

CUPE LOCAL 3175
General Membership Meeting

Date: February 15, 2023

Time: 5:30 pm – 7:02pm

Location: Zoom

Present: Ryan Decker, Casey Walters-Gray, Elise Decker, Monica Barrett, Erin Gilroy, Nick Kotel, Virginia Venditti, Jennifer Hurst-Fraser, Anja Cahill, Sara Tryon, Kayla Hobart, Martha Hodge, Trish Pittman, Erin Hayes, Julia Chenier, Erin Adamson, Alison Bradshaw, Cindy Lee, Kendra Wilkenson, Adam VanDijk, Kendra Cicci, Ashley Kerr, Adora Kwong, Tiffany Ho, Lynn Mackinder, Miranda Iezzi, Danielle Vieira, Jennifer Chambers, Denise Walters.

1. ROLL CALL OF OFFICERS

President – Ryan Decker (interim)

Vice President – Ryan Decker

Treasurer – Casey Walters-Gray

Secretary – Elise Decker

Steward – Monica Barrett

Steward – Erin Gilroy

Steward – Amelia Lopes (not present)

Steward – Nick Kotel

Steward – Virginia Venditti

2. READING OF THE EQUALITY STATEMENT - read by Ryan Decker.

3. OATH OF MEMBERSHIP - no new members present.

4. READING OF MINUTES – September 29, 2022 - approved

5. MATTERS ARISING

- CUPE 3175 Annual Scholarship Application \$500
All eligible members will be entered into a draw, with the winner to be chosen at the June General Membership Meeting. Please visit 3175.cupe.ca complete the application form. Upon completion, please submit to the CUPE treasurer, Casey Walters-Gray.

6. TREASURER'S REPORT – Casey Walters-Gray talked about balance sheet from end of January. Increase of earnings over the year. Not much has been spent. Some changes employer sends remittance to CUPE National, and they calculate what to receive and send remainder back. Has been working with CUPE National rep to work on spreadsheets and making things more user friendly. Approved E. Decker Second A. VanDijk.

7. COMMUNICATIONS AND BILLS – nothing to be added.

8. EXECUTIVE BOARD REPORT

8.1 Labour Management Update – (held every 2-3 months)

- Attendance management program is back into place. Affective this year. Will be determined based on days and hours and any absences previously aren't affective. If there are any questions or concerns, please let me know. It can be found electronically.
- Term extensions for those that are working with Covid funding. Waiting to receive updates.
- Electronic monitoring policy. If you are using a work computer or work phone there is a possibility, they can find out where you are. We no longer sign off on that.
- Occupational health nurse working .2 which also includes time working from home. We are hoping to have her time extended.
- Talked about VDI issues. This will be brought up at the next meeting.
- French language requirements in job postings. French as an asset. Looking for language around that.
- No updates on amalgamation.

8.2 Laptops – President, Vice-president, Treasurer, Secretary.

Ryan Decker put a motion forward. No objections.

8.3 Speech Update – talked about recent announcement and May 1st is end date. Within the next few weeks, we are hoping to have something available to the employees affective.

8.4 Termination Update – The was a termination end of December. We are moving into arbitrations.

9. REPORTS OF COMMITTEES AND DELEGATES - nothing to add

10. NOMINATIONS, ELECTIONS, OR INSTALLATIONS

10.1 Nomination of President

Casey Walters nominated Ryan Decker for President. Accepted nomination.

Motion forward for Vice President

Erin Adamson nominated Julia Chenier. Accepted nomination.

Motion forward for a Trustee

Julia Chenier nominated Erin Adamson - Accepted nomination.

10.2 Election of Negotiating Committee Member (alternate)

Nomination for E. Decker and Kendra Cicci both accepted nomination

Erin Gilroy nominated Julia Chenier – Julia turned down nomination.

Elise Decker and Kendra Cicci nominations were put to a vote.

Email was out sent to all members through Simply Vote.

E. Decker was successful nominee and accepted position.

10.3 Election of By Law Review Committee

This committee shall ensure that the by-laws are reviewed and revised as necessary every two years. This committee shall be chaired by the **Vice President** and shall consist of a maximum of four (4) other members selected by the membership.

Julia Chenier (new Vice President) Erin Gilroy, Erin Adamson and Casey Walters are interested, and all accepted nomination.

10.4 Election of Job Evaluation Committee

This committee will be an elected committee that will have a term of two years and will consist of 4 members and an alternate.

Ryan Decker, Kendra Cicci, Sarah Tryon, Virginia Venditti, Alison Bradshaw (alternate) accepted.

10.5 Upcoming convention dates:

- **OMECC convention** (Ontario Municipal Employees Coordinating Committee)
April 11 – April 14, 2023
Toronto Sheraton Centre
Ryan Decker, Erin Gilroy – moved by Julie Chenier / second Cindy Lee
- **CUPE Ontario Convention**
May 31, 2023 – June 3, 2023
Toronto Sheraton Centre
Ryan Decker, Elise Decker – moved by Erin Gilroy / second Julia Chenier

11. OATH OF OFFICE – deferred.

12. UNFINISHES BUSINESS - nothing to be added.

13. NEW BUSINESS -

Upcoming event Casey Walters-Gray talked about family skate at the Invista centre. Weekend dates that need to be approved. \$300 to rent per hour (popcorn / hot chocolate) It may be below \$500 or could be just above. Anything over \$500. Julia Chenier moved to approve the expenditure.

Swag funding – Looking at putting together packages for new members. Ryan Decker ordered paper packages which we would like to include Ryan Decker approved Casey Walters-Gray second.

14. GOOD OF THE UNION - Draw was completed after the meeting. Virginia Venditti's name was drawn, and she received \$50 cheque.

15. ADJOURNMENT - 7:02pm