

# General Meeting MINUTES

Approval: A p p r o v e d

DATE: September 28<sup>th</sup>, 2024  
TIME: 9 am  
LOCATION: TEAMS

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Call to Order: 9:03

**ROLL CALL:**

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

**Unit Chairs:**

<b><u>K-12</u></b>	
SD53, Okanagan Similkameen	Charlene Turnbull
SD67, Okanagan Skaha	Terri Phillips
SD83, North Okanagan Shuswap	Vacant
<b><u>CSS</u></b>	
NOYFSS, North Okanagan Youth and Family Services Society	Alica Mercer ( <i>excused</i> )
TPCS, <i>Appointed</i> , Turning Point Collaborative Society	Zoey Froemgen
SCS, Summerland Community Support	Vacant
<b><u>Interior Health Authority</u></b>	
IFT, Inter-Facility Transport	Vacant
<b>CUPE National Representative:</b>	Logan Lamerton

## General Meeting –Agenda continued...

### Trustees:

Nancy Boisvenue  
(absent)  
Sylvia Lindgren  
Jennifer Harper

**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:**

**Swearing in new members: John Karsten, Joanna Leelman, Katie Kwak**

**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:**

**Addition:** To discuss and decide if we are going to add someone to the table for the provincial table for bargaining.

**Amendment:** To move new business to before reports. **m/s/c**

**Adoption of Minutes of the June 18, 2024 General meeting:** Tabled until November 2024.

### **CORRESPONDENCE:**

**Local 523:** [www.523.cupe.ca](http://www.523.cupe.ca)

**CUPE BC updates:** [www.cupe.bc.ca](http://www.cupe.bc.ca)

**CUPE National updates:** [www.cupe.ca](http://www.cupe.ca)

### **NEW BUSINESS**

- **Notice of Motion:** To be voted on in November, to amend sections 1, 8, 33 and Appendix F of the bylaws as presented. [See attached, page 7/8]
- Provincial Bargaining Table:  
*Discussion: Do we want to send someone to the provincial bargaining. It isn't something that we need to add a budget line for. We can dip into savings for it. It is something we can afford to do some years, but not every year. We anticipate that*

**General Meeting –Agenda continued...**

*this will not be as expensive as it was last year.*

**Motion:** That we put Bob Croizer’s name forward from the social services sector to attend the provincial bargaining committee and pay any related expenses and lost wages. **m/s/c**

**REPORTS:**

**Treasurer’s Report:**

**Motion:** To accept the Treasurer’s Report as presented. **m/s/c**

**President’s Report, pg.5**

**1st Vice President Report**

**National Rep’s Report**

*Note: We have lost quorum, so the remainder of this meeting will be informational only at 9:50*

**Indigenous Workers’ Rep. Report**

## General Meeting –Agenda continued...

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

### **COMMITTEE REPORTS:**

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

**General Meeting –Agenda continued...**

*Meeting could not be officially adjourned and Good and Welfare could not be completed because we do not have quorum, so meeting discussion ended at 10:16*

**GOOD & WELFARE:** (6x \$25.00)

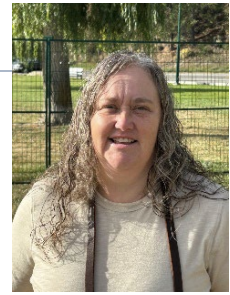
**Adjournment**



# President Report – President Report for members

## September 2024

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Dear Members,

Summer was a well-rounded summer, balancing work as well as time with our loved ones. Summer always seems to pass quickly, especially when it's a busy one. Just a quick reminder that while many of our Unit Chairs take a well-deserved break during the summer, the work of the Local continues year-round. As your full-time president, I was busy throughout July and August addressing issues for our school districts to ensure a smooth transition into the new school year. Along with the school districts, I was supporting the social sectors and our newest unit – IFT. Your support is appreciated, and it's important to know that the Local's work doesn't stop throughout the year. Now that September is here, it is always a bit of a surprise how fast time moves, especially as the fall weather sets in.

As president, I have been handling a range of responsibilities with a lot of meetings, phone calls and administrative work. Supporting the executive and members in this role is rewarding as well as a learning one. I am thankful that I can continue to work for all the members in local 523.

I would like to update you all with a few updates on the executive. SD83 Courtney Thomson is no longer the unit chair for SD83. I would like to personally thank Courtney for all that she has done for the members of SD83 as well as the executive. We wish you all the best in your future endeavors. As for the members of SD83, we are working on getting a meeting for the elections for the unit chair role, more information to come. NOYFSS Unit Chair Alica Mercer has had her baby, and I would like to congratulate you on this newest addition to your family. I hope you and your family are adjusting well.

There will be unit elections as per our local 523 bylaws section 33 for the following units. Unit 53, TPCS and SCS – unit elections are in the even numbers. Please make sure to watch your personal emails for information about these meetings.

### **Health and Safety Reminder**

Each unit has members who participate in their respective unit's Health and Safety Committee. These representatives also sit on the Local Health and Safety Committee, which meets approximately three times a year to discuss any issues, concerns, and successes, as well as to support one another.

Additionally, each site within a unit requires members willing to serve on the site's Health and Safety Committee. If health and safety are areas of interest to you, I encourage you to reach out to your unit chair and get involved. Even if you don't wish to join a committee, please remember that your unit representatives are always available to answer any health and safety-related questions.

I want to remind everyone of the importance of safety in the workplace. Ensuring a safe working environment is a responsibility we all share. If you notice a concern, please encourage those involved to come forward, and make sure your representatives are informed as well. Our goal is for every member to feel safe at work, and with everyone's cooperation, we can make this happen.

Thank you to all our members for the important work that you do and for your continuous support.

In Solidarity,  
Tammy Carter

President, CUPE Local 523

# Proposed changes to the CUPE 523 Bylaws, to be discussed and voted on at the November 2024 General Meeting

## **Section 1    NAME**

- a) This Local shall be known as Local 523 of the Canadian Union of Public Employees.
- b) The Local shall consist of the following bargaining units:
  - Turning Points Collaborative Society (TPCS)
  - North Okanagan Youth and Family Services Society (NOYFSS)
  - Summerland Community Support (SCS)
  - School District No. 53 (Okanagan-Similkameen)
  - School District No. 67 (Okanagan-Skaha)
  - School District No. 83 (North Okanagan-Shuswap)
  - **Inter-Facility Transport (IFT)**

## **Section 8    OFFICERS**

The officers of the Local shall consist of a President, 1st, 2nd, 3rd Vice-Presidents, Recording Secretary, Secretary Treasurer, Indigenous Workers' Representative, Unit Chairs (NOYFSS, TPCS, SCS, School Districts 53, 67, 83, **IFT**), and three (3) Trustees.

All officers must give all properties, assets, technology, funds, and all records of Local 523 to their successors at the end of their term of office.

## **Section 33    ELECTIONS**

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- a) Unit Chairs and Shop Stewards shall be elected for a two-year term by the members of that unit during a Unit meeting.
  - a. ***SD53*** unit elections shall be held in ***even*** numbered years.
  - b. ***TPCS*** unit elections shall be in ***even*** numbered years.
  - c. ***SCS*** unit elections shall be held in ***even*** numbered years.
  - d. ***SD67*** unit elections shall be held in ***odd*** numbered years.
  - e. ***SD83*** unit elections shall be held in ***odd*** numbered years.
  - f. ***NOYFSS*** unit elections shall be held in ***odd*** numbered years.
  - g. ***IFT unit elections shall be held in odd numbered years.***

## **APPENDIX "F"    OUT OF POCKET POLICY**

Out of Pocket Expenses

**General Meeting –Agenda continued...**

Each active member of the Executive Board shall be paid the following monthly amounts to compensate for out-of-pocket expenses:

President .....	\$75
1st Vice President .....	\$75
2nd & 3rd Vice President .....	\$75
Secretary Treasurer .....	\$75
Recording Secretary .....	\$75
Unit Chairs ( <b>67</b> in total) .....	\$75
Indigenous Workers' Representative .....	\$75
Shop Stewards .....	\$25