

CUPE LOCAL 2843
GENERAL MEETING MINUTES

Wednesday April 24, 2024

Juanita Kaminski called the meeting to order at **4:15pm**

31 members attended.

Membership Officer in attendance – **N/A**

Juanita Kaminski read the **Acknowledgement of Indigenous Territory statement.**

Roll Call of Officers

President --Juanita Kaminski - **Present**

Vice-President – Sharon Olsen - **Present**

Treasurer – Nikki Gordon - **Present**

Secretary – Char Taylor - **Present**

Executive Officers - Jane Cameron - **Present**

Tracie Truscott - **Present**

Linda Heggs – **Present**

Jane Cameron read the **CUPE Equality statement.**

Presentation of Minutes

The minutes of the March 24, 2024, meeting was presented by **Char Taylor.**

- The minutes were shared digitally on the smart board to members by Char.
- Char asked if anyone had questions about the minutes, there were no questions.

MOTION: That the minutes of the previous meeting be accepted as presented.
Moved/Seconded. CARRIED.

Presentation of Treasurer's Report

Treasurer's February report was presented by **Nikki Gordon.**

- The financials were shared digitally on the smart board to members.
- Nikki mentioned re-rolled the GIC being very similar to last years GIC, we should make approximately \$17 000.00.
- Nikki asked if there were any questions, there was 1 question as to what bargaining expenses would be if needed, Niki explained that the costs could be subs, materials etc.

MOTION: That the Treasurer's report be accepted as presented.
Moved/Seconded. CARRIED.

Executive Reports:

President:

- Juanita Kaminski has been busy representing employees this past month, the people who need representing is increasing. For things such as employees missing work, conflicts between staff, returns to work. Some meetings with members require check up meetings for a few months after an initial meeting.

Vice President:

- Sharon Olsen has been representing members as well for the same reasons that Juanita has been. Things are steady with representing our members.

Communication and Bills

- Char Taylor mentioned the usual monthly bills & mail, monthly mail from National nothing exciting.

Committee Reports:

Negotiation Committee:

- **Juanita and Sharon Olsen:** After the ratification Juanita & Sharon met to figure out what the dollar amount some EA's were to be paid now. Juanita has drafted a letter to share with the Minister of Education, to let them know that we still need more changes. That some of our CUPE members can't afford proper winter clothing for outdoor supervision & that the caretaking union have a clothing allowance, we need that as well. Some of our employees are getting their eyeglasses broken, clothes ripped and are expected to use their personal cellphones to communicate with other staff during the day. Some staff go swimming and need to purchase swimsuits and have had items stolen from the pools, all this with no reimbursement to the employee. Our CUPE needs compensation for items like these, we don't make a living wage and on top of that we have to cover these kinds of expenses, this also contributes to why we have a high turnover of staff and are unable to recruit new employees.
- The results of the ratification were that 159 members voted to accept & 90 voted to not accept, the revised collective agreement.
- The new pay increase will be on the May 15, 2024 paycheques & the new rate should appear on the May 1, 2024 paystubs. The increase to the yearly top up of \$25.00 (per year) to the health spending account should be on May 1 as well, this works to \$2.50 per month.
- Juanita will ask HR to email out all the information and items that need to be completed for our EA's to move from level 1 to level 2 pay scale.
- Juanita talked about how CUPE Alberta, Rory Gill, excited us, wanted us to rally, stand firm on the \$2.00 over 4 years, go in as a big group across Alberta, settle together, our members were all for this, then after the rally no word or follow through from Rory Gill, we all are not impressed, very disappointed. Next time we need to have big discussions and have big decisions are need to be made.
- Juanita explained what the 'sunset' clause was and that during negotiations the board office refuse to remove it. The sunset clause is the timeline that things are kept in our personal files, like discipline letters, attendance letters, medical leaves etc. We had asked that any letters be removed from our personal files after 24 months they refused and will be keeping all letters indefinitely.

Poverty Committee:

- **Jamie Westlund:**
- No report.

Policy Committee

- **Maggie Taylor:**
- No report.

Nominations and Elections

- There were no elections.

Unfinished Business

- Juanita wanted everyone to know how much the executive appreciated everyone's participation with the rally, sending in your pictures, lots of behind-the-scenes meetings to organize the rally, the potential strike committees & the ratification vote. Thank you for your continued understanding & support.

New Business

- Retirements, Char will email our members asking that if they are thinking of retiring this year to please email Juanita soon, before the middle of May, if possible, if you are retiring this year. The retirement supper is Thursday May 23rd.
- There will be an election next month for a new negotiation committee.
- A member asked about the Spring Fling, that a motion had been made to hold one. The executive discussed this & that there was not a good discussion on this event and it was bad timing with everything that we all have been organizing, so instead treats were shared with members at this union meeting. A big than you to Tracie Truscott for taking this on.

Other Business

- Our next meeting is Wednesday **May 22, 2024 at 4:15pm.**

Meeting adjourned at 5:07pm