

**CUPE LOCAL 2843**  
**GENERAL MEETING MINUTES**

**Wednesday January 22, 2025**

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

**36** members in attendance.

National rep. - **Sandra Walker - Present**

**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**

Sergent at Arms – Leanne Talbot - **Present**

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

**Presentation of Minutes**

The minutes of the November 22, 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 **3** corrections to be made.
- **Corrections made: 1.** Do we get pay if we are on strike? – We get strike pay; we do not get paid from the division. **2.** In executive reports 2 change made, the 2nd bullet, the board wants a contract over 4 years and we want a contract over 2 years. **3.** The 4<sup>th</sup> bullet, name correction mediator is Rick Wilson.

**MOTION: That the minutes of the previous meeting be accepted as presented.**

**Moved/Seconded. CARRIED.**

## **Presentation of Treasurer's Report**

Treasurer's November 2024 report was presented by **Nikki Gordon**.

- The financials were shared digitally on the smart board to members.
- In September we had 35 full-time members & 435 part-time members, members questioned these numbers, Juanita & Sharon will look into this as they finally received a list of CUPE member names.
- Nikki explained money in & out, expenses.
- Nikki explained the budget, changes made as to what amount was put into each category. Some categories will remain the same and other additional money was transferred to them. These categories can be topped up if needed through the year if necessary. Nikki explained why these changes were made to some categories.
- The budget was voted on and accepted.

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

## **Executive Reports:**

### **President & Vice President:**

**Juanita Kaminski & Sharon Olsen;**

- Juanita & Sharon attended the calendar meeting to see what next year, 2025-2026, looks like for working and nonworking days, this is similar as previous years.
- When our CUPE staff gets a sub, we discovered that we were paying for our cost and the sub cost, this since has been rectified and we have been reimbursed.
- We are still working with ASEBP about 90-day leaves. Ex: a 90-day leave over the summer-we are looking into the clauses and the collective agreement for clarification if full pay will happen over the summer. 90-day leaves are full pay and extended leaves over the 90-day period the pay is 70%. If you are on an extended leave you will have to pay your portion of your pension.

## **Communication and Bills**

- **Nikki Gordon** mentioned we received the usual monthly bills also the monthly mail from National.

## **Committee Reports:**

### **Poverty Committee:**

#### **Jamie Westlund:**

- Jamie mentioned that more students are accessing the PIC. There is less money to go around, and the PIC is looking for business to donate and they have put a application in to be the 'Smile cookie recipient'.

### **Policy Committee**

#### **Maggie Taylor:**

- Maggie mentioned that there is a new policy on smart watches and supervision. Questions and concerns were voiced about supervising students, Maggie will look into this supervision policy and report back to us.

### **Nominations and Elections**

- There were no elections at this meeting.

### **Negotiation update**

#### **Juanita Kaminski & Sharon Olsen:**

- Both Juanita & Sharon have been representing employees for various grievances.
- Also looking into Advanced EA's working with students that EA's are working with.
- We have a mediation meeting March 3.
- No changes have come from the government.
- In northern Alberta subs for CUPE staff are teachers and nurses and we can assume they are not working for our wages.
- There are 3-4 locals currently on strike.

### **Strike Communicator update**

#### **Jane Cameron:**

- On Monday January 27<sup>th</sup> there is a meeting for all the schools' communicators.
- We have 4 pillars, 1. Communication 2. Finance 3. Administration 4. Picketing.
- Once things move along, we will send out a sign-up sheet for all pillars. If you do not want to sign up for a pillar, then you will be assigned to strike walk. We need everyone to participate.
- All strike communication will be forwarded to the communicators at each school who will then share information to your personal emails.
- Nikki needs information for new hires, for information if we do strike, for strike pay.
- Nikki has made welcome packages for new hires.

### **Unfinished Business**

- OHS, Linda Heggs is doing training on OHS and workers compensation.
- If you have any safety questions at all, please contact Linda.
- An email for OHS, which will go directly to Linda, is being set up now.
- SIVA questions, Linda mentioned if there is an incident, any kind, you need to fill out a report even if you do not get hurt. Fill it out completely to the best of your knowledge. These reports need to be done on the day of the incident and during work time. If you are not allowed to fill this out during work time, write it down, send it to Linda and she will hand deliver these. For any kind of incident, biting, punching, spitting punching, kicking etc. If there are 2 students involved, 2 reports need to be completed.
- Reports are for workers safety and they protect you!
- If you are not filling out a report, It Didn't Happen!

### **New Business**

Elections will happen at the next meeting on February 26<sup>th</sup>.

### **Other Business**

- Our next meeting is Wednesday **February 26, 2025, at 4:15pm.**

**Meeting adjourned at 5:04pm**