



General Meeting MINUTES

Approval: Pending

DATE: September 16, 2023
TIME: 10 am
LOCATION: via Teams

Call to Order: 10:05am

ROLL CALL:

President	Tammy Carter
Secretary-Treasurer	Kyle Clark
Recording Secretary	Erica McDowell
1st Vice President	Shawn Melnyk
2nd Vice President	Melanie Harriman
3rd Vice President	Devon Brindley
Indigenous Workers' Representative	Sherri Having (<i>excused</i>)

Unit Chairs:

<u>K-12</u>	
SD53 , Okanagan Similkameen	Charlene Turnbull
SD67 , Okanagan Skaha	Terri Phillips
SD83 (<i>Appointed</i>), 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>)
Appointed for SCS (until the incumbents return)	Zoe Clark (<i>excused</i>)

CUPE National Representative: Logan Lamerton

Trustees:

Nancy Boisvenue (*absent*)
Sylvia Lindgren (*absent*)
Morgan Wilson (*absent*)

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.

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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: In recognition of those effected from the BC wildfires.

Swearing in new members

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, with the correction that it's the 3VP that Chairs the OMDC Committee, not the 2VP. **m/s/c**

Adoption of Minutes: From the May 13th, 2023, CUPE Local 523 General Meeting.

Motion: To adopt the minutes as presented, from the May 13th, 2023, General meeting. **m/s/c**

CORRESPONDENCE:

Local 523: www.523.cupe.ca

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

Wildfire Supports for Unionized Members: [Click here for more information.](#)

[UNIONIZED SUPPORT STAFF PROVINCIAL STANDARDIZED EXTENDED HEALTH CARE PLAN BULLETIN](#)

CUPE BC updates: www.cupe.bc.ca

BC Electric Bike Rebate Program: [Join the waitlist here](#) to apply for an income-based rebate on a new electric bike purchase. The current waitlist is due to the tremendous interest the program has received since its launch last week.

CUPE National updates: www.cupe.ca

Motion: That we move New Business before Unit Reports. **m/s/c**

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's reports as presented. **m/s/c**

President's Report, pg.5

1st Vice President Report

National Rep's Report

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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
- ~~**Entertainment** – 3rd Vice President~~
- **OMDC** – 2nd Vice President

There has been a new name voted on.... Welcome to the new name of “**Southern Interior District Council**” Voting on by-law changes with the new name will follow at the next meeting on November 25.

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
Discussion: K-12 Units are still waiting to receive the final drafts to approve. CSS Units can refer to our website for their Unit Agreements and to view the Provincial Draft.

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NEW BUSINESS:

- **Notice of Motions (x2)** – Secretary-Treasurer & Recording Secretary
 - To amend the approved 2023 budget by increasing the budget for the SD67 Unit Chair to \$22,000.
 - To amend the approved 2023 budget by increasing the budget for advertising and promotions.

Motion: To amend the approved 2023 budget by increasing the budget for the SD67 Unit Chair to \$22,000.
m/s/c

Discussion: Current Unit Chair of SD67 explained that the role of Unit Chair for SD67 is very busy and is finding that the current given time for this roll is not enough to do her union business and is requesting this increase to accommodate this job. Still having to work unpaid time and am not always able to give my time to important issues/committees such as Health/Safety. Other members in favour of this motion and see the benefits of this increase. Thankful for all the Executive support and advocacy for members of Local 523. A suggestion was presented to change the terminology from “Book-off time” to “Union Booked time” as it refers to taking booked-off from the employer to do Union business.

Motion: To amend the approved 2023 budget by increasing the budget for advertising and promotions to \$10000. **m/s/c**

Discussion: The Executive and Communication committee have had lots of discussions regarding new members and member engagement and ways to make it better. One way to do this was to invest in Local 523 promotional items for both the Local and Units to use. Recording Secretary apologized that she made a mistake thinking that the budget line for advertising/promotions was larger than it was and therefor spent more money that was allocated and is requesting that we increase this budget line for the 2023 budget to cover these costs and continue to promote our Local.

GOOD & WELFARE: (6x \$25.00) Sara Vrolyk, Craig Pohorelic, Theresa Fenkhuber, Janice Derkach, Nikki Kazimer Kristy Barnay

Adjournment: 12:18pm



President Report - September 2023

Welcome to Fall Everyone,

I hope you are all adjusting to the Fall weather change and the busy schedules that seem to have started for all of us.

Over the summer, I have met with a few Employers, worked on grievances, had meet and greets with members and worked on the day-to-day President tasks that needed to be done. It has been a busier summer with the fires and processing what that will be like for our members who have been affected, whether it is a loss of their home, or on evacuations. I would like to personally reach out to all the members who have been affected by the wildfires over the summer, my heart goes out to you all and I would like to remind you that if you have been affected by the wildfires, please reach out to myself or another executive member. CUPE BC, Community Savings Credit Union and United Way have some financial support that may be available to our members. Please reach out to myself if you have been affected by the wildfires. There is an application process that needs to be filled out by the member and President.

Along with the business of the Union over the summer, I was able to take a couple of weeks' vacation and spend some much-needed time with my family. We were able to go camping, travel to Nelson (beautiful place to visit), and have some time to scrapbook some special memories. I cherish these times I have with my family as the Union keeps me very busy.

A few reminders to all members:

Work Emails

Please do not use work emails while communicating with the Union. We are seeing this more frequently across the local and you could get into trouble from the Employer. Please use your personal email address.

Cell Phones

We are getting feedback that cell phones continue to be used while at work. Some are going on their cell phones while at work and you could get into trouble for doing this. Just a friendly reminder not to abuse the cell phone policies that workplaces have.

Pay Stubs/Leaves/Pensions

A reminder that when your pay stub comes in, you need to be looking at them. Making sure that the hours are correct is important. Sometimes it is months that go by before it is brought to our attention and then it is a lot harder to deal with it with the Employer. Please look at these regularly. If you see a discrepancy with your pay, leaves, pension, sick leaves ect. Please reach out to your Unit Chair or Shop Steward right away. They can assist you if you need it.

Social Media

A reminder that social media is not to be used to bad mouth the Employer, make comments about the Employer either as you could get into trouble. Also, accepting and communicating with

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participants/clients/students over social media could lead to meetings with the Employer. Please watch what you post and who you're communicating with over social media.

Collective Agreements

The Collective Agreements are not done yet. I have been told that they are close, and some are in the final drafts and getting ready to be signed and corrected. As soon as these are done, we will provide the link to all members as well as post onto our website while we get some books printed.

Bylaws

The Bylaws that were voted on in the Spring, are not back from National at this time. Once this is back to the Executive, we will send a message to all members as well as post them onto the website.

Health and Safety

There seems to be a growing concern in this area for a lot of our units. Please reach out to your units' health and safety person and unit chair with any concerns. A reminder that there is a WorkSafe procedure for unsafe work. Your Shop Stewards, Health and Safety person as well as your Unit Chair can assist you in this process. Please do not leave work because of an incident or feeling unsafe. They can assist you in working through this process, so you do not get into trouble for just leaving work.

New Members

Welcome to all our new members. I hope you are adjusting well in your new roles that you're in. A reminder to go check out our local 523 website to find useful information there as well as you can sign up for emails and text messages to get the information from the Union. [CUPE 523 – Representing school and social service workers in the Okanagan](#)

Vacancies within each Unit

There are some vacancies within each unit. Please check out the website and contact lists to find out what these are. You can also reach out to your Unit Chair to see what vacancies for committees there are and how to get involved. I know that each unit appreciates the assistance in getting things done for all members. We really appreciate all the help. [CUPE 523 – Representing school and social service workers in the Okanagan](#)

Unit Meetings

There will be unit meetings happening within each unit, please watch your emails for further information on when these meetings will happen. Also make sure you sign up for emails on our website if you are not getting information.

I hope you all have a wonderful and safe Fall and thank you for all you do. I have posted some helpful links below for you all to look at and keep handy.

Some Links for your information

Social Sector

CSSEA – Community Social Services Employers' Association of BC

[Welcome to CSSEA](#)

K-12

BCPSEA- British Columbia Public School Employers' Association

[BCPSEA | BC Public School Employers' Association](#)

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Links for everyone

Local 523 website

CUPE 523-representing school and social service workers in the Okanagan.

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

Work Safe Website

[WorkSafeBC](#)

CCOHS - Canadian Centre for Occupational Health and Safety

[CCOHS: Terms and Conditions](#)

BC Labour Code

[Labour Relations Code \(gov.bc.ca\)](#)

CUPE BC

[Home \(cupe.bc.ca\)](#)

CUPE National

[Canadian Union of Public Employees \(cupe.ca\)](#)

In Solidarity,

Tammy Carter

Local 523 President