

Cupe Local 5406

General Meeting Minutes

February 3 2022

Call to Order: 19:08

1. Roll Call- Jason Foster – Recording Secretary, Rob Collette - President, Devon Buckler – Secretary Treasurer, Marc Desforge, Mike Dumontet, Glen Aveyard, Dean Webster, Hanna Schneider, Tom Edwards, Michael Ans,
2. Rob read the Equality Statement
3. Rob C called for member of the Indigenous community for Acknowledgement of Indigenous Lands, no member stepped forward so Rob acknowledged the meeting taking place on Anishabek lands
4. Oath of Membership was waived as all members have completed this process through the membership cards
5. Approval of Agenda:
 - a. Hanna asked for Clarification of new CA to be added to new items
 - b. Rob C added purchasing of Swag to new items
 - c. Rob added MS Exchange to new business
 - d. Rob C moved to accept revised agenda, Marc seconded the motion
6. Previous minutes were approved by Devon and seconded by Marc
7. Matters arising from previous minutes: None
8. Treasurers Report was presented by Devon who outlined some of the major expenses we faced this year such as two arbitrations, catch up of Executive Out of Pocket Expenses and Bargaining cost running over budget. Jason moved to accept the Treasurers Report and was seconded by Mike D.
 - a. Rob presented an updated budget to reflect a clearer reality. The first budget was a shot in the dark as previously expenses were not captured in clear categories. Jason moved to accept the new budget Marc seconded. No decenters, motion passed.
9. **Executive Report** was presented by Rob. He spoke to the accomplishments of the past few months mainly being the new Collective Agreement. Rob took a moment to recognize the bargaining team for a job well done. It was widely viewed as a successful outcome. Labour management meetings were put on hold during bargaining but will commence again February

17. Items to be discussed are sick days and sick day. Devon moved to accept the report, Marc. D seconded, report passed

10. **Reports and Committees and Delegates:** Rob spoke to the Bargaining Committee again recognizing the job they did, no other committees reporting. Marc moved to accept the report, Devon seconded the motion

11. Nominations:

- a. Executive – the roles of President and Recording Secretary were up for re-election as per the by-laws. There were no nominations for either of these positions and Jason and Rob were glad to continue for another term
- b. Stewards
 - i. Dean was nominated as Dryden shop steward by Rob, Dean accepted his nomination. There were no other nominations, Dean was acclaimed
 - ii. Travis McDougall was nominated as Kenora shop steward by Rob, Travis was unable to attend meeting due to work but accepted via text. Mike D nominated Tyler, Tyler was texted but was not sure and wanted some time to think about it. Mike mentioned the email notifications for meetings have not been reaching members. Rob said this was a recognized issue and would be discussed later in meeting.
- c. Committees
 - i. Anessa was at some point selected to be Dryden JHSC rep
 - ii. Devon was nominated as Ear Falls JHSC rep, he accepted. Jason has been attending meetings and will assist both Dryden and Ear Falls

Congratulations to you all and thank you for stepping up!

12. Unfinished Business:

- a. Printer was purchased to replace the lost one
- b. Cards have been purchased and are in stock, one has already been sent to a member who is off sick long term. Rob asked that if anybody hears of someone off sick, birth of child or loss of a loved one let someone on the executive know so we can reach out to them.
- c. Vaccination policy has been rolled out and at this point nobody is being made to pay for the rapid tests. The union reserves the right to grieve the policy

13. New Business:

- a.** There has been an ongoing issue with emails not reaching their targets and being lost in the ether of world wide web. It was discussed to upgrade our Office program to a business version that includes MS Exchange which will serve as an email server, allowing us to send bulk emails to more than 50 people at a time and not get blocked by spam filters. Jason moved to accept the changes and Marc seconded the motion. Motion passed
 - b.** Hanna had a question on the new Flex Schedule and logging it in your DTR when you are at home getting paid to be on shift. Rob cleared it up saying that when you are at work you log it and when you are at home getting paid you are not to record it as on duty in your DTR.
 - c.** Rob presented the idea that we could for a small cost get a branded e-store so members can purchase shirts, jackets and hats with the CUPE logo on them. Some members were not sure it was worth the cost of \$30/month to maintain the cost of the website and suggested to just buy some shirts or something. It was pointed out that a \$7 shirt is of suspect quality and would be of less value and finding a size for everyone can prove difficult. Members discussed getting toques and a reduced e-store. Mike D moved we purchase toques for up to \$2500 and Glen seconded the motion and the motion passed a vote. Glen moved we set up the e-store with only 5 items and trial it for 4 months. Devon seconded the motion and it passed with a vote of 6 to 3
- 14. Good of the Union:** Rob discussed Emcon's contract with Ministry coming up for bid and ways to secure the local lives beyond Emcon through expansion into other areas. There are two groups now we are exploring to get them organized and become part of our local. Rob also spoke about engagement in the union and always striving to improve communication from the union to its members.
- 15. Rob moved to adjourn the meeting at 2054**