



General Meeting MINUTES

Approval: Pending

DATE: May 24th, 2024
TIME: 10 am
LOCATION: SBO Annex, 6161 Okanagan Street, Oliver, BC, 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	Morgan Turland
3rd Vice President	Devon Brindley
Indigenous Workers' Representative	Vacant

Unit Chairs:

<u>K-12</u>	
SD53 , Okanagan Similkameen	Charlene Turnbull
SD67 , Okanagan Skaha	Terri Phillips (<i>excused</i>)
<i>Shop Steward</i>	Deborah Rivest
SD83 , North Okanagan Shuswap	Courtney Thomson (<i>excused</i>)

<u>CSS</u>	
NOYFSS , North Okanagan Youth and Family Services Society	Vacant
TPCS , <i>Appointed</i> , Turning Point Collaborative Society	Zoey Froemgen (<i>excused</i>)
SCS , Summerland Community Support	Vacant

<u>Interior Health Authority</u>	
IFT , Inter-Facility Transport	Vacant

CUPE National Representative:	Logan Lamerton
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Trustees:

Nancy Boisvenue (*excused*)
Sylvia Lindgren (*excused*)
Jennifer Harper

General Meeting –Minutes continued...

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.

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: Terri Nitchie, SD83

Swearing in new members:

Membership Oath: *I promise to support and comply with 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 March 2nd, 2023, CUPE Local 523 General Meeting.

Motion: To adopt the March 2nd, 2023, CUPE Local 523 General Meeting Minutes 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

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

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 Secretary-Treasurer's report as presented **m/s/c**

President's Report, pg.5

1st Vice President Report

General Meeting –Minutes continued...

National Rep's Report

Indigenous Workers' Rep. Report

UNIT REPORTS:

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

COMMITTEE REPORTS:

- **Health & Safety** – President
- **Education** – 3rd Vice President
- **Good & Welfare** – 3rd Vice President
- **Communication** - 2nd Vice President
- **SIDC – Southern Interior District Council (formally [OMDC](#))** – 2nd Vice President

SIDC Meeting Dates: Sept 21, 2024, November 2, 2024

OMDC has officially changed their name to SIDC – Southern Interior District Council.

- **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
The CSS CA's are Finaly Approved and just awaiting signature.
Please check your email's or our website for the updated copy.

NEW BUSINESS

- **New Unit to Local 523**

Discussion: Interior Health Authority, IFT, Inter-Facility Transport was voted in as new Unit during a Special Local 523 meeting held in April. We are in the process of developing their Collective Agreement.

- **Notice of Motion:** To increase union release days for SD67 Unit Chair, from 3 days to 5 days, September 1, 2024, to December 31, 2024.

Motion: To increase union release days for SD67 Unit Chair, from 3 days to 5 days, September 1, 2024, to December 31, 2024. **m/s/c**

Discussion: Questions and concerns were brought up to why these days are being requested. A Shop Steward read a letter from the current Unit Chair to why this request is so important for her Unit. There is a lot of Union business happening in her Unit with school closures and next year's Bargaining.

- **Trustee's Report from April 2024**

Motion: That we accept the Trustee's report as presented. **m/s/c**

- **Motion – Secretary Treasurer**

Motion: That any members that attended the March 14 and 15 2024 retirement seminar and either lost or did not receive an itemized receipt for meals will be eligible to claim up to \$25.80 for lunches and \$43 for dinners, if applicable, upon submission of the credit or debit card slips, to reimburse the cost of their own meals only (Not their spouses). **m/s/denied**

GOOD & WELFARE: (6x \$25.00) Molly Ehmann, May Bou-Chedid, Jamie Antler, Blyn Leowen,
_Audrey Silbernagel, Jean Frolek

Adjournment: 11:44 am



President Report – President Report for members

May 2024

Dear Members,

Since the last General meeting, we have had a special meeting to discuss bringing in another unit into Local 523. I am pleased to announce that the members who attended the meeting voted to accept the Inter-Facility Transit members into Local 523. This unit has no collective agreement, and this is an area that we will be working with the members as well as their Employer in negotiating a contract. I look forward to working with all the members and supporting them through this process. Welcome to Local 523.

The last couple of months have been busy, from meetings with management, members, grievance meetings, convention activities, meetings with other locals, and attending a lawyer conference. These are just a few things that have been taking place.

The lawyer conference I attended was where lawyers and arbitrators discussed current case laws. This was particularly beneficial and useful, especially as it pertains to grievances that are approaching the arbitration level. Hearing about case laws involving issues like those our members face in grievances is always advantageous.

Joint Labour Management meetings continue to happen in the units, and I have been attending these to support the Unit Chairs and members. Supporting the Unit Chairs at these meetings is just one area of the assistance we the executive provide.

CUPE BC Convention

The CUPE BC Convention took place in Vancouver this year and had about 500 people in attendance from across many different locals. The convention involved full days of discussing, debating, and voting on resolutions brought forward by members. Resolutions can either amend the constitution or provide CUPE BC with a direction to work towards on behalf of the members. Attendees of the convention discuss, debate, and vote on these resolutions and constitutional changes, keeping the interests of all members in mind. This year, 44 resolutions and 2 constitutional amendments were passed, while 4 constitutional resolutions were defeated. There was a healthy debate throughout the convention.

Bargaining Updates

Bargaining has already begun in the local for all units. Meetings with past bargaining committees and finalizing the new bargaining committees for each unit are well underway. Strategic planning sessions have also begun with the assistance of the National Representative. Please watch for updates in the fall around bargaining and if you want to get involved there are many opportunities that we would welcome. Please reach out to your unit chair for more information.

Spring has been busy in all our units, with investigations, grievances being filed and proceeding through the grievance process. Spring layoffs in the school districts keep the unit chairs extra busy. Investigation meetings also keep all our unit chairs, 1st vice president and I busy as we navigate through the process and file grievances where we need to. As we continue to navigate through the spring and begin to set our minds on summer and the plans we have, I am hopeful that everyone finds time to enjoy each day and the moments they offer us.

General Meeting –Minutes continued...

Thank you for your continued support.

In Solidarity,
Tammy Carter
President, CUPE Local 523