

CUPE Local 5406

General Meeting – Minutes

Jul 7, 2021

Call to Order: 7:08pm

1. Roll Call:
 - a. Robert Howsen – Acting President; Rob Collette – Recording Secretary; Devon Buckler – Treasurer
 - b. Glen Aveyard; Jason Foster; Dean Webster; Tom Edwards; Michael Ans
2. Rob read the Equality Statement
3. Rob Acknowledged Indigenous lands on which the meeting was being held
4. Oath of Membership is done as part of membership card and as there are no uncarded members present there was no reading of the Membership Oath
5. Jason moved to approve the Agenda, Robert seconded the motion
6. Devon moved to approve previous meetings minutes, Glen seconded the motion
7. Matters Arising from Previous Minutes
 - a. Management operating equipment before all bargaining unit members have been exhausted. This fact was disputed by management. Said there was nobody else to operate equipment whenever they were operating equipment. The issue of Barrens operating on Nungusser road without first finding and employee to do it has been addressed. There is currently an open posting for Casual grader operator for Red Lake Ear Falls
 - b. The question of pay if sent home or missing time due to COVID protocol was raised at latest Labour Management meeting. There are 4 paid sick days available through Ontario's Infectious Disease Emergency Leave that can accessed once all paid sick days are used up. Information on the program was put up on the website
 - c. Three laptops were purchased for \$2033 and set up for use of the executive.
8. Devon presented the Treasurers report. The Ledger has been updated finally. All banking issues have been resolved with the exception to online access to VISA statements. Robert moved to approve Treasurers report. Tom seconded.

9. Rob presented the Executive report.

- a. Computers were purchased and set up.
- b. The domain cupe5406.ca was purchased for \$0.77 and mail hosting for approximately \$10/month. All communications with the union are property of the union. By having physical devices to hold records of communications and dedicated email addresses for each member of executive is essential in preserving the communications.
- c. Banking has been sorted out finally and all outstanding bills have been paid
- d. Labour-Management meetings have resumed which is essential to keep lines of communication open.
There is another meeting scheduled for Jul 12

10. Reports from Committees and Delegates

- a. Bargaining Committee report presented by Rob. There have been some draft proposals presented to the committee by Adam. They were reviewed and sent back for revisions. Robert moved to accept the report. Glen seconded the motion.

11. Nominations

- a. Executive
 - i. Jason nominated Rob for the vacant position of President. Robert seconded the nomination. Rob accepted his nomination. The call for further nominations went unanswered so Rob is acclaimed as President
 - ii. Rob nominated Jason for the newly open position of Recording Secretary, Devon seconded that nomination. Jason accepted his nomination. The call for further nominations went unanswered so Jason is the new Recording Secretary
- b. Stewards – there were no nominations for the open Steward positions in Kenora and Dryden
- c. Committees – there was no interest in members joining one of the committee's

12. Unfinished Business – no unfinished business from previous minutes

13. New Business

- a. Winter Schedule

- i. Robert said the 4/2 schedule was universally unliked resulting loss of drivers and scary fatigue near end of season
- ii. Discussed a 2 driver per truck option. This would essentially put everyone on call and this was not a viable option for anybody at the meeting
- iii. Discussed have core group of drivers work Monday to Friday and use call-ins for weekends.
- iv. The 24 hour on call position was not considered effective not worth it. Glen said that if he had known he was going to lose the benefits he would not have switched.
- v. It was suggested that benefits and pension be restored for on-call employees to make it more attractive
- vi. Michael said the Ambulance drivers work a 2 days/2 nights/4 off rotation.
- vii. The only way the 4/3/3/4 will work is if we have enough drivers.
- viii. It was discussed about having a referral fee paid to existing staff for attracting people

14. Good of the Union

- a. Robert mentioned that more regular meetings has been helpful to keep informed of what's been going on
- b. Tom asked if the proposals will be made available to the membership. The confidentiality of the proposals is imperative to successful bargaining. The proposals put forth are based on the surveys, previous grievances and issues that have arisen over the course of the current agreement and discussions with the general membership. The committee is comprised of members selected by membership to represent them, and trust should be put in them to make the right choices during bargaining
- c. Rob talked about avoiding rumour mills and unity within the union especially going into bargaining. A unified team with be much stronger during bargaining.

15. Rob moved to adjourn the meeting at 8pm