



**Agenda for CUPE Local 748 Membership Meeting of January 18, 2025  
CUPE748 Office (Conference Room) at 9:00 AM and on ZOOM**

**Call to Order:**

**Land Acknowledgement:** Kathy

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.

<b>Roll Call of Officers</b>		Present	Absent
President	Michelle Bennett		
Vice-President - West	Kathy Centrone		
Vice President East			
Secretary	Anne Cavicchi		
Treasurer	Robin Sheppard		
Membership Officer - East			
Membership Officer - West	Arlene Anderson		
Salmo Area Rep	Janet Pierce		
Slocan Area Rep	Cindy Martin		
Crawford Bay Area Rep	Shannon May		
Kaslo Area Rep	Bob Reimer		
Nelson Area Rep	Pat St. Pierre		
Creston Area Rep	Carol Sanders		
Lead Steward	Alicia Martin		
Steward - West	Stacey Finley		
Steward - West	Alicia Martin		
Steward - East	Candi Jones		
Steward - East			
Safety Area Rep - West	Alicia Martin		
Safety Area Rep - East	Candi Jones		

**Equality Statement Read By:** Kathy

**Motion to approve the minutes of the membership meeting on November 16, 2024:**

Anne

Second:

Vote:

# CUPE748

## Matters Arising from the Minutes:

### Motion to approve the agenda as presented and/or amended:

Motion to approve: Anne

Second:

Vote:

### Treasurer's Report:

Chequing \$

Savings \$

Shares \$

Term Deposits \$

Income \$

Expenses \$

### Motion to accept the Treasurer's Report with business arising from the Treasurer's Report being brought up as New or Unfinished Business:

Moved:

Second:

Vote:

**Correspondence:** none

### Executive Board written reports and inquiries:

See Appendix A

### Committees and Delegates written reports and inquiries:

Grievance Committee - Alicia

See Appendix B

## New Business:

1	<b>Update on Digitization of Records</b>	
2	<b>Bargaining</b> Your Negotiating Team is: Michelle Bennett (on leave) Kathy Centrone Shayn Plackso Susan Kosenic Janet Pierce Robin Sheppard Alternate: Anne Cavicchi	

## Good of the Union:

# **CUPE748**

## **Next Meeting Dates:**

Membership Meetings:

Next meeting dates tentatively February 22, April 5 or 12  
AGM in May

## **Motion to Adjourn:**

## Appendix A - Executive Reports

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### December 2024 Report

**Kathy Centrone**

**Vice President West**

On leave Dec

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### December 2024 Report

**Michelle Bennett**

**President**

On leave - no report

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### December 2024 Report

**Anne Cavicchi (Interim P/VP)**

**November/December 2024**

With Michelle and Kathy on leave, it was a bit busier for me than usual as I was fulfilling some of their usual CUPE duties and attending meetings. Some short meetings with the SBO are not noted as they occurred during work hours and were of short duration, with me going upstairs for 10-30 minutes. Many of the days noted are part days, with the rest of the day being spent at my SD8 Secretary Job at Wildflower.

Please feel free to contact me if you want further details about any of these days or times.

November 13 – Executive Meeting 9:00 – 3:30

November 14 – Onboarding 10:30 – 11:00

November 16 – Membership Meeting (Saturday)

November 18 – By-Law Committee Meeting 8:00 – 3:30, Administrative Procedures Review Meeting 1:00 – 3:00

November 20 – Labour Management Meeting 1:00 – 4:00

November 22 – Joint Job Evaluation Committee Meeting 8:30 – 3:30

November 28 – Administrative Procedures Review Meeting 11:00 – 12:00

November 29 – Grievance Committee Meeting 1:00 – 3:30

December 5 – Meeting with Creston Rec Center (Zoom) 10:00 – 11:00

December 6 - Joint Job Evaluation Committee Meeting 8:30 – 4:30

December 9 – SFE Meeting 2:45 – 3:30

December 10 – Meeting with lawyer re: upcoming arbitration/mediation 4:00 – 5:30

December 11 – JEIS Meeting 9:30 – 10:30

December 13 – Meeting with treasurer to go over expenses/reports for 2024 10:00 – 3:30

December 16 – Storage Locker Clean Out 8:00 – 12:30, Executive Meeting 1:00 – 4:00

December 17 - Storage Locker Clean Out 8:00 – 3:30

December 18 - Storage Locker Clean Out 8:00 – 12:30, Labour Management Meeting 1:00

December 19 - Storage Locker Clean Out 8:00 – 3:30

December 20 – 31 - Vacation

The storage locker cleanout and document digitization will continue in 2025.

## Appendix B Committee Reports

### Grievance Committee Report

Alicia Martin

Grievance #	Title	Type	Steward	Stage 2 Meeting	Result	Stage 3 Meeting	Result	Arbitration/Mediation Date	Result
2022-09-17	Job Descriptions - Lead hand	Policy	Anne Cavicchi	2022/11/17	Denied	2023/02/07	Employer's resolve was void of language	2025/01/15	changed date to January
2022-10-5:08	Work of the Bargaining Unit	Policy	Alicia Martin	2022/11/17	Denied	-	-	-	-
2023-03-08 Leave of Absence	Leave of Absence	Policy	Alicia Martin	2024/05/05	Denied	2023/06/22	Denied	2025-02-18 - 2025-02-19	-
2023-04-10:13 C - Payment	Payment	Policy	Alicia Martin	2023/05/05	Denied	2023/06/22	Denied	2025-02-18 - 2025-02-19	-
2023-12-19 - Layoff and Recall	Lay-Off and Recall - Feeding Futures	Policy	Alicia Martin	2023/10/19	Denied	2023/12/15	-	-	-
2024-01-04	Human Rights	Individual	Alicia Martin	NA	NA	2025/03/01	Denied	2026-01-26 - 2026-01-30	-
2024-02-04	Human Rights	Individual	Alicia Martin	NA	NA	2025/03/01	Griever rejected proposed resolve	2025-05-22 - 2025-05-23	-
2024-03-Article #AppD	Appendix D - Call Out Procedure	Individual	Michelle Bennett	2024/05/13	withdrawn	2024/10/30	-	-	-
2024-07-5:08	Work of the Bargaining Unit (FF)	Policy	Alicia Martin	2024/06/27	withdrawn	2024/10/30	Denied	-	-
2024-09-25.05	Discipline of Employee	Individual	Michelle Bennett	-	withdrawn	-	-	-	-
2024-10-01	Call Out	Individual	Michelle Bennett	withdrawn	withdrawn	-	-	-	-
2024-11-14:08			Kathy Centrone						

**CUPE748**