

**CUPE LOCAL 3175
GENERAL MEMBERSHIP MEETING
Minutes**

DATE: Wednesday, June 3 2015

TIME: 5:00 p.m. – 8:00 p.m.

LOCATION: Ongwanada Resource Centre

Present: Shannon Parker, Lethycia Ouellet-Cote, Karla Weber, Matt Doyle, Cindy Lee, Andrew Girouard, Don Allan, Miranda Iezzi, Nicole Szumlanski, Jeff Koenig, , Danielle Bonnah, Ashley Kerr, Leanne Addicott, Gord Mitchell, Megan Laan, Lindsey Backus, Sarah VanDijk, Adam VanDijk, Ryan Decker, Julie Bridson, Judy Cox, Lara Robert, Joan Black, Jenn Hurst Fraser, Lynn Mackinder, Colette Larocque, Mary Jane Gordon, Cindy McKeegney, Casey Walters Gray, Joan Black, Melanie Barker, Roslynn Blodgett,

Regrets: Cathy Howard

1. ROLL CALL OF OFFICERS

President-Gord Mitchell

Vice President – Shannon Parker

Treasurer-Lethycia Ouellet- Cote

Recording Secretary-Karla Weber

Reading of the Equality Statement: Gord Mitchell

2. VOTING ON NEW MEMBERS AND INITIATION

3. READING OF MINUTES – February 24, 2015

Motion to approve minutes February 24, 2015: –L. Addicott

2nd M. Doyle

All in Favour -Approved

4. MATTERS ARISING – February 24, 2015

6.0 C. Howard – Done

6.0 K. Weber -Done

11.4 S. Parker-Physicians note does constitute a Return To Work process.

5. TREASURER’S REPORT – L. Ouellet –Cote

G. Mitchell and L. Ouellet-Cote went to the bank and deposited \$70,000 in GICs.

Motion to approve Treasurers Report: - L. Backus

2nd R. Blodgett

All in Favour-Approved

6. COMMUNICATIONS AND BILLS - K. Weber

-Counterpoint issues placed in lunchroom and copies sent to outer offices.

-May Executive Meeting Minutes posted to web-site.

-Lunchtime information meeting dates posted to web-site.

G. Mitchell provided information about Mental Health resource that CUPE 3175 supported in the amount of a \$500.00 donation.

7. EXECUTIVE BOARD REPORT - G. Mitchell

- Layoffs to be discussed under 11. 11
- Next negotiation dates
- No grievances at this time

8. REPORTS OF COMMITTEES AND DELEGATIONS

L. Ouellet-Cote-Trustees have finished 2014 report; this has been posted to the website.
K. Weber, S. Parker & D. Bonnah highlighted information - May 26 CUPE Ontario Convention.

9. NOMINATIONS AND ELECTIONS or INSTALLATIONS - G. Mitchell

Nominations for all Executive/Steward positions is now open. Anyone wishing to put their name forward or nominate another member may do so in writing and submit to G. Mitchell.

Motion: S. Parker - To form Elections Committee at the October General Membership Meeting.
2nd G. Mitchell

All in Favour -Carried

10. UNFINISHED BUSINESS - G. Mitchell

NONE

11. NEW BUSINESS

11.1 Time Allotted for Conferences - G. Mitchell

Some members that have recently requested to attend CUPE workshops/training have been denied. The Collective Agreement states that we are allowed 30 days total for CUPE related business. We are presently very close to this in hours and with this being a National Convention year we may possibly go over time allowed. Although employer has given Union some leeway, we must be cautious of time allotted. It was suggested that more hours be requested.

11.2 CUPE National Convention November 2-4 - G. Mitchell

Call for interest. A. Girouard put his name forward. As no other member indicated interest in attending, A. Girouard and G. Mitchell will represent CUPE 3175 at the National Convention.

11.3 CUPE Ontario Convention Report - Done see 8.0

11.4 OMECC Conference Ottawa - N. Szumlanski

N. Szumlanski presented highlights from conference and shared some of the member engagement strategies discussed.

11.5 By-Laws - G. Mitchell

The By-laws have been approved-March 16, 2015. We are in compliance with National. The new Executive elected in October will be tasked with overseeing the formation of a new By-law Review Committee.

11.6 Member engagement-N. Szumlanski

N. Szumlanski shared a Power Point Presentation about the Member Engagement Committee work to date. The working group members are N. Szumlanski, G. Mitchell, K. Weber and D. Bonnah. The committee is working on several strategies to bolster member engagement and ensure effective communication. The CUPE Web-site will be re-vamped and there will be work done on guidelines for using Social Media. If anyone is interested in helping out please contact one of the committee members.

11.7 Continuation Bargaining Committee Commitment - G. Mitchell

G. Mitchell discussed the logistics if a new President is elected while we are in bargaining. The members will need to decide who represents them.

11.8 Support for Kingston Pride Parade June 13th City Park - S. Parker

Motion: S Parker, to support Pride Parade with a donation of \$150.00.

2nd G. Mitchell-All in Favour-Approved

11.9 CALM –Canadian Association Labour Media – D. Bonnah

Motion to join Association-D. Bonnah \$110.00 annually

2nd S. Parker-All In Favour-Approved

11.10 CUPE Donation Nurses Week- N. Szumlanski

CUPE donated \$100.00. With this donation and after expenses a total of \$117.00 was donated to the Public Health Dental Treatment Assistance Fund.

11.11 Travel Clinic Closure-J. Black

J. Black asked the following questions:

-What can the Union do?

-What kind of support is available?

-Is there funds for monetary support to hire legal council?

-Transparency and how to notify members?

S. Parker informed members that we have advice from our CUPE rep-and each layoff package is unique. It was suggested that we hold a Special Membership Meeting to provide information.

Discussion ensued on the following:

-Posting of jobs before a layoff

-Communication between CUPE and member during layoff/what is being talked about or done

-Info package regarding layoff-from CUPE

- Other members being informed about possible bumping situations

- Knowing of potential layoffs ahead of time

-What can we do as a group to support members affected

-Education on the Collective Agreement

-Member rights to have CUPE representation when in meeting with Management

-Communicating the process

Action: J. Black to send an e-mail to the Union Executive with her questions.

Action: G. Mitchell will contact our CUPE Rep and enquire about calling a Special Membership Meeting.

Action: S. Parker will contact our Cupe Rep to enquire about what we can do to support member affected by layoff.

11.12 Eastern Ontario CUPE District Council Representation- C. Howard

C. Howard was not present. S. Parker clarified that C. Howard was an elected council member at large. If any member is interested in sitting on the council then they should contact the council directly.

11.13 HCCC & OMECC CUPE Ontario Resolution #78 - S. Parker

S. Parker spoke to this resolution at the May Ontario Convention. This resolution is to make Public Health a separate sector committee as we do not really fit in with the Health Care or Municipal Sector. The resolution was passed. S. Parker to keep membership informed of progress.

11.14 Attendance Management Program - C. Walters Gray

C. Walters Gray developed a letter and sent to management enquiring about the feedback and input staff had towards the development of the policy. G. Mitchell thanked C. Walters Gray for taking this initiative.

- 12. GOOD OF THE UNION:** Draw for \$50.00, must be present to win!
Megan Laan -Congratulations!

13. ADJOURNMENT