

# CUPE748

Minutes for CUPE Local 748 Membership Meeting of September 14, 2024

Location: ZOOM

Time: 9:00 AM

Call to Order: 9:00 AM

Land Acknowledgement: Michelle

*We would like to begin by acknowledging that we gather here today on the traditional land of Indigenous Peoples.*

*We acknowledge our traditional hosts and thank them for their graciousness in welcoming us to carry out this work on their land.*

*In doing so, we recognize their inherent Indigenous rights and title, the implementation without qualification of the UN Declaration on the Rights of the Indigenous Peoples and our Support for the 94 calls to action by the Truth & Reconciliation Commission.*

| Roll Call of Officers     |                  | Present | Absent |  |
|---------------------------|------------------|---------|--------|--|
| President                 | Michelle Bennett | x       |        |  |
| Vice-President - West     | Kathy Centrone   | x       |        |  |
| Vice President East       | Rena Bens        | x       |        |  |
| Treasurer                 | Robin Sheppard   | x       |        |  |
| Secretary                 | Anne Cavicchi    | x       |        |  |
| Membership Officer - East | Vacant           |         |        |  |
| Membership Officer - West | Arlene Anderson  |         | x      |  |
| Salmo Area Rep            | Janet Pierce     | x       |        |  |
| Slocan Area Rep           | Cindy Martin     |         | x      |  |
| Crawford Bay Area Rep     | Shannon May      | x       |        |  |
| Kaslo Area Rep            | Bob Reimer       |         | x      |  |
| Nelson Area Rep           | Pat St. Pierre   | x       |        |  |
| Creston Area Rep          | Carol Sanders    |         | x      |  |
| Lead Steward              | Vacant           |         |        |  |
| Steward - West            | Stacey Finley    |         | x      |  |
| Steward - West            | Alicia Martin    | x       |        |  |
| Steward - East            | Candi Jones      |         | x      |  |
| Steward - East            |                  |         |        |  |
| Safety Area Rep - West    | Alicia Martin    | x       |        |  |
| Safety Area Rep - East    | Vacant           |         |        |  |
| Creston Rec Centre        | Shane Daignault  |         | x      |  |
| Creston Library           | Pat Tomasic      |         | x      |  |
|                           |                  |         |        |  |

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## Equality Statement: Kathy

*Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.*

*As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.*

*Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion and ethnic origin.*

*Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.*

*Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.*

*CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all sisters and brothers deserve dignity, equality and respect.*

## Sworn in New Members: Trisha Renzie and Melissa Townsend - Welcome!

**Motion to approve the minutes of the membership meeting of May 11, 2024: Kathy Centrone**

**Second: Janet Pierce**

**Vote: Carried**

**Motion to approve the agenda as presented and/or amended: Robin Sheppard**

**Second: Kathy Centrone**

**Vote: Carried**

## Meeting Business:

|   |  |  |
|---|--|--|
| 1 | <p><b>Treasurer's Report &amp; Budget - Robin</b><br/>Moved to accept the report: Robin Sheppard<br/>Second: Rene Bens<br/>Vote: Carried</p> <p>Moved to accept the budget: Robin Sheppard<br/>Second: Kathy Centrone<br/>Vote: Carried</p>  |  |
| 2 | <p><b>Update on SFE &amp; Automated Call Out - Rena</b><br/>What's happening now?<br/>There are ongoing issues with automated call out. A grievance has been filed and meetings with the employer continue. People have been paid out for callouts that they should have received but did not.</p> |  |

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|---|--|--|
|   | <p>Continue to e-mail your concerns to Melissa Maida in HR, copied to Rena, Michelle and Kathy if you have missed a job with as many details as you have.</p>  |  |
| 3 | <p><b>Grievance Update - Rena</b><br/> Rena provided an update on the outstanding grievances. It can be a long and time consuming process.<br/> Also see her update in the appendix.</p>   |  |
| 4 | <p><b>Update on Feeding Futures - Michelle</b><br/> What's happening now? Grievances have been filed. CUPE could be doing the work.</p>  |  |
| 5 | <p><b>LIF update and discussion - Michelle</b><br/> Any concerns or questions, please let us know. It should be on your paycheque, not banked etc.</p>   |  |
| 6 | <p><b>Job Description Update - Michelle</b><br/> An ongoing process. We need a regular and an alternate.<br/> Kathy has volunteered as the new regular member. Thank you Kathy!<br/> We need an alternate - Melissa Townsend, Trishia Renzie, and Shannon May have expressed interest - they will be contacted with more details. Thank you!</p> |  |
| 7 | <p><b>Vacant Safety Officer East Position - Michelle</b><br/> Interested? We will send out a notice.</p>   |  |
| 8 | <p><b>Membership Meeting Days and Times - Michelle</b><br/> What dates and times are best? Saturdays were determined as best days a while ago. Is it still the case?<br/> Proposed 9:00 AM starts on Saturdays (Nelson time).<br/> Next meeting will be November 16, followed by meetings in January, March, and May. Exact dates TBD.</p>       |  |
| 9 | <p><b>Bargaining Committee - Michelle</b><br/> What is entailed? What is the commitment?<br/> The President and VP from the opposite side are automatically on the</p>   |  |

|  |   |  |
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|  | <p>committee. Have you ever considered sitting on the committee?</p> <p>Full committee will be elected at the membership meeting on Saturday, September 14. Training provided.</p> <p>Committee Nominations:<br/>Michelle Bennett<br/>Rena Bens<br/>Kathy Centrone</p> <p>Moved by Rena Bens<br/>Second by Cheyanne Schielke<br/>Carried</p> <p>We will look for note takers.</p> <p><b>Strike committee</b> - All SD8 executives not on the bargaining committee automatically on the strike committee.<br/>We need 2 picket captains for each site. If there are already 2 at your site there are other sites that might need a picket captain at another site. Training will be provided for the volunteers.</p> |  |
|--|---|--|

Motion to Adjourn: Anne Cavicchi 10:16 AM  
Second: Kathy Centrone



## Executive Reports:

### Appendix A - Executive Reports

#### Presidents Report July - September 2024

Michelle Bennett

President

#### July

During the summer there were still many emails that needed to be checked and acted on and this I don't think has even been taken into account. In my time as president there has been one 10 day period where I have not been on a "working vacation" and this does not give a person a chance to disconnect.

I had many discussions with members and management. There were a few grievances resolved because we took the time to have those discussions. We lost a member Randy Skands in July. I knew Randy and his premature death was a shock to say the least.

There were also many calls about the wildfires, along with my family's personal losses. July was a busy time.

#### August

Discussions with members and management. Again there were a few grievances resolved because we took the time to have those discussions.

The school year started off horribly with the loss of Pat Thast, 24th -Saturday - zoom to inform our members about the passing of Pat Thast and let them know about the crisis councilor at the bus garage in Nelson on the 26th. I shopped and baked for that day so we could nurture our members. Phone calls and emails

25th -Sunday Phone calls and emails I kept baking

26th - I went to the maintenance shop with Kathy and met the crisis counsellor Voldko. We were at the shop for part of the day and then went out to the schools to talk to members about how they were feeling. Met with Chandra Singh at 1:00pm and then returned to the maintenance shop and stayed until the end of the day. I went home and baked some more. Phone calls and emails

27th - Returned to the maintenance shop with Kathy and the crisis counsellor, I spent the day there again. I talked to so many members and have a lot of work to do as a result. I do have to say that I felt truly honoured to spend that time at the maintenance shop to see the love and support all our members showed for each other was a true gift. Phone calls and emails

28th - In person orientation in Nelson and a chance to go over the SFE issues. While the videos were painful, the discussion after was great. The employer said that they have been working through the summer to fix the issues, however with the start of the year as it has been I don't think the fixes worked. Phone calls and emails

29th - In person orientation in Creston it was great to see how many people showed up. I also got to touch base with Rena after the summer.

31st - Saturday - I attended the funeral and reception for Pat Thast, it was attended by so many SD 8 members, a true testament to how much people loved him.

#### September

1 st - Sunday - Well I baked

2 nd - Stat Monday - I baked some more.

3 rd - Returning to the maintenance shop with Kathy and the crisis counsellor, I spent the day there again. I talked to so many more members, lots of work to do.

4 th - JEIS meeting called members that the Desjardins people said they couldn't get a hold of, still working on some of them. Emails and dreaded leave letter took up the rest of my day

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5 th - Sadly the dreaded leave letter took up pretty much all of my day, some emails were dealt with but trying to get that leave letter done without the information was once again quite frustrating. Read an email that Anita Early had resigned from the CUPE BC Executive Board so found out I have been promoted to Regional Vice President of CUPE BC.

6 th - Met with Karen Ranalletta President of CUPE BC and a few of the other CUPE presidents and vice presidents from the Kootenays. Came home and did emails, a to do list and talked to a few members on the phone.

7 th - Saturday - phone calls

8 th - Sunday - phone calls

9 th - Early morning drive to Creston to meet with the Creston Rec Center folks then lunch with Jolene a stop in to see a couple of members at the Creston shop then a nice drive home and emails and phone calls

10 th - Catch up meeting on Zoom with Kathy and Rena at 11:00, Partner Advisory Committees 1:00 - 4:30 and the Board Meeting-5:00-7:00 PM. Phone calls and emails as always.

11 th - Executive meeting

12 th - Arbitration Prep with Jolene

13 th - Bylaws with Jolene

14 th - Saturday- Membership Meeting

16 th - Union Education

17th - Union Education

18 th - Union Education

19 th - Union Education

20 th - Union Education

23 rd - SFE Auto Call Out Meeting

24 th - Labour Management Meeting 1:00 to 4:00 Pre Lab Man 10:00 - 12:30

25 th - Travel to Vancouver for CUPE BC Executive Board

26 th - CUPE BC Executive Board

27 th - CUPE BC Executive Board

28 th - Saturday - CUPE BC Executive Board

29 th - Sunday - Travel from Vancouver for CUPE BC Executive Board

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## **Kathy Centrone**

### **VP West Exec. Report**

August:

Aug. 26 - Member Bereavement Support - Nelson Maintenance

- Chandra Singh meeting

September:

Sept 3 - Member Bereavement Support - Nelson Maintenance

Sept 4 - Sick day

Sept 6 - meeting with CUPE president and local CUPE exec - Castlegar

Sept 9 - Creston Rec Centre meeting with sub-local and CUPE BC staff reps

Sept 10 - President/Vice Pres meeting, Partner Advisory Meetings, Board Meeting

Sept 11 - Executive meeting

Sept 12 - Arbitration prep meeting

Sept 13 - Bylaw Meeting

Sept 14 - Membership Meeting

Sept 16-20 - Education in Nelson

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Sept 23 - SFE meeting with the employer

Sept 24 - Labour Management prep and Labour Management meeting with the employer

Sept 26- Job Description Committee meeting

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## August - September 2024 Report

**Rena Bens**

**Vice President**

August

26 th -Member Bereavement Support-Creston

28 th -Orientation-Nelson (In Person)

29 th -Orientation-Creston (In Person)

September

2 nd - Travel to Creston (Stat Holiday) Member Bereavement Support

3 rd - Member Bereavement Support-Creston

4 th -Jeis meeting, catch up on emails

5 th -Onboarding

6 th -Meeting with CUPE BC President-Castlegar

9 th -Meeting with Creson Rec Centre-Creston

10 th -Partener Advisory Committees/Board Meeting-5:00-7:00 PM

11 th -Executive meeting

12 th -Meet with National Rep-Arbitration Prep

13 th -Bylaws

14 th (Saturday) Membership Meeting

16 th -20 th -Education- Conflict Ready Executive, Parliamentary Procedures, Stewarding, Financial

Essentials, Financial Officers

23 rd - SFE Auto Call Out Meeting

24 th -Labour Management Meeting

25 th -Onboarding

26 th -Job Description Committee

## Grievance Update

Stage 2 Grievances-

Grievance # 2024-05-Appendix D (Individual)

Grievance # 2024-06- Appendix D (Policy) SFE Auto Call Out

Grievance # 2024-07-5.08 Work of the Bargaining Unit (Policy) Feeding Futures

Grievance # 2024-08-25.07 Access to Personnel File (Individual)

Stage 3 Grievances

Grievance # 2024-03-Article # Appendix D (Individual)

Grievance #-2024-04-5.08-Work of the Bargaining Unit (Policy)

Arbitrations

2022-09-17 Job Descriptions (Policy) Dates for Arbitration-Dec 11,12, 2024

2023-03-8 Leave of Absence (Policy/Estoppel) Dates for Arbitration-Jan 29-31, 2025 & Feb 18-19, 2025

2023-04-10.13 (Payment) (Policy/Estoppel) Dates for Arbitration Jan 29-31, 2025

2024-01-04 Human Rights (Individual) Dates for Arbitration Jan 26-30, 2026

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2024-02-04 Human Rights (Individual) Dates for Arbitration Nov 26-28, 2025

Placed in Abeyance

2022-10-5:08-Work of the Bargaining Unit (Policy) Pending DTA

2023-12-19 Lay off and Recall (Policy FF) Pending LOU