



## Minutes for CUPE Local 748 Membership Meeting of April 12, 2025

CUPE748 Office at 9:05 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.

		Present	Absent
<b>Roll Call of Officers</b>			
President	Michelle Bennett - on leave		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		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	Pat Waterstreet	x	
Steward	Glenna Planden		x
Steward			
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 February 22, 2025:

Motion to approve: Anne C

Second: Dervilla O

Vote: Carried

#### Matters Arising from the Minutes: none

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

Motion to approve: Anne C

Second: Pat W

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: Robin S

Second: Alisha M

Vote: Carried

**Correspondence:** none

**Executive Board written reports and inquiries:**

See Appendix A

**Committees and Delegates written reports and inquiries:**

Grievance Committee - Alicia M

See Appendix B

**New Business:**

1	<b>Posting Language</b> - The employer was using language that went against the CA. This is being worked on in cooperation with CUPE National. Kathy provided an update.	Kathy
2	<b>Bargaining Update</b> - Not much to report. Waiting for provincial bargaining to happen. Survey to Members - Please take the time to complete. You can find it on our website	Kathy
3	<b>ByLaws:</b> Notice of motion - at the next meeting will be reviewing and discussing amendments to the bylaws and voting on them. They are posted on the website <a href="https://748.cupe.ca/resources/bylaws/">https://748.cupe.ca/resources/bylaws/</a>	Kathy
4	<b>SFE:</b> We are still working with the employer.	Kathy
5	<b>Trustee Report:</b> Dervilla provided the report from the trustees Motion to accept the audit report: Dervila Second: Alisha Vote: Carried	Dervilla

6	<p><b>Purchase of tech</b></p> <p>With our membership meetings being hybrid in person and virtual, there is a need for better video conferencing capabilities. Our office printer is also nearing end of life and needs repair or replacement.</p> <p><b>Motion:</b> (Anne) Authorization to spend up to \$1500 on an OWL or similar video conferencing hardware and up to \$1000 for a colour laser all-in-one printer/scanner (plus taxes).</p> <p>Second: Robin</p> <p>Vote: Carried</p>	
7	<p><b>AGM May 3</b></p> <p>All voting in person Nelson - CEC (Wildflower) Gym Creston - Ramada Hotel 9:00 AM</p> <p>President VP East Secretary Stewards Area Reps</p>	
8	<p><b>Budget Discussion</b></p> <p>Motion (Robin) open the budget to move \$1000 from executive expenses to special purchases.</p> <p>Second: Pat W</p> <p>Vote: Carried</p>	Robin

## Good of the Union:

Thank you for attending the meeting!

## Next Meeting Dates:

Membership Meetings:  
AGM May 3

**Motion to Adjourn:** 9:46 AM

## **Appendix A - Executive Reports**

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### **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 23 - Convention Orientation mtg  
April 24 - Staffing mtg  
April 28 - Retirement committee mtg  
April 29- May 3 CUPE BC Convention (Vancouver)

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### **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 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

## Appendix B Committee Reports

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### 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