

\*\* In absence of our Recording Secretary, the first half of these minutes were taken by Sylvia Lindgren (83) and the second bit was taken by Terri Phillips (67)

General Meeting – Nov 16, 24

Meeting started at 9:03

Land acknowledgement read by Tammy

Equality statement: no abusive language or threatening behaviour will be tolerated- read by various members

Minute of silence : John Horgan

Adoption of agenda: moved by Charlene seconded by Terri

Terri – made a motion to move new business to follow correspondence – seconded by Charlene – Tammy explained how it works and how to vote – called the vote on the amended agenda – 26 votes in favour – no one opposed

Swearing in new members: Tammy asked for new members to make themselves known – one person put their hand up – Mason DeLuna, Chelsea Fairweather, Vanessa Leduc

Adoption of the minutes: Tabled till the next meeting as they aren't available today

Correspondence: Tammy said there wasn't much and what did come in was distributed electronically and put on the website

New Business:

Bylaw changes: Moved by Kyle, seconded by Charlene

No major changes, just changes to include Inter Facility Transport (IFT - the new unit) into the collective agreement – as included in the agenda as published – Kyle read the changes out loud – added them to the list of included units, when their unit chair would be elected (odd numbered years), added to the monthly amounts of honorarium. To recognize IFT as a unit and do things such as add a unit chair and to give them their own committees.

Tammy asks for questions. No questions. Motion carried

Budget presentation: Kyle – Kyle presented on screen – no changes to income projections – slightly lower interest rates projected for term deposits –

Expenses: six major categories (committee expenses – small change for bargaining committee, strategic planning committee – new expenses), some budget lines are carried

over from year to year as decided by the members last June and may change before the end of the year depending on how much is spent in the next month –

Executive Expenses – day to day (mileage, food, travel, meeting expenses), member engagement – no significant changes –

General Expenses – no significant changes – some roll over money from this year

Per Capita Expenses – paid to CUPE National and other levels of organization – can't be changed by us – some changes as we try to get more accurate in our predictions

Wages – Kyle explained what wage reimbursement is – repaid to the school district for any time the executive members take off to do their union duties – Kyle explained how he calculates the predictions (hourly wage x hours per week x number of weeks plus 24% for benefits which the union must reimburse the employer for – wages increased overall due to increases in wages and changes to position within the school district (postings) – no changes to the number of days people are booked off – changes in elections next March could affect the budget numbers based on the new person's position at their employment –

No one asked any questions on the budget until the wages portion – Lorrie Smith asked via the chat if we are voting on the number of days people are booked off – Kyle answered yes and apologized for not having those days on the spreadsheet he was sharing on the screen – Fulltime book off for president and 1<sup>st</sup> VP and two unit chairs, added flex days to possible book off for people who are not off fulltime

Lisa K asked if there will be a meeting where we can vote on number of days people are booked off – Kyle answered that this is the meeting and we could vote on an amendment now if anyone wants that – current changes SD53 has doubled from one day to two days per week –

Val Dean – questions – is Erica coming back? Confidential but she is on a leave of absence – why do the shop stewards get more in this budget – Kyle said thanks for asking – actually no change but have moved them out to their own budget line but didn't know how much to put in the budget line but found out the \$3500 predicted was too low – current projection is \$10,000 but not sure if it will really reach that because a lot of the work is paid for by the employer (they call the meetings) so any money the union pays is for training, meeting with other stewards or members outside meeting times –

Jean Frolek – wages for unit chairs looks like SD67 chair is booked off fulltime – is she still off fulltime? – Kyle – yes this is the motion currently to book her off fulltime – proposing to keep the number of days of book off – Jean had concerns that we didn't have an announcement ahead of time – Kyle pointed out that the budget was on the agenda

Lorrie Smith – do we ask right now to make an amendment – Lorrie didn't know how to move the amendment - Kyle explained how to make a motion to amend the budget – Lorrie moved to amend the unit chair book off changed to two days a week for all unit chairs –

Audrey – clarification would this mean all unit chairs get two ? Reduce some and increase some – yes

Molly – what is the purpose? I know Terri is doing 5 days a week of work – the employer is cutting us all the time and we need our unit chair to fight for us 5 days a week

Lorrie – I don't see how this work has doubled the work load so why book off more

Devon – in an ideal world we would have a great employer and need zero book off but the reality is that these days are necessary to spend the money appropriately to help members

Terri – there was a post and fill and I now have a higher rate of pay – union has helped this get better – quick run down on what I did in October (listed issues)

Several members spoke – unit chairs speaking against – member asked if this was changed this year – Kyle said no – member asked if SD67 chair changed – Kyle said Terri has changed to a new position in the schools – Kyle and Tammy spoke to how the book off works and all book offs are paid at the current person's wage and position at the school district

Roberta Hormes – clarify – post and fill at the district is not needed – Tammy clarified that the district called the post and fill and we don't control that and can't predict that – gross wage looks high – Kyle clarified that the wage includes 24% for the benefits – Roberta contested the wage – Kyle referred her to the collective agreement

Audrey – 100% behind all the current book offs – extremely worked for – hard work is being done

Pat – against the amendment – so many issues that Terri has to deal with – we would have to do without support when we need it

Lee Anne Boothman – wants everyone to be able to vote on the budget – Tammy said this is how we adopt the budget at a meeting

Val – I don't see the inside information about what kind of work we are doing – if we move forward we would like to hear what the unit chairs do day to day – the temporary positions that are filled when unit chairs are booked off means members don't get benefits (definitely a problem area) –

Charlene – against amendment – I chose two days a week book off – I know the other unit chairs are very busy – I support the time as booked

Vote on the amendment – amendment failed

LeeAnne – amendment to change the book offs to three days per week – seconded by Lorrie –

Kyle – showed spreadsheet showing the increase in budget if we do this - \$50,000 more than original motion

Vote on amendment – defeated

A few questions from members – not relevant to motion

Kyle moved that we approve the budget – seconded by Charlene

Vote on original motion to accept the budget as presented: carried 25 – 5

(Terri keeping minutes for the rest of the meeting as Sylvia had to leave.)

Terri makes a motion that Unit and Committee reports be emailed out this month as opposed to read out in the meeting in the sake of time. m/s/c

Tammy speaking on elections for the spring:

- President
- Indigenous Rep
- Recording Secretary
- 2<sup>nd</sup> Vice President

Kyle speaking on the upcoming election, reminding all they will need their own email address and device to be able to vote. A reminder that the election will be online only, please reach out if you need assistance beforehand.

Kyle covering Secretary Treasures Report. See spreadsheets online. M/s/c

Action Item: Kyle will investigate having more of our expenses / budget online.

Tammy covering President Report – quick recap.

Shawn covering 1<sup>st</sup> VP Report on grievances.

Rachel Champaigne giving an introduction.

Unfinished Business:

- Provincial updates: K-12 and CSS bargaining teams have been formed.
- CSS surveys have already gone out.
- K-12 surveys will be coming out soon.
- No bargaining has begun locally at this time for K-12.

Devin – Good and Welfare

1. Jean Froelick
2. Molly Ehmann
3. Cade Williamson
4. Roberta Hormes
5. Shannon Meynen
6. Richard Scott

Motion to adjourn m/s/c

Adjourned at 11:33 am