

CUPE LOCAL 3175
Executive Meeting Minutes

Date: April 8, 2019

Time: 5:00 pm – 7:00 pm

Location: Swiss Chalet

Present: Shannon Parker, Matt Doyle, Lethycia Ouellet-Cote, Monica Barrett, Jill Dupuis, Liz Stewart

Regrets: Ryan Decker, Andrew Girouard, Nicole Szumlanski

1. WELCOME - S. Parker

2. READ AND APPROVE PREVIOUS MINUTES – Jan 21, 2019 - Matt corrected agenda item 5 to read - Shannon and Sherri Megraw will be attending the OMECC Conference at the end of March.

3. MATTERS ARISING: Monica print 20 copies of the Bylaws for Matt to distribute to new members.

4. PRESIDENTS REPORT – S. Parker – a grievance was recently filed, and as management does not agree, we are waiting for this to go to arbitration
- Our goal is better communication; plans are to collect every member’s personal email address. This list will be kept up to date.

- Union Cards - when joining a union, members are meant to sign a union card, pay a \$1 fee, and recite the Membership Oath. Union cards will soon be handed out to every member.

- Shannon met with Fairleigh Seaton re scheduling guidelines. There is a problem with overlap. It was suggested adding the following language to the Scheduling Guidelines; “ Where the shift is one hour or less after the regular end of the work day of 4:30 p.m. and the program or service starts within regular business hours, the person already working will be offered the opportunity to finish the shift for flex time, lieu time or pay.”

- Shannon expressed concern for the 2 employees that work under Street Health but are paid by KFLAPH. There is some confusion as they follow our Collective Agreement and the Policy & Procedures for Street Health. They fall under Susan Stewart; they also have a North Kingston Community Manager and a Street Health Manager. They are not trained to use HRIS. We need to give them the tools to move forward.

5. VICE PRESIDENTS REPORT – Matt and Nicole recently met to compile a collection of New Member packages.

- Matt is meeting with new members on a regular basis.
- there were 4 submissions to the Bylaw review

6. RECORDING SECRETARY REPORT– M. Barrett – no update

7. TREASURERS REPORT – L. Ouellet-Cote – Two new laptops were purchased, one for the Treasurer and one for the Recording Secretary

- The 2018 books came back from the trustees with forms that were not completed, so the books had to go back.

8. BYLAW REVIEW COMMITTEE UPDATE – the bylaw review is now closed

9. COMMUNICATIONS REPORTS – S. Parker – CUPE ON material was received.

10. NEW BUSINESS:

10.1 Union cards – Matt, Shannon, Jill, Liz, Lethycia, and Monica signed their union cards, paid the \$1 and recited the Membership Oath

10.2 OMECC – Shannon and Sherri Megraw attended from our local.

- 11 of the 26 locals were in attendance
- A one day public health forum was held on March 26th – the focus was primarily on the Conservative government.
- An NDP member came from the Niagara region
- Joan McLeod, from Conflict Navigator gave a talk on conflict resolution
- A lawyer gave a talk on Cannabis in the workplace i.e. you can't be impaired at work

10.3 CUPE ON Conference – Nicole Szumlanski, Sheri Megraw, and Liz Stewart all expressed interest in attending. Ballots were drawn

NEXT MEETING: TBD