



Minutes for CUPE Local 748 AGM of May 3, 2025

Location: Wildflower School Gym in Nelson and the Ramada Hotel in Creston

Time: 9:00 AM

Call to Order: 9:04 AM

Land Acknowledgement: Anne Cavicchi

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.

Equality Statement: Bob Reimer

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: None

Roll Call of Officers		Present	Absent
President	Michelle Bennett		X
Vice-President - West	Kathy Centrone	X	
Vice President East			
Treasurer	Robin Sheppard	X	
Secretary	Anne Cavicchi	X	
Membership Officer - East			
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	Alicia Martin	X	
Steward	Candi Jones		X
Steward	Glenna Planden		X
Steward	Pat Waterstreet	X	
Steward			
Steward			
Steward			
Steward			
Safety Area Rep - West	Alicia Martin	X	
Safety Area Rep - East	Candi Jones	X	
Creston Rec Centre			
Creston Library			



Motion to approve the minutes of the membership meeting of April 12, 2025: Janet Pierce

Second: Alica Martin

Vote: Carried

Matters Arising from the Minutes: None

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

Second: Robin Sheppard

Vote: Carried

Treasurer's Report:

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

Second: Arlene Anderson

Vote: Carried

Correspondence: none

Meeting Business:

1	<p>Reminder to fill out the local bargaining survey.</p> <p>Survey closing on May 5.</p> <p>You can find it on our website 748.CUPE.ca</p>	
2	<p>Election of Officers:</p> <p>Thank you to Mike Stefiuk of CUPE Local 339 for running our election.</p> <p>Elected or by acclamation:</p> <p>President - 2 year term - Kathy Centrone</p> <p>Vice President, West, remainder of term (1 Year) - Alicia Martin</p> <p>Vice President, East – 2 year term - Vacant</p> <p>Secretary – 2 year term - Anne Cavicchi</p> <p>Shop Stewards – 10 positions – 1 year term - Candi Jones</p> <p>Area Reps – 6 positions – 1 year term</p> <p>Creston - Vacant</p> <p>Salmo - Janet Pierce</p> <p>Crawford Bay - Shannon May</p>	

	<p>Kaslo - Bob Reimer Nelson - Cindy Martin Slocan Valley - Pat St. Pierre</p> <p>Trustees – 2 positions 1 year term - Vacant 3 year term - Arlene Anderson</p> <p>Membership Officers – 2 positions (one from each region) 1 year term Vacant</p> <p>Safety Representatives – 2 positions (one from each region) 1 year term East - Sheila Rae West - Janet Pierce</p> <p>Thank you to Carol Sanders who has served on our executive over the years and is retiring at the end of June. Thank you to Michelle Bennett for her long tenure as president. The Local wishes you both well.</p>	
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Executive Board written reports and inquiries:

See Appendix A

Committees and Delegates written reports and inquiries:

See Appendix B

Good of the Union: Thank you to all who attended today to support your local!

Next Meeting Dates: TBA

Motion to Adjourn: 10:10 AM by Susan Kosinec

Second: Kathy Centrone

Appendix A

Executive Reports:

April 2025 Report

Kathy Centrone

Vice President West (Acting President)

April 1 - DTA mtg
April 2 - Staffing mtg
April 7 - Mediation prep / steward mtg
April 8 - Staffing mtg/DTA/Retirement mtg
April 10 - Bargaining Committee mtg
April 11 - LOU meeting
April 12 - Membership mtg
April 14 - Digitization & clean out/Exec Mtg
April 15 - National rep mtg
April 16 - Lab Man
April 17 - Superintendent Evaluation
April 22 - 23 LOU Meetings
April 23 - Convention Orientation mtg
April 24 - Staffing mtg
April 28 - Retirement committee mtg
April 29- May 3 CUPE BC Convention (Vancouver)

April 2025 Report

Anne Cavicchi - Secretary (Acting VP)

With Michelle on leave and Kathy taking on the President's role, it was busier for me than usual as I was assisting with more CUPE duties and attending additional meetings. The bargaining committee is also meeting now.

Some short meetings with the SBO are not noted as they occurred during work hours and were of short duration, with me going upstairs or on TEAMS 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.

March - Vacation, Spring Break. Worked on misc secretary duties and calls, worked on by-law updates

April 7 - Mediation preparation, Steward Meeting
April 8 - Staffing Levels Meeting
April 10 - RTW meeting, Bargaining Committee Meeting
April 11 - LOU meeting
April 12 - Membership Meeting
April 14 - Storage clean out, Executive meeting
April 15 - Meeting with National rep
April 16 - Superintendent evaluation interview, Labour Management meeting
April 22-23 - LOU Meetings
April 24 - Staffing levels meeting



Michelle Bennett
President
On leave - no report

Grievance Committee Report
Alicia Martin

Grievance #	Title	Type	Steward	Stage 2 Meeting	Result	Stage 3 Meeting	Result	Arbitration/ Mediation Date
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
2024-11-14:08	Return to Work	Individual	Kathy Centrone	2025/02/28				
2024-07-5:08	Work of the Bargaining Unit (FF)	Policy	Alicia Martin	2024/06/27	Denied	2024/10/30	Denied	2025-05-05
04-30-2025	Health and Wellness	Policy	Alicia Martin					
05-01-2025	Layoff/ rescinded	Individual	Alicia Martin					