



**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: 9:08

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.

Roll Call of Officers		Present	Absent
President	Michelle Bennett		x
Vice-President - West	Kathy Centrone	x	
Vice President East			
Secretary	Anne Cavicchi	x	
Treasurer	Robin Sheppard		x
Membership Officer - East			
Membership Officer - West	Arlene Anderson		
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	Alicia Martin	x	
Steward - West	Stacey Finley		x
Steward - West	Alicia Martin	x	
Steward - East	Candi Jones		
Steward - East			
Safety Area Rep - West	Alicia Martin	x	
Safety Area Rep - East	Candi Jones		x

Equality Statement Read By: Kathy

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

Anne

Second: Janet

Vote: Carried

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Matters Arising from the Minutes:

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

Motion to approve: Anne
Second: Carol Landreville
Vote: Carried

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: Kathy
Second: Janet
Vote: Carried

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	Update on Digitization of Records Ongoing process	
2	Bargaining Your Negotiating Team is: Michelle Bennett (on leave) Kathy Centrone Shayn Plackso Susan Kosenic Janet Pierce Robin Sheppard Alternate: Anne Cavicchi National Rep - Jolene Lamoreaux Kathy provided update- Provincial bargaining hasn't started. Our	

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	bargaining begins once that is done. Training taking place soon.	
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Good of the Union:

Thank you to those who came to the meeting this morning!

Next Meeting Dates:

Membership Meetings:

Next meeting dates tentatively February 22, April 5 or 12

AGM in May

Motion to Adjourn: 9:24 Anne

Appendix A - Executive Reports

December 2024 Report

Kathy Centrone

Vice President West

On leave Dec

December 2024 Report

Michelle Bennett

President

On leave - no report

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	Employers resolve was void of language	2025/01/15	Mediation Jan 28-31
2022-10-5:08	Work of the Bargaining Unit	Policy	Alicia Martin	2022/11/17	Denied	-	-	-	-
2023-03-08	Leave of Absence	Policy	Alicia Martin	2024/05/05	Denied	2023/06/22	Denied	2025-02-18 - 2025-02-19	Mediation Jan 28-31
2023-04-10:13 C -	Payment	Policy	Alicia Martin	2023/05/05	Denied	2023/06/22	Denied	2025-02-18 - 2025-02-19	Mediation Jan 28-31
2023-12-19 -	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	-	-	-	-