

General Membership Meeting Minutes

March 14, 2012

Chairperson: Bryan Bickley (President)

Minutes Taken By: Kristina Laing (Recording Sec.)

Called to Order: @7pm

Roll Call of Officers: Taken

New Members: none

Reading of the Previous Minutes:

- Minutes available at the door for members to read
Additions/Corrections

none/approved

Matters Arising:

- none

Treasurer's Report:

- Treasurer's Report prepared and delivered by Debbie Mandi

Motion: to reduce the amount of the cost share campaign to \$5900.00 (to be matched by CUPE National for a total of \$11800.00) with the caveat that \$3000.00 (matched by National for a total of \$6000.00) be allocated as a donation to community youth.

(The original motion was that CUPE local 458 donate \$10,000 in order to celebrate the 60th anniversary with the caveat of \$6000.00 being donated to our community's youth.)

M/S/C

Motion: to accept the Profit and Loss January to February 2011 report as prepared and read by Debbie Mandi.

M/S/C

Motion: to accept Budget 2012 to date report as prepared and read by Debbie Mandi.

M/S/C

Communications:

- Letter from Barry O'Neil CUPE BC President regarding BCTF Job action read by President Bryan Bickley.

Motion: to receive the Communications as presented:

M/S/C

Executive Board Report:

Executive Board report delivered by Bryan Bickley

FVRD Bargaining is concluded, reclass request is in progress

HHS duty to accommodate case near conclusion

Hope Meet and greet with the new COA, Bargaining Prep, 2 Grievances have been advanced to arbitration, re – payroll issues unofficially concluded

CLPB LMM new policies, inclusion of two new positions into bargaining unit and 1 grievance advanced to arbitration.

Hope Rec President and Vice-President held unit meeting at Hope Rec re-elected shop steward, elected new unit chair, bargaining committee

CHWK many grievances concluded, LMM needed (unit chair vacancy needs to be filled) 2 shop stewards are needed at City Hall, new RTW/SAW program being looked at.

Kent Benefits issue with laser eye surgery have been concluded, 1 grievance at step 3, LMM payroll issues.

Building purchase issues, teaming up with Cupe 411.

Updating CUPE contact lists

On-going work on local 458 bylaw amendments

Co-ordination with CUPE National in regards to BCTF job action

Co-ordination with the efforts to the CHWK/Hope by-election

Motion to accept the Executive Board Report:

M/S/C

Committee Reports:

- Bargaining Committee report delivered by Vice President
 1. CHWK wages 1.25/1.5/2% improvements to benefits, retirement, tool rate Snow ploughing premium
 2. Kent wages 2.2/2.2/2.1% benefit improvements, direct pay card, EAP, Eyes
 3. Cultus wages 2/2/2% 1st aid premiums, language, benefit protection
 4. HSS wages 1.5/1.75/2%
 5. FVRD wages 2/1.5/1.5% costs paid by members for benefits reduced, improved boot allowance
 6. Hope and Hope Rec yet to bargain in 2012
 7. None in progress at this time
- Grievance Committee report
 1. No report at this time
- Education report delivered by Recording Secretary
 1. Introduction to stewarding was delivered in house February 7th; Stewards now will get a credit for CUPE stewarding passport.
 2. In house Stewarding workshop planned for April, 2 modules will be delivered. What's our duty and Representing members in front of management.

3. Check Bulletin Boards for education notices and spring/fall education calendar at www.cupe.bc.ca to view upcoming educational opportunities for members.
- Political action report delivered by the President
 1. CHWK/Hope by-election
CUPE BC putting significant resources into NDP campaign
Volunteers needed
 - Health and Safety Committee report read by Vice President
 1. NAOSH coming up, Request from FVRD that the local contribute \$25.00 to their NAOSH week campaign, Daily safety quiz/on line videos, Winners receive \$10.00 Tim Horton's gift card, ER is contributing \$25.00 for the week
 2. April 28th is National day of Mourning for Workers Killed or Injured at the Workplace. Date is Saturday this year, Day of Mourning flags flown, check with your OHandS committee or unit chair regarding what your unit is doing and when.

Motion: that Local 458 contribute \$25.00 to the FVRD NAOSH week campaign.

M/S/C

Motion: to accept the Committee Reports:

M/S/C

Delegate Reports: Read by President

- FVLC
 1. Donation of \$5000.00 to Gwen O'Mahoney campaign
 2. Pension updates
Go to CLC website for updates and more information
send emails to gov't @ <http://cupe.ca/campaigns>.
- FVDC
 1. 3 new resolutions passed for CUPE BC conference
Auxiliary/Casual workers to form working group
CUPE National to reimburse small locals for book off time
2nd full time job evaluation rep for BC
 2. Gwen O'Mahoney was a guest speaker
- CUPE BC Regional Bargaining Conference Report delivered by Vice President
 1. Discussed Labour history, using new media, economic of bargaining
 2. Public sector meetings.
 3. Municipal auditor for local government.
 4. Extended producer responsibility.
 5. CETA, P3P projects and the impact of privatization.
 6. Solidarity, united movement needed.

7. Net zero/Co-operative gains heading municipals way.
8. How unions are affected by behind closed door meetings – not in press.

Motion: to accept the Delegate Reports:

M/S/C

Nominations and Elections:

- 2 year trustee position – remains vacant
- 3 year trustee position – remains vacant
- Sgt at Arms – Jack Ashworth - acclaimed

Unfinished Business:

- Bylaw amendments for CUPE local 458 are on-going at this time
- Office space purchase, as outlined in the Building Purchase report
 - Challenges :**
 1. Need to sub-lease office space (approx. 20 months left on lease)
 2. Overlap may create need for storage space
 3. Plan will require large time commitment from members coordinating project.
 4. Need for precise coordination to keep costs reasonable and project on time.
 - Pros:**
 1. \$ into asset rather than lost to lease
 2. Ability to tailor bldg. to our needs
 3. Optics of owning professional bldg, commands more respect from ER's, community.
 4. Financial freedom – opportunity for local to be mortgage/lease free in short time.
More money into the defence fund every year = power during negotiations
 5. Opportunity to create solidarity with other unions.
 6. Will create a sense of pride amongst membership.
 7. Ability to host events
 8. Ability to take advantage of technology- dedicated local 458 server, wireless communications and display options ect.
 9. Excellent command centre in case of strike action.
 10. Ability to help out other locals by offering affordable rates re: office lease, seminar room rentals ect.
- Local 458 Survey – local to look at using Survey Monkey for 2012 survey.

New Business:

- Guest Speaker Gwen O'Mahoney NDP candidate for CHWK/Hope by election spoke with local 458 members regarding her campaign.
- Guest Speaker Paul Faoro CUPE BC General Vice President spoke with CUPE local 458 about political action and CUPE's affiliation with the NDP.
- Colour laser printer is needed in the office.

Motion: to accept the LEB recommendation to purchase a Brother Colour LaserJet printer with the funds coming from the office supply budget.

M/S/C

- Membership attendance incentive, to encourage members to bring a member who has not attended a meeting in over a year to attend. Their names would be put in a draw to win a \$100.00 gift certificate to be drawn at the AGM in September.

Motion: that CUPE Local 458 utilize funds in the amount of \$100.00 annually from the General Membership meeting budget in order to offer a reward for a member, chosen by draw, who brings a fellow 458 member or 458 members to a GMM who have not attended a GMM in the last year.

M/S/C

Good of the Union:

- Congratulation to Carol Adams who will be retiring at the end of March
- Four \$25.00 draws won by: Regan Gehman, Bryan Bickley(donated back), Carol Adams, Vickie Martens

Adjournment @: 9:13pm