



**Minutes for CUPE Local 748 AGM of September 13, 2025**

**Location: CUPE 748 Office and ZOOM**

**Time: 9:00 AM**

**Call to Order: 9:04 AM**

**Land Acknowledgement:**

*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:**

*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:** Welcome Crystal Anderson!

<b>Roll Call of Officers</b>		Present	Absent
President	Kathy Centrone	X	
Vice-President - West	Alica Martin	X	
Vice President East			
Secretary	Anne Cavicchi	X	
Treasurer	Robin Sheppard	X	
Membership Officer - East			
Membership Officer - West			
Salmo Area Rep	Janet Pierce	X	
Slocan Area Rep	Pat St Pierre	X	
Crawford Bay Area Rep	Shannon May		X
Kaslo Area Rep	Bob Reimer		X
Nelson Area Rep	Cindy Martin		X
Creston Area Rep			
Lead Steward			



**Motion to approve the minutes of the Annual General Membership Meeting of May**

**3, 2025:** Janet

**Second:** Robyn

**Vote:** Carried

**Matters Arising from the Minutes:** None

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

**Second:** Robyn

**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:** Robyn

**Second:** Janet

**Vote:** Carried

**Correspondence:** 3 thank you letters (bursary recipients)

**Meeting Business:**

1	<b>Bargaining Update</b>	Anne
2	<b>Bylaw Vote</b> (please read ahead of time - the proposed bylaws, as well as our current bylaws, are at <a href="https://748.cupe.ca/resources/bylaws/">https://748.cupe.ca/resources/bylaws/</a> )  <b>MOTION:</b> That the membership of <b>CUPE Local 748</b> adopt the proposed union bylaws, as published on our website in <b>April 2025</b> for member review, in accordance with the <b>Notice of Motion on April 12, 2025</b> .  <b>Moved:</b> Anne <b>Second:</b> Robin <b>Vote:</b> Carried	Anne
3	<b>Feeding Futures Update</b>	Anne
4	<b>LIF Update</b>	Kathy

**Executive Board written reports and inquiries:**



See Appendix A

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

See Appendix B

**Good of the Union:**

**Next Meeting Dates:**

November 22

January 10

April 18

May 9 AGM

**Motion to Adjourn:** Janet at 9:50 AM



## **Appendix A**

### **Executive Reports:**

#### **May - June 2025 Report**

**Kathy Centrone**

**President**

May 2025:

May 1-3 CUPE BC Convention - Vancouver

May 7 - Bargaining Committee Mtg

May 9-10 JJEC training

May 12 Exec Mtg

May 13 SD20 Whiteboard Process mtg

May 14 Office Work and Bargaining Committee mtg

May 20 JET Training

May 20-22 Feeding Futures Mediation/Arbitration Prep with National rep

May 27 SFE mtg

May 29-30 Bargaining Committee mtg/proposal work

June 2025:

June 2-4 Feeding Future Medication in Van

June 5 Union work

June 9 Exec mtg

June 12 JJEC mtg

June 17 LIF mtg and SFE mtg

June 18 Union work and Lab Man

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#### **May - June 2025 Report**

**Alicia Martin - VP West**

May 3rd I became your New VP West!

May 5th and 6th I went to Vancouver for the beginning of the mediation for our Feeding Futures grievance

Monday May 12th we had our Executive Meeting from 1-3

May 21st and 22 I spent preparing for the second round of Mediation in Vancouver for the Feeding Futures grievance to take place June 2-5th

During the month of May our executive was busy filing new grievances and preparing for stage 2/3 meetings with the employer by drafting up our arguments.

June 2nd to the 5th I was in Vancouver to attend mediation with the employer, which in the end was successful. We were able to negotiate hours back to the bargaining unit so our members can prepare food for the feeding futures program, and be paid.



## **May - June 2025 Report**

**Anne Cavicchi - Secretary (Acting VP)**

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 after hours or 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.

May 3 - AGM

May 7 - Bargaining Prep (after hours)

May 8 - 9 - JJEC Training

May 12 - Union Work, Exec Meeting

May 14 - Bargaining Prep (after hours)

May 20 - JET training

May 27 - SFE Meeting

May 29 - 30 - Bargaining Prep

June 1 - 4 - Feeding Futures Mediation in Vancouver

June 5 - Union Work

June 9 - Union work and Exec Meeting

June 12 - JJEC

June 17 - SFE meeting

June 18 - Union work and Labour Management

June 19 - JEIS

## **July & August**

Laid off

Answered e-mails, updated website, misc

## Appendix B

### Grievance Committee Report Alicia Martin

Grievance #	Title	Type	Steward	Stage 2 Meeting	Result	Stage 3 Meeting	Result	Arbitration/ Mediation Date
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				
2025-01	Health and Wellness	Policy	Alicia Martin	225/06/18				
2025-02	Layoff/rescinded	Individual	Alicia Martin	2025/06/18				
2025-03	Workplace Violence	policy	Kathy Centrone	start at stage 2				
2025-04	Layoff Language	policy	Kathy Centrone	start at stage 3				
2025-05	Appendix D	Individual	Kathy Centrone	Stage 2				
2026-06	work of the bargaining unit	policy	Kathy Centrone	stage 2				