

General Meeting MINUTES

Approval: Pending

DATE: February 10th, 2024
TIME: 10 am
LOCATION: Prestige Vernon Lodge and Conference Centre, 3914 32 St, Vernon, BC, and via Teams

Call to Order: 10:02 am

ROLL CALL:

President	Tammy Carter
Secretary-Treasurer	Kyle Clark
Recording Secretary	Erica McDowell
1st Vice President	Shawn Melnyk
2nd Vice President	Vacant
3rd Vice President	Devon Brindley
Indigenous Workers' Representative	Sherri Havig

Unit Chairs:

<u>K-12</u>	
SD53, Okanagan Similkameen	Charlene Turnbull (<i>excused</i>)
SD67, Okanagan Skaha	Terri Phillips
SD83, North Okanagan Shuswap	Courtney Thomson
<u>CSS</u>	
NOYFSS, (Appointed), North Okanagan Youth and Family Services Society	Samantha Robinson
TPCS, (Appointed), Turning Points Collaborative Society	Zoe Froemgen (<i>excused</i>)
SCS, Summerland Community Support	Sunnie Waters (<i>excused</i>)

CUPE National Representative: Logan Lamerton (*excused*)

Trustees:

Nancy Boisvenue (*excused*)
Sylvia Lindgren (*excused*)
Morgan Turland

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

General Meeting –Minutes continued...

Reading of Equality Statement

A reminder that any abusive language or threatening behaviours will not be tolerated, as per our equality statement. This applies before, during and after all our meetings.

Minute of Silence: Dorothy Bird - SD83, Barb Hillson - SD83

Swearing in new members: Delma Colavecchio – SD53

Membership Oath: *I promise to support and obey the Constitution of this Union, to work to improve the economic and social conditions of other members and other workers, to defend and work to improve the democratic rights and liberties of workers and that I will not purposely or knowingly harm or assist in harming another member of the Union.*


Adoption of Agenda

Motion: To adopt the agenda as presented but move New Business before Unit Reports. **m/s/c**

Adoption of Minutes: From the November 18th, 2023, CUPE Local 523 General Meeting.

Motion: To adopt the minutes From the November 18th, 2023, CUPE Local 523 General Meeting as presented. **m/s/c**

SAVE THE DATE


CANADIAN UNION OF PUBLIC EMPLOYEES BRITISH COLUMBIA

CUPE BC is pleased to announce the date for the 2024 Super Conference.

DATE: June 18-20, 2024
(Registration will open from 4pm to 7pm
& the Opening Plenary will commence at 7pm on June 18th.)

PLACE: Coast Capri Hotel
Kelowna, British Columbia
1171 Harvey Ave, V1Y 6E8

The concurrent sessions will include topics pertaining to current and emerging issues.

Please save the date and circulate the notice to your respective local and staff. Further details will be provided later.

CORRESPONDENCE:

Local 523: www.523.cupe.ca

Thank you cards from Good and Welfare recipients and Bursary beneficiaries.

CUPE BC updates: www.cupe.bc.ca

2024 Super Conference announced, June 18-20, 2024 in Kelowna

CUPE National updates: www.cupe.ca

Save the date for Spring School was also just released.

REPORTS:

Treasurer's Report: pg.6

The Secretary-Treasurer report is composed of three parts:

Balance Sheet

Income Statement

Budget Comparison

General Meeting –Minutes continued...

President's Report, pg.4

1st Vice President Report

National Rep's Report

Indigenous Workers' Rep. Report

UNIT REPORTS:

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

COMMITTEE REPORTS:

- **Health & Safety** – President
[Health and Safety Newsletter – Winter 2024](#)
- **Education** – 3rd Vice President
- **Good & Welfare** – 3rd Vice President
- **Communication** - 2nd Vice President
- **OMDC** – 2nd Vice President
OMDC Meeting Dates: May 4, 2024, Sept 21, 2024, November 2, 2024
OMDC (Okanagan Mainline District Council) have officially changed their name, but the bylaws need to be changed to reflect the name change first.
- **North and South Labour Council**
NOLC (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** (SCS, 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** – Collective Agreement Updates
K-12 CAs are at the printers. CSS has no updates, still in draft form.

NEW BUSINESS:

- **Nominations for Executive Positions:**

Secretary Treasurer (2 yrs.)

Nominated: Kyle Clark **Accepted/Acclaimed:** Yes

1st VP (2 yrs.)

Nominated: Shawn Melnyk **Accepted/Acclaimed:** Yes

2nd VP(1yr.)

Nominated: Morgan Turnland **Accepted:** Yes

Nominated: Lorie Zachariuk **Accepted:** Yes

Nominated: Devon Brindley **Accepted:** No

Election: March 2nd, 2024

3rd VP (2yrs.)

Nominated: Devon Brindley **Accepted/Acclaimed:** Yes

1x Trustee (3 yrs.)

Nominated: Jennifer Harper **Accepted/Acclaimed:** Yes

- **Trustee Audit Report for January - June 2023** – Secretary-Treasurer
- **A.S's death benefit** – Secretary-Treasurer
Motion: That CUPE Local 523 sends Justin Roberts a cheque for \$1,500, in lieu of Sandy Roberts death benefit."
Motion: CUPE Local 523 send Justin Roberts \$1500 in lieu of Sandy Roberts Death Benefit. **m/s/c**
Discussion: Sandy Roberts (Alex Shudlo) listed Beneficiary had previously passed away.

- **Notice of Motions:**

#1 - Notice of Motion: That the SD53 Unit Chair be booked off 1 extra day per week for the 2024 Budget.

Motion: That the SD53 Unit Chair be booked off 1 extra day per week for the 2024 Budget. **m/s/c**

Discussion: SD53 Unit Chair: I feel that I am never caught up, only putting out fires and not doing good union work. Increasing my position will be very beneficial to the members. I could attend more meetings to work with the Employer situations that arise in our district. At this moment I do at least 30-40 hours a month unpaid. I am feeling burnt out, overworked and feel I could do more for our members if I had more time. The Unit Chair position has become a lot of work; I want members to feel I am there for them when they need me.

General Meeting –Minutes continued...

#2 - Notice of Motion: To add 5 flexible (flex) Union release days per Executive position wages to the 2024 Budget.

Motion: To add 5 flexible (flex) Union release days per Executive position wages to the 2024 Budget.
m/s/c

Discussion: Executive wages in this years 2024 Budget where solely based on ‘regular’ Union release time, no “flexible” or emergency time was allocated. This motion would allow for each Executive position to have up to 5 days throughout the year to use towards Union release time. Budgeting for this time in advance is easier then getting pre approval from the membership as it’s usually for unforeseen/unexpected union business that comes up and because we only hold 4 General meetings per year. A question was asked about accountability and informing the membership of days taken.

Actions: When an Executive member wishes to use one of their 5 union release days, they will inform the rest of the Executive prior to the date and reasons for needing the day. To report at our General meetings who, when and why these days are taken.

- **2023 CUPE BC Convention, Nominations and Election of Delegates**

The 2024 CUPE BC convention will take place April 24 to 27 in Vancouver.

Nominations: Valerie Dean, Richard Scott, Jennifer Harper, ~~Eric Martello~~, Bob Crozier, Shawn Melnyk, Sherri Havig, Lorie Zachariuk

Elected Delegates: Jennifer Harper, Bob Crozier, Shawn Melnyk, Sherri Having, and Richard Scott as the alt.

Motion: To destroy the ballots. **m/s/c**

Motion: To complete our unfinished business and Good & Welfare and adjourn and to send out the Unit & Committee Reports electronically via email. **m/s/c**

GOOD & WELFARE: (6x \$25.00)

Jenny Thomas, Naomi Ety, Elayne Kelly, Valerie Dean, Jonothan Paul, and Delma Colavecchio

Adjournment: 12:10pm



President Report – President Report for members

February 2024

Dear Members,

I don't know about you, but this past month went by fast. I am still not sure where January went, and we are well into February already. I have been in constant communication with all unit chairs, assisting in various meetings with members or the Employer and with the many grievances we have in the local. These are just a few things that I have been doing across the entire local area. I have also attended meetings like the SIDC (Southern Interior District Council) formerly called the OMDC (Okanagan Mainline District Council). These meetings are beneficial to attend as we gain support from other locals and the valuable and important networking that happens. I also sit on the CUPE BC K-12 Committee, we had a meeting in January. We have been writing some resolutions for the CUPE BC Convention in April. To look at all the committees that CUPE BC has, please visit this website, click on Governance and Leadership, you will find the committees tab there. [Home \(cupe.bc.ca\)](http://cupe.bc.ca)

A few highlights that I want to draw the members attention to:

CLC (Canadian Labour Congress) Winter School

I was approved to attend a weeklong school a few weeks ago through the CLC schooling that they put on. I took a bargaining course which is beneficial for all our members. Bargaining is one of the most important things that we do as a union. Learning tools and building resources for all six of our bargaining tables is important and I am grateful that I was able to attend.

Pay Stubs Reminder – It is important to look at your pay stubs every pay day. Making sure there are no discrepancies will help to make sure that you're getting paid what you are supposed to. If you recognize a problem, please reach out to a shop steward or the unit chair in your unit as soon as possible.

Collective Agreements

Social Sector Collective Agreements – the collective agreement is still in draft form. We are looking into this to find out information for you. When we get the information, we will send it to you.

K-12 Collective Agreements – these are at the printers and once we get them, we will give them to the unit chairs.

General Meeting –Minutes continued...

Bargaining – It is that time again that the local is preparing for the next bargaining round with all 6 of the Employers. We will be planning on sending information about bargaining later in the spring and fall. Please watch for these communications. If you are not on the email list, please go to our website to sign up for emails as well as texts. The link for the website is below.

Health and Safety – There seems to be a higher volume of issues and concerns around health and safety in the workplace. If you seek assistance in this area, you are encouraged to reach out to your unit's representative in your unit. All contacts are found on the local website, link below. There was a health and safety newsletter that came out. If you did not get this, please ensure your contact information is correct by updating it on the website via the link below.

A reminder that if you have an issue, we ask that you seek assistance from one of your unit's shop stewards and/or unit chairs. We can't help you if we don't know. All contacts are found on the local 523 website. You are encouraged to fill out your email, contact information as well as sign up for text messages. Also, beneficiary forms are on the website, if this needs to be updated, please fill it out so we have the correct information.

I wish you all a safe and healthy month ahead.

Local 523 website

[CUPE 523 – Representing school and social service workers in the Okanagan](#)

In Solidarity,
Tammy Carter
President
CUPE Local 523