

**CUPE LOCAL 3175  
EXECUTIVE MEETING  
Minutes**

**DATE:** Sept 12, 2018

**TIME:** 5:00 – 6:30 PM

**LOCATION:** Swiss Chalet

**Present:** Shannon Parker, Matt Doyle, Lethycia Ouellet-Cote, Nicole Szumlanski, Ryan Decker, Monica Barrett

- 1. WELCOME** – S. PARKER
- 2. READ AND APPROVE PREVIOUS MINUTES** – July 31, 2018 minutes read and Approved
- 3. MATTERS ARISING** – Retirees previously received a \$200 cheque from our Local upon retirement. Now CUPE National has said we can't put this into the bylaws because it would be taxable income. This \$200 gift will still be done and the trustees will still be able to track it
- 4. PRESIDENTS REPORT** – July Labour/Management meeting – discussed Occ. Health Services. Wellpoint has been selected as the vendor for Occ. Hlth Services. They will handle staff immunizations, pre-placements, chronic condition assessments, accommodation consultations, ergonomic assessments and disability management. A disability management flow chart was provided by management which illustrated the role and process followed by the employer and Wellpoint.
- 5. VICE PRESIDENTS REPORT** - Matt has returned to working out of the Kingston office. Matt has met with 5 new staff members in the past couple of weeks. He will be taking an inventory of new staff packages to make sure we don't run short.
- 6. RECORDING SECRETARY REPORT** - nothing to report
- 7. TREASURERS REPORT** - the 2017 report has been completed
- 8. BYLAW REVIEW COMMITTEE UPDATE** – the bylaw review committee has not been set up yet. Plans are to strike up the committee in October
- 9. COMMUNICATIONS REPORTS** – lots of material has been received from CUPE ON, all of it about the upcoming election
- 10. NEW BUSINESS**
  - 10.1 Leadership meeting Sept 21 – This is put on by Kingston Labour Council, there will be locals represented by members from Belleville, Brockville, etc. One of the items discussed will be WSIB, Kingston City Councillor Jeff McLaren will be attending to answer

questions. Cost is \$15 for the day with lunch included. Its located at the Union office on Innovation drive. Shannon would like to send one member. Monica volunteered to attend. November 19<sup>th</sup> is the Public Health day in Toronto. Shannon would like 4 members to attend. CUPE school is being held in Toronto in November

10.2 Allocating job duties while President is off – Shannon will be away as of Tuesday, September 18<sup>th</sup> until October 22<sup>nd</sup>. Matt will be Acting President during the absence. Occ. Health and Return to Work are the most important issues happening in Shannon's absence. If there are any returns to work, Matt will contact Christine our National Rep. The Collective Agreement will soon be available in print, a copy is currently on the staff website.

10.3 Occupational Health – Wellpoint, a 3<sup>rd</sup> party vendor is now in-place. Shannon has asked for the forms to be revised. The STD forms she received were asking questions that were inappropriate, i.e. therapy, marital problems. Christine from National has been contacted and Allison Davidson was also contacted. Case law was consulted and the arbitrator ruled in favour of the union. So, currently the STD form is on-hold. Re the new pre-employment paperwork, Shannon has a grievance ready and is meeting with Hazel to discuss further. Jamie Young, OPSEU president was consulted and agrees this is of concern.

**11. STEWARDS** – nothing to report

**12. NEXT MEETING** – GMM – 5:00 pm on October 30<sup>th</sup> at Ongwanada Auditorium