

CUPE Local 5406

General Meeting Minutes

November 28th , 2020

Call to Order: 1509

1. Roll Call
 - a. Executive
 - i. Peter Bertin – Acting President
 - ii. Rob Collette – Recording Secretary - Chairperson
 - b. Members
 - i. Ed Murray
 - ii. Don Wilson
 - iii. Ken Shorrock
 - iv. Michael Ans
 - v. Hanna Schneider
 - vi. Shane Mose
 - vii. Tom Edwards
 - viii. Dennis Thibadeau
 - c. Guest
 - i. Adam Coones – CUPE National Rep
2. Peter Bertin read the Equality Statement
3. Oath of Membership was read by all members
4. Agenda was moved to accept by Ed, seconded by Don seconded, motion passed
5. Previous Meetings minutes were moved to accept by Don, seconded by seconded by Tom, motion passed
6. Matters arising from previous minutes.
 - a. Rob mentioned that there were supposed to be elections last March, however the pandemic put everything on hold and the whole election process was scrapped. There is a new voting process that will be discussed later in the meeting.
 - b. Rob spoke regarding the issue of OT as per Article 19.1 in the Collective agreement. It was noted that Article 6.02 conflicts with this language and attempts were made to establish 19.1 as the governing rule but the advice from National said that winning at arbitration on this was not likely and would likely be directed to resolve during collective bargaining. Despite this the employer did agree to pay overtime after 42 hours during the summer and backdated it to half way through the collective agreement. Adam spoke to this issue and expressed the Union's position on this and felt that resolving in bargaining was the right course of action
 - c. Rob said that at several Labour Management meetings the issue of the Benefits provider was brought up and the employer was not able to nor willing to budge off of CORE as it met all the requirements for benefits. This item will be brought up again in bargaining.
 - d. The issue of sick days, bereavement days and lieu days being considered time worked was looked into and they are not considered time worked and will not count towards the calculation of overtime.

7. Treasurers Report

- a. Report was presented by Rob in the absence of John. Treasurers reports was moved to accept by Shane and Seconded by Peter, the Treasurers reports was passed
- b. There was also a budget presented by Rob. It was broken down into bargaining and non bargaining years. Tom moved to accept the budget, Peter seconded the motion and the budget passed.

8. Executive Report was presented by Rob. It was mentioned the hurdles faced by the pandemic and the fact the Local is brand new. Rob spoke to the many issues resolved without going to the Grievance process. The ability to get discipline removed from employees files and improvement to the living arrangements in the company house in Ear Falls. The big highlight was the new website and using that tool to be able to reach out to all the members. Peter moved to accept the Executive Report and Tom seconded it. The motion passed.

9. There are no committees or delegates to report on

10. Nominations

- a. It was decided that the nominations for committees would be deferred to next meeting Don moved this motion forward and it was seconded by Tom, the motion passed
- b. Executive
 - i. Don Wilson was nominated by Ken Shorrock, Peter seconded the nomination. Don accepted his nomination. There were no other nominations so Don was acclaimed as President
 - ii. Ken Shorrock was nominated as Vice-President by Don Wilson. After a brief discussion Ken declined the nomination. Tom was nominated as Vice President by Peter and Rob seconded that. There were no other nominations for Vice President so Tom was acclaimed
 - iii. Hanna nominated Rob as Secretary Treasurer, Rob declined. As there were no other nominations Adam spoke to the good job John was doing and that he was unable to attend because of work and suggested we make a motion to take a text from John if he was willing to accept his nomination. Ed moved that motion forward and it was seconded by Tom. Motions passed. Rob texted John and he accepted
 - iv. Tom nominated Rob as Recording Secretary, Peter seconded that. Rob accepted the nomination. There were no other nominations so Rob acclaimed
- c. After a brief discussion the motion to defer Steward nominations to the next meeting due to the low turnout was moved by Peter and seconded by Tom. The motion passed
- d. Don made the motion that we defer the nomination of trustees for the same reason. Peter seconded the motion and it was passed
- e. Rob spoke of the new online voting system that we have been permitted to use due to the pandemic. Rob spoke to the security and accessibility to this system. Tom moved to accept the new temporary voting process and Peter seconded the motion. The motion passed

11. The By-Laws were initially presented at the last General meeting and had since been put on the CUPE 5406 website for all members to read. Ed moved that we accept the by-laws as presented. Peter seconded the motion and the motion was passed

12. New Business

- a. Ed Murray raised concerns about the way OT is calculated. This topic was discussed earlier in the meeting but was agreed that Don Wilson will bring this forward at the next Labour Management meeting as the new President
 - b. Shane Mose said that his pay wasn't being calculated correctly when he was at home waiting for a call on COVID standby. Said he came in to work for 1230, worked to 524 and was only paid 8.4 hours when it should have been 9.4 based on an 800 start time. He said this has happened twice and Peter noted he has seen this before too. Shane was advised he should submit a payroll enquiry and when they get the response we can determine if it was indeed short paid. Tom will follow up with Shane
13. Dood of the Union – Adam thanked the last executive and remarked how the local is progressing forward well considering the local is brand new and trying to get established amidst a pandemic.
14. Don Wilson moved to Adjourn the meeting at 1640