

# CUPE Local 788 ☐

**Annual General Meeting: Friday June 19, 2020 – 28 in attendance**

Via Zoom

Members Present: Larry Melious, Angela Thomas, Sonia Shaw, Loree Wilcox, Mylene Dammel-Sherrin, Lenore Baxendale, Marc Wright, Mark Beveridge, Janice Shields, Campbell Jackson, Linda Dzus, Darren Potvin, Jenny Langdon, Tania Aguila, Guy Reeves, Debra Krause, Brien Anderson, Vince McGrath, Andrea Hollingsworth, Olive Mann, Kelly Billingsley, Sue-Anne Donaldson, Amy Sandidge, Julianna Slomka, Khalina Demandre, Cathy George, Tom Vikander, Angie Gray

Angela has muted everyone, please raise hand to speak. When we come time to move and second, please raise hand. Please only raise hands for votes against, easiest to take the nay votes for any of the votes. You can use the chat function, to all or private person.

I. Call to order 1:08 pm

II. Roll call of officers: Larry Melious - President; Angela Thomas -VP; Angie Gray - Secretary-Treasurer; Sonia Shaw – Recording Secretary; Lenore Baxendale – Trustee, Sgt at Arms – Guy Reeves

- Introduce Loree Wilcox our national rep from the Victoria office. Thank you for joining us today.
- Angie Gray not present, but logging on
- Equaility Statement read by Larry

III. New Members: Swear in – Marc Wright, Darren Potvin

IV. Approval of Agenda - moved and approved with amendments

Amendments

- New Business - listed as election of two executive positions need to be amended to nominations for President, Vice President and Recording Secretary as well as one trustee for a 3 year term.
- Black Lives Matter under Good of the Union moved/Angela and seconded/Tania – Motion Passes

V. Read and Approve previous minutes with amendments (adding term length to positions) from June 13, 2019 moved/Sonia and seconded/Angela – Approved/ Motion Passes as circulated

VI. Matters Arising – none

VII. Treasurer's Report - *\*Please see attached \**

VIII. Correspondence – Email from Debra re: Annie Goodall thanking CUPE after retiring and Wagon Wheels asking for donation for laundry mat. \$300 donated as it's the maximum we can donate without member approval. All in favour.

IX. Executive Committee Report *\*Please see attached \**

## X. Committees Reports

**Health & Safety** – *\*Please see attached*

**Hospitality** – *\*Please see attached*

**JJEC** – *\*Please see attached*

**Labour Management** – Committee has not met – no report at this time

**Layoff and Recall** – No layoff and recall - no report at this time

**EA Selection Day Committee Report** - *\*Please see attached*

**Pro-D** - September 1 2019

CUPE 788 \$2000 District \$6000 = \$8000, CUPE 788 voted to increase our contribution to \$3500. This year we had a total \$9,500.

To date we have had 49 members plus members who attended District PRO D this year.

Totaling \$6985.27. I have a few to still sort out. I am going to ask the district to carry forward the amount we didn't use.

September 1 2020 the district will increase to \$10,000.

CUPE 788 \$3500 District \$10,000

Next year we will have \$13,5000 to use.

**Bursary Committee** – The committee has met and selected a recipient of this year's bursary that will be presented at Grad 2020.

**Shop Steward** – No active grievances.

**Supplemental Benefit Bank** – *\*Please see attached*

**Trustees** – *\*Please see attached*

**Motion:** to accept reports as presented – moved-Sonia / seconded-Lenore – Motion Passes

XI. Nomination of Officers – President (1 year term), Vice President (2 year term), Recording Secretary (2 year term), Trustee (3 year term). Nominations will be open until 4:00 p.m. Wednesday, June 24. Nominations are to be emailed to Loree Wilcox [lwilcox@cupe.ca](mailto:lwilcox@cupe.ca). Elections to fill these vacant positions will be held as soon as the Local can meet in September.

**Motion:** to open window for nominations for all Executive Positions to be received by 4pm, June 24 to Loree Wilcox – moved-Angela / seconded-Larry – Motion Passes

President:

- Angela Thomas – Campbell Jackson nominated – Angela accepted
- Lisa Coles – Amy Sandidge nominated - to be contacted
- Janice Shields – Tania Aguila nominated – Janice declined

Vice President:

- Campbell Jackson- Debra Krause nominated – Campbell accepted
- Janice Shields – Amy Sandidge nominated - Janice accepted

Recording Secretary:

- Tania Aguila – Janice Shields nominated – Tania accepted
- Sonia Shaw – Debra Krause nominated – Sonia declined

- Debra Krause – Campbell Jackson nominated – Debra declined

Trustee:

- Lenore Baxendale – Angie Gray nominated – Lenore accepted

XII. Unfinished Business – Discussion ensued:

- clarify information of CUPE position dissolving into executive position and new CUPE IT position being created.
- pandemic response regarding schools being open but members not being declared essential workers. Suggestion to write a letter to the Ministry asking to be deemed as such.
- Lack of PPE supplied by District to EAs and other members
- Bus drivers working as BSWs but still being paid bus driver wages
- Lack of communication from District and Union to members
- Mileage reimbursement for travelling to different worksites – Angela to ask Jesse to send information to all members and to be posted on our website
- Questions of barriers being installed on busses and proper PPE for drivers
- Members to write a letter to Ministry

Motion: to form an ad hoc committee to have people with concerns get together and talk and write concerns into a document; bring to executive, endorsed by local, given to District. moved - Larry, seconded - Campbell, motion passed

XIII. New Business - BSW would like to start conversation with labour management for pay equality alongside other districts. Loree spoke to this and discussion ensued on labour market adjustment and what that looks like going forward. District is on board for a labour market adjustment. Labour management committee and Bargaining committee started a province wide job rate, this is provincially on-going. Possibly regional grids to be set.

Inquiry about retirement sick day payout and how it's calculated. Maximum is 75 days paid out. ACTION: local to inquire about how the calculation for retirement sick leave is paid out.

Inquiry about travel reimbursements with a standing president for off island trips that members are paid from when they leave their home to when they get back home.

XIV. Good of Union – Black Lives Matter. Salt Spring islanders met with over forty families from the island who are black, indigenous and of color to discuss concerns. Specifically, how to keep the children safe. Rally tomorrow at Centennial park at 1 pm to support and be peaceful. Also talked about implementing anti-racial curriculum. Tania would like to see CUPE stand up against racism. Would also like a pro-d set up by CUPE to help facilitate learning to support students. Our flags will be front line. Also wants an education component brought into the district. ACTION – email invite to rally to be sent to all members

Union thank you to all the retired members for their years of service. And Larry for all the years of service to the union.

XV. Adjournment - 3:38 Meeting length 2 hour 30 minutes.