



**Agenda for CUPE Local 748 AGM of November 22, 2025**

**Location: CUPE 748 Office and ZOOM**

**Time: 9:00 AM**

**Call to Order: 9:01 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:**

<b>Roll Call of Officers</b>		Present	Absent
President	Kathy Centrone	X	
Vice-President - West	Alica Martin		
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		
Creston Area Rep			
Lead Steward			

## **Motion to approve the minutes of the General Membership Meeting of September 13, 2025**

**Moved:** Carol L

**Second:** Bob R

**Vote:** Carried

## **Matters Arising from the Minutes:**

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

**Moved:** Carol L

**Second:** Colleen D

**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:**

**Moved:** Robin

**Second:** Janet P

**Vote:** Carried

**Correspondence:** none

## Meeting Business:

1	<b>Bargaining Update</b>	Kathy
2	<b>Workplace Safety and Violence in the Workplace</b> "Violence" means the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at "risk of injury".  Forms are on the SD8 website, our CUPE748 website, and posted on the CUPE board in many worksites. They can be posted there. You can fill them out electronically or on paper.	Kathy
3	<b>Feeding Futures Update</b> Working on clarification on language when someone is away.	Kathy
4	<b>LIF Update</b> We agreed to 30 min per employee/week plus 2 new positions created. How it is administered to the worksites is their prerogative. We have been in discussion indicating as it doesn't seem to be working well for all sites.	Kathy
5	<b>JJEC Update</b> The provincial process is moving along. All job descriptions are updated and approved. A couple of descriptions went out that indicated we had approved them but did not see them until they went out. Next step is assigning point values to the tasks and conditions in order to match to the payscale.	Anne

## Executive Board written reports and inquiries:

See Appendix A

## Committees and Delegates written reports and inquiries:

See Appendix B

**Good of the Union:** Thanks for being here today!

## Next Meeting Dates:

January 10



April 18

May 9 AGM

**Motion to Adjourn:** 9:38 AM

## **Appendix A**

### **Executive Reports:**

#### **September - October 2025 Report**

**Kathy Centrone**

**President**

Sept 3 - Investigations  
Sept 4 - Joint Job Evaluation and Feeding Futures meetings  
Sept 8- Table officers and Exec Mtg  
Sept 10 - Lab man  
- Mtg with C Wilson, NDTA president  
- President's Mtg  
Sept 16 - Education Partners mtg  
Sept 17 - Joint Job evaluation  
Sept 18 - joint safety training with NDTA  
Sept 23 - member representation  
- JEIS mtg with M MAida  
- HR, NDTA mtg  
Sept 26 - Bargaining prep mtg

Oct 2 - member mtg  
Oct 6 - Table Officers and Exec mtg  
Oct 7 - HR mtg  
Oct 10 - Grievances  
Oct 15 - Lab Man  
Oct 16 - Joint Job evaluations prep  
- Grievance Appeal mtg  
Oct 17 - Joint Job evaluations with the employer  
Oct 21- grievance appeal mtg  
Oct 23- JJEC prep  
Oct 24 - JJEC with employer  
Oct 27 - JJEC work  
- Bargaining prep  
Oct 30- JJEC prep  
Oct 31 - JJEC with employer

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#### **September - October 2025 Report**

**Alicia Martin - VP West**

September 2025

September 3 Investigation meeting at Board Office  
September 8 Table Officers meeting and executive meeting/Member support at Board Office  
September  
September 18 Member support at Operations  
September 19th Meetings with members  
September for myself was spent catching up from summer break and organizing meetings for



things that were left hanging in June.

October 6 Table Officers meeting and executive meeting

October 8th member support at the Board Office

October 16th Member support in Creston

November 17th Table Officers and executive meeting

November 25th Labour management

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## **September - October 2025 Report**

**Anne Cavicchi - Secretary**

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.

Sept 8 - Executive Meeting

Sept 10 - Labour Management

Sept 11 - JEIS

Sept 13 - Membership Meeting

Sept 18 - WCB Session

Sept 23 - JJEC Benchmarking

Sept 26 - Bargaining Prep

Oct 6 - Executive Meeting

Oct 15 - Labour Management

Oct 16 & 17 - JJEC

Oct 20 - Member Representation

Oct 23 - JJEC

Oct 27 - Bargaining Prep

Oct 30 - 31 - JJEC

Nov 13 - JEIS

Nov 17 - Executive Meeting

Nov 14 - Member Representation

Nov 19 - Grievance Meeting

Nov 22 - Membership Meeting

Nov 25 - Labour Management

Nov 26 - Member Representation

## 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				