargaining/Negotiations Updates:

School Districts (SD53, SD67, SD83), the bargaining team have been busy negotiating with the Employers. There have been many days and long hours that the committees have met as a team and with the Employer. I want to personally thank them all of them for their time, dedication they have for you as the members, trying to get the best deal possible.

This is the process for all school districts once the bargaining team have a tentative deal with the Employer.

1. A tentative deal has been reached.
2. A ratification meeting will be called and held for each district separately.
This meeting will be held in person.
3. At the ratification meeting, there will be a secret ballot and a vote will happen for the Provincial Framework Agreement (PFA) and the Local tentative agreement.
4. Votes casted at the ratification meeting will be counted at the end of the day.
5. At the ratification meeting we will go through and explain more to all. At this meeting, the tentative agreement will be shared. This will not be shared ahead of time. Members are encouraged to attend the in-person meetings when they are advertised.

Confidentiality – a reminder that through the process of bargaining this is a confidential process. The bargaining/negotiations team are not able to share a lot of details, please be respectful to all bargaining/negotiation's teams.

The Bargaining/Negotiations teams are as follows:

School District 53:

Unit Chair – Charlene Turnbull

Shop Steward – Melanie Harriman

Local 523 Secretary Treasurer – Kyle Clark

Local 523 President – Tammy Carter

National Rep. – Logan Lamerton

School District 83:

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Unit Chair – Courtney Thomson Shop
Steward – Devon Brindley
Local 523 Secretary Treasurer – Kyle Clark
Local 523 President – Tammy Carter
National Rep. – Logan Lamerton School
District 67:
Unit Chair – Terri Phillips
Custodian – Bonnie Hartskamp
Local 523 Secretary Treasurer – Kyle Clark
Local 523 President – Tammy Carter
National Rep. – Logan Lamerton

Local Bargaining/Negotiations for CSS – NOYFSS, TPCS and SCS

Local Bargaining for NOYFSS and TPCS has been done since the summer of 2022. We are waiting on the provincial table to be done before we can ratify the agreement.

NOYFSS Bargaining team is as follows: Unit Chair Samantha Symons, Local 523 secretary treasurer Kyle Clark, Local 523 President Tammy Carter and National Rep. Harry Knott (Now Logan Lamerton).

TPCS Bargaining team is as follows: Past Unit Chair Roxanne Round, Shop Steward Bob Crozier, Local 523 secretary treasurer Kyle Clark, Local 523 President Tammy Carter and National Rep Harry Knott (Now Logan Lamerton).

CSS (Summerland Community Support) we will be negotiating the local agreement early December with the Employer. The team consists of: Sunnie Waters (Shop Steward), Zoe Clark (member), Local 523 Secretary Treasurer Kyle Clark, Local 523 President Tammy Carter and National Rep. Logan Lamerton. We are looking forward to working as a team to negotiate the local agreement.

Provincial Bargaining:

K-12 Provincial Bargaining – This has been done already and there has been a tentative deal. After the local bargaining is done, then the members will vote on both the provincial framework and the local agreement.

CSS Provincial Bargaining – I do not know a lot as this is a confidential process. What I can tell you is that the CSS provincial bargaining team have more dates set in January 2023. Once the provincial table is done, we will have meetings in each of the units (NOYFSS, TPCS, SCS) to ratify the provincial and local agreement together. We will keep you updated as we know more and there are bulletins that come out to all members. Please read these bulletins and ask the unit chair and stewards for clarification as needed.

Email List - If you are not getting emails from us, please go to the website to fill out the form to get on the email list. If you have done this and still having trouble, please contact Erica McDowell the local 523 recording secretary and she can look into this for you. The link to the website is -

<https://523.cupe.ca/>

Executive Updates: There have been a few changes on the executive since the last time I reported out to the members.

Unit 83 – James Fox has stepped down from the role as Unit Chair. The executive and I would like to thank James for all the work and dedication you have done for the members of SD83. We will miss you and wish you all the best.

Courtney Thomson is acting unit chair for SD 83. She can still be reached at unit83@cupe523.com. Thank you, Courtney, for stepping into this role and I look forward to working with you.

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TPCS – Roxanne Round has stepped down from the role as Unit Chair. The executive and I would like to thank Roxanne for all the work you have done for TPCS members, you will be missed, and we wish you all the best.

TPCS VACANT positions. At this time, there is no one who has stepped forward to be the unit chair for TPCS. There are also only 2 shop stewards for TPCS at this time. We are needing to fill the roles as Unit Chair as well as shop stewards. If you are interested in these roles, please reach out to myself, Tammy – president@cupe523.com. I have been able to visit the Kelowna sites and deliver donuts and information to all members. Shawn, the 1st vice president, and I delivered an information package as well as donuts to the Vernon sites on our way to another meeting in Salmon Arm. The feedback has been the members are feeling more appreciated and thanked that we would take the time to recognize them. Part of this outreach is to see if we can answer questions, concerns, and advocate for some getting more involved and helping out with TPCS. We are having a TPCS Unit Meeting online on Tuesday November 29th starting at 7pm. Please look for the email link in your personal email account. At this meeting we will be listening to the members and their concerns, give you updates and hold an election for all positions. I hope that as many members from TPCS can attend this meeting.

1st vice president position – The executive welcomes Shawn Melnyk who has been appointed into the role of 1st vice president. Thank you, Shawn, for taking this role on and I look forward to working with you.

As president, I have been supporting all unit chairs and executive members with their roles and offering support where needed. In the past month, I have also attended meetings such as President Council meetings, OH&S meeting and training, Bargaining/Negotiations meetings with all 6 units, CUPE BC K12 Committee meeting. I have attended the Okanagan Mainline District Council (OMDC) meeting as well this past weekend. These are all beneficial for the president to attend and participate in as this helps all members. There are more that I have done but the above is just a small portion of this role.

Winter School – I have applied and been approved to attend winter school. I am taking the course “Arbitration – “To Go or Not To Go”. I am excited to take this course to learn more about the Arbitration process and to bring back my learning to share with the executive, 1st vice president and shop stewards as well as the members. This will benefit the local for sure.

As we head into the holiday season, I hope that everyone finds some peace and finds time to rejuvenate. This time of year can be a stressful one and a reminder that the executive is here for you.

Have a safe holiday
Tammy Carter
Local 523 President,
president@cupe523.com 250-462-3343