



General Meeting MINUTES

Approval: Pending

DATE: November 18th, 2023
TIME: 10 am
LOCATION: Penticton Community Centre, 325 Power Street, meeting room #4, and via Teams

Call to Order: 10:05 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 (<i>excused</i>)

Unit Chairs:

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

CUPE National Representative: Logan Lamerton

Trustees:

Nancy Boisvenue
Sylvia Lindgren
Morgan Wilson

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

Swearing in new members: Alicia Neville and Wade Jackson

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. **m/s/c**

Adoption of Minutes: From the September 16th, 2023, CUPE Local 523 General Meeting.

Motion: To adopt the Minutes from the September 16th, 2023, CUPE Local 523 General Meeting as presented. **m/s/c**

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

The 2024 CUPE BC convention will take place April 24 to 27 at the Westin Bayshore Hotel in Vancouver.

CUPE National updates: www.cupe.ca

REPORTS:

Treasurer's Report:

The Secretary-Treasurer report is composed of three parts:

Balance Sheet

Income Statement

Budget Comparison

Motion: To adopt the Secretary-Treasurer report as presented. **m/s/c**

President's Report, pg.5

Motion: To move new business before Unit Reports. **m/s/c**

General Meeting –Minutes continued...

1st Vice President Report

National Rep's Report

UNIT REPORTS:

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

COMMITTEE REPORTS:

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

OMDC Meeting Dates: November 25, 2023, January 27, 2024, May 4, 2024,
Sept 21, 2024, November 2, 2024

- **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

SD53 signed the final agreement Nov 16, 2023!

SD67 and SD83 are both waiting on some final corrections from the latest drafts, hopefully soon.

We will be posting to website once finalized.

NEW BUSINESS:

- **2024 BUDGET Proposal** – Secretary-Treasurer

Motion: To approve the proposed 2024 Budget Proposal as presented. **m/s/c**

Motion: To approve the proposed 2024 Budget Proposal as presented. **m/s/c**

Amendment: That all Executive position wages, except for the President and the Secretary-Treasurer be calculated based on no more than regular 3 book off days per week plus extra funds to allow for additional Union release days as needed. **m/s/defeated**

Discussion: To allow equal book off time if needed plus the ability for extra release days if needed. Executive has presented this year’s budgeted Executive wages based on the individual needs of each position. Asked if this would be reviewed and possibly adjusted yearly through the budget process? Response was yes. Support was given from the floor to approve suggested Executive position wages as presented.

Motion: For Unit and Committee Reports, be sent out electronically. **m/s/c**

GOOD & WELFARE: (6x \$25.00)

Sylvia Lindgren, Wade Jackson, Kirk Kohlhauser, Wade Jackson, Deborah Rivest, Jennifer Harper

Adjournment: 12:03pm



President Report - November 2023

As I sit here writing this communication to you, the members, I am bundled up as it is chilly today. It is hard to believe that the cold weather is upon us so fast. Balancing between being the president and spending time with my family can be a challenge at times and has been a challenge this past month. To be honest, usually the family gets the back seat while things are busy with the union. I am happy that my family supports me in this role as president and that they appreciate and understand the role I have as president is a significant one in making change in a good way for the members. I am also reminded that in the busy times, I do have to remind myself to enjoy moments for myself, whether it is doing a puzzle, reading a book or making Christmas cards. Also spending time with my family, whether it is a half hour having tea or playing a game, is just as important. I am grateful for all the support I have in the president role from the members and the executive. It really does make this job more rewarding, and I really do love the role of president. I am hoping that you all find some time over the next few months for yourself and spending time with your family and or friends.

It has been quite busy this fall. I have been involved in various labor-related activities and events. Here's a breakdown of some things I have been doing:

1. **Grievance Assistance:** I have been providing assistance for grievances within the local, particularly at the step 3 level. This involves helping the grievance committees navigate the grievance process and working towards resolving the grievances. I have been attending meetings with the grievance committee and Employers to try to come up with resolutions.
2. **Mediation/Arbitration Preparation:** I continue to prepare for mediation and arbitration proceedings for some of the grievances. This involves getting ready to assist the National Rep with the information they require to proceed at the mediation and arbitration steps.
3. **CUPE National Convention:** I attended the CUPE National Convention in Quebec, this is a significant event for the labor movement. It's where representatives from various CUPE locals gather to discuss and make decisions on important issues, including constitutional changes and resolutions. They were long days on the convention floor, and we were able to get some business done, as well as have some guest speakers. CUPE National had about 3,000 members sitting in the same room. That alone was remarkable to see and experience. As for constitutional changes, we voted and passed 7 constitution resolutions that were passed and 1 was defeated. We also passed 21 resolutions while at the convention. Passing constitutions are an important part of convention as it helps shape the overall direction of CUPE National. Passing resolutions are also important as these are what gives CUPE National direction in the next couple of years. I am thankful that I was able to attend and represent all 523 local members.
4. **Joint Labor-Management Meetings:** I have been attending joint labor-management (JLM) meetings in all units. JLM Meetings are where the union and employer enter discussions about addressing workplace concerns or any updates that need to be discussed as a group.
5. **Supporting Unit Chairs and Committees:** In addition to the other activities, I have been supporting unit chairs and committees.

General Meeting –Minutes continued...

6. I have attended the K-12 President Council Meeting at the coats in early October. This was a great opportunity to have local 523 represented and the start of planning for the next round of bargaining has already started with the president council.

Executive Update

The 2nd Vice President position has become vacant. Melanie Harriman has stepped away from the position as 2nd vice president. The executive would like to extend our gratitude in all that Melanie did for the union and members while she was in this role. Thank you again for all you have done, and we hope you are doing well. If any member is interested in what this role entails, you are encouraged to look at the bylaws under the 2nd vp role as well you can contact myself and I can give you the run down.

A Health and Safety Reminder:

It's essential to prioritize health and safety in the workplace, and reporting near misses and incidents is a crucial part of maintaining a safe work environment. Failing to report such incidents can put employees at risk and may violate workplace safety policies as well as WorkSafe policies. If you are experiencing unsafe work environments and are being told not to document or report, you are encouraged to reach out to your unit chair immediately who will guide you in the right direction. Documentation of everything is key, please document and write down what happened, time, place ect. This will be beneficial and needs to be done. Please reach out to your unit chair so that the Union can assist and make sure the proper processes are followed. Safety in the workplace is a shared responsibility, and it's essential that everyone plays their part in ensuring a safe and healthy working environment. By taking these steps, you can help address the issue and promote a culture of safety within your workplace.

I hope you and your family have a wonderful holiday season filled with joy and togetherness. May the new year bring you health, happiness, and safety.

In Solidarity,
Tammy Carter
Local 523 President