

## CUPE LOCAL 3742 General Meeting

Minutes  
Oct. 5, 2024

Meeting called to order at 10:32 am

17 members present

1. Acknowledgement of Ancestral lands Paula Bass
2. Equality Statement
3. Roll Call of Officers
  - President Paula Bass
  - Vice President Denise Naef
  - Secretary Treasurer Cindy Siemens
  - Executive Shop Steward Juan Hernandez – sends regrets
  - Membership Officer Shawn Bortolon – Sends regrets
  - Recording Secretary Becky Sanderson
  - Regional Staff Rep Tammie Koroluk
  - Trustee 3 - year Pam Mailloux
  - Trustee 2 - year Erin Savard
  - Trustee 1 - year Linda Anderson
4. Agenda Read
5. Minutes: General Meeting June, 2024 B. Sanderson
6. Treasurer's Report:
  - May and June reconciled (M/S/C) C. Siemens
7. Executive Report: P. Bass
  - Name Tags: For everyone in the whole school district, the tags will have picture of us and first initial and last name, the name tag will go on lanyard/clip on. Believe this is driven by principal and vice principals, as with the amount of adults coming/going from school unsure of staff or parents. The name tags will be part of the onboard processing with new staff. Principals and business managers are in charge of taking staff pictures for those that are not new. The name tags will start rolling out in January and unsure of date when everyone will have one. On the backside of name tag it will have flow chart of what to do when students are being aggressive, Health and Safety thought this was a great idea. Asked what will happen if lost, the response was unsure at this moment.
  - Safety updates: Had 2 orders, and out of it came essential binders and they must be done by sometime in October and safe work instructions, all casuals are to read and sign off that they've seen these. Right to know, right to refuse and the right to be free of reprisal. WCB was happy with what the district had offered, the union feels/sees many possible flaws in this. Unsure of how this is all going to work but we will be compliant and see how this goes and if we see a casual unsure/lost just ask and confirm with them that they have seen the essential binders and if they have read the Safe Work Instructions. For our custodians, the HVAC systems are turned off during holidays winter, spring and summer, when the custodians are stripping floors. WCB orders that there is annual training as a group and staff trained on respirators (proper use), WCB says schools need 2 proper fans when stripping floors. We are a "red flag" district, according to WCB, they are watching the district, every time there is payable WCB claim, WCB is looking into where the district had missed opportunities.

- **Arbitration:** In over 14 years we have not gone. On Friday we just filed, for sickness for family. Employer said our 5 days sickness would follow teachers. We asked for mediation first, as hearings can take a very long time, up to/almost a year. If we meet with mediation and can come to an agreement the arbitration will go away. But if the employer disagrees to mediation then we go to arbitration. We are doing ours in partner with CUPE 491, so cost is ¼ us and ¼ them and then ½ to the employer.  
We have a second one going to arbitration and 3 IEW ones that are going to stage 3 and can possibly go to arbitration as well, our Rep says we could do the 3 IEW cases as 1 for an Arbitration case if not solved at stage 3.
- **Bargaining updates:** Paula has been elected to Provincial bargaining table.
- **SD57 Budget update:** we funded another roving custodian for the hart area as district said no to another secretary to support Cindy's role.
- **Put out survey to members a wellness:** it will be anonymous, something about workload, safety, support and thoughts. It will just ask for position ie. Custodian/IEW/EA/Secretary. Data really speaks to the employer so the more people who do it the bigger outcome we have to go to the employer and show where they are letting us down.

**8. Membership Officer Report:** D. Naef (for Shawn Bortolon)  
938 in June we have 35 new 4 returned and 37 withdrawn and 20 retired and our total is 920.

**9. Grievance Report:** P. Bass (for Juan Hernandez)

|   |                       |
|---|-----------------------|
| 2019-08 contracting out                         | In Abeyance(IE elder) |
| 2024-06 Unfair discipline                       | Stage 3               |
| 2024-07 Custodial position                      | Stage 3               |
| 2024-08 Sick for family                         | Stage 3               |
| 2024-09 Clerical Pay                            | Stage 3               |
| <del>2024-10 Custodial Services CUPE work</del> | <del>Withdrawn</del>  |
| 2024-11 IEW Art. 18 placement                   | Stage 2               |
| 2024-12 IEW allocation of hours                 | Stage 2               |
| 2024-13 IEW Hiring practices                    | Stage 2               |
| <del>2024-14 IEW Clerical position</del>        | <del>withdrawn</del>  |

## 10. New Business

- **Santa Clause Parade (Dec. 1):** We signed up with other local CUPE unions and with the CUPE van, the van is coming up to be in our parade. "Who we are, what we do, and why it matters!" and think it starts at 11-11:30 but will confirm for next meeting.
- **Labour Day Swim:** With Joyce from CNC and Leanne from UNBC, on the Sunday before and we did a swim up in Mackenzie, a lot of people saying thank you and appreciated it, there was a sign with all our locals and the cost was split with CNC and UNBC.
- **Bylaw approved.** Will be looking for bylaw committee in January: Will be up on website soon, and committee formed in January Paula will send an email with link to our website.
- **Discussion around hybrid meeting:** Take place at Van Bie, we would like to purchase an owl, the motion will come in November. The owl gives an option to our rural communities. Owl is really cool where it shows everyone not just the speaker.
- **CUPE votes:** Unions are political, please do your research and know who are voting for.

**11. A.O.B (any other business)**

- Q: Wondering if in the district, if we can access timecard at home again?  
A: Sd57 trying and hoping and still in a work in progress.
- Shawn and Juan are out and canvassing in Vancouver and are tired but they are doing their support.
- Bargaining coming up is there a survey coming out?  
A: yes

**12. Good & Welfare**

- 6 Door prizes (\$25 GC): Dawn Logan, Paula Bass, Becky Sanderson, Yvonne Cruhshanks, Corrine, Christina McMillan
- 50/50 draw: \$26.50 – Selena Lang

Meeting Adjourned 12:03 pm

| E-board Meeting | General Membership Meeting |
|-----------------|----------------------------|
| Sept 17         | Oct. 5                     |
| Oct 29          |                            |
| Nov 12          | Nov. 16                    |
| Dec 10          |                            |
| Jan 14/25       | Jan. 25/25                 |
| Feb 11          | Feb 22                     |
| Mar 11          | Apr 5                      |
| Apr 15          | May 10                     |
| May 13          | June 7                     |
| June 10         |                            |

**May 26-28, 2025**  
**General Election**  
**President**  
**Recording Secretary**  
**Membership Officer**  
**Trustee 3 year**