

**CUPE LOCAL 3175**  
**General Membership Minutes**

**Date:** February 27, 2019

**Time:** 5:00pm

**Time:** Meeting begins at 5:00 pm

**Present:** Shannon Parker, Lethycia Ouellet-Cote ,Matt Doyle, M. Doyle, Monica Barrett, Patricia Orser, Erin Vretteas, Cindy Lee, Nick Kotel, Tracy Cobham, Gord Mitchell, Linda Chadwick, Mary Jane Gordon, Jill Dupuis, Elizabeth Stewart-Shaver, Sheri Megraw, Jen Hurst-Fraser, Megan Laan, Nicole Szumlanski, Cindy McKegney

**1. ROLL CALL OF OFFICERS**

President-Shannon Parker

Vice President- Matt Doyle

Secretary- Monica Barrett

Treasure- Lethycia Ouellet-Cote

**2. VOTING ON NEW MEMBERS AND INITIATION – no new members**

**3. READING OF THE EQUALITY STATEMENT – read by Gord Mitchell**

**4. READING OF THE MINUTES – February 2019 minutes read and approved**

**5. MATTERS ARISING- no matters arising**

**6. TREASURERS REPORT – L. Ouellet-Cote – new laptops have been purchased (\$2600). Donations: \$150 to the CUPE Pink Triangle Committee for Pride. \$150 to Nurses Week. Nicole Szumlanski motioned to accept the Treasurer's report, all in favour, carried.**

**7. COMMUNICATIONS AND BILLS – none**

**8. EXECUTIVE BOARD REPORT – Shannon informed the Kingston Pride parade is on June 15<sup>th</sup>. Work Refusal – investigation is still in process. Extended LOA – approved by union. Few investigations, some have been disciplined, some not. Some probation extensions. Executive still meets monthly with stewards. Matt continues to meet with new members as they arrive.**

**9. REPORTS FROM COMMITTEES AND DELEGATES**

Matt – Bylaw review finished April 1<sup>st</sup>. There were 4 forms submitted, these will be compiled and ready for the next GMM in Oct/Nov. OMECC

Convention was attended by Shannon and Sherri; it was a very political convention. There was an interesting workshop presented by a CUPE lawyer on cannabis in the workplace. A discussion on substance misuse and a review of substance misuse policy ensued. There was also a good workplace safety workshop.

CUPE Ontario Convention – attended by Nicole, Shannon, and Liz – there were over 1300 delegates in attendance, lots of debating. Shannon made an emergency resolution to release funds, dedicated staff, and resources to support locals and it was passed.

National CUPE Convention – Coming up in the fall, to be held in Montreal. It is currently a very challenging time, much is brought forward at this convention.

Shannon attended a rally at Queen's Park.

There will be a Public Health campaign and locally there will be support of the Kingston District Labour Council.

**10. NOMINATIONS, ELECTIONS AND INSTILLATIONS** – Gord Mitchell was acclaimed as steward.

We need to vote on CUPE National – we are allowed 2 voting delegates, Shannon automatically attends. Shannon asked if there was anyone interested in attending, Liz Stewart-Shaver expressed interest in attending.

**11. UNFINISHED BUSINESS** - none

**12. NEW BUSINESS**

**12.1 ARBITRATION VOTE** – Two members have been terminated, we have gone through the grievance process, now we need to vote on whether we go to arbitration. They will each have separate arbitration dates, to take place in the new year. We are asking to have them get their jobs back. Shannon asked the members to vote on spending the money on arbitration – all were in favour, passed.

**12.2 ELECTION OF STEWARD** – Gord Mitchell was elected as steward.

**12.3 DISCUSSION RE ARTICLE 12 OF COLLECTIVE AGREEMENT** – relates to lay-offs and recalls. In the event of a lay-off, the least senior employee within the classification impacted by the lay-off shall receive a notice of lay-off. A full-time person cannot be made into a part-time. Early Exit option was added recently.

**12.4 \$1 INITIATION FEE** – there are concerns re the government attacking our union. CUPE National wants all to be a Rand deductee (a dues-paying member of a bargaining unit, but not of the union itself). This Rand formula establishes the legality of the automatic dues check-off from all those covered by a collective agreement. 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.

**13. GOOD OF THE UNION** - Draw for \$50, must be present to win.

**13.1 Winner** –