



# Executive Report – President

November 2023

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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.

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 2<sup>nd</sup> Vice President position has become vacant. Melanie Harriman has stepped away from the position as 2<sup>nd</sup> 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 2<sup>nd</sup> 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  
President  
CUPE Local 523