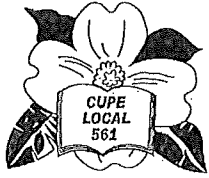


GENERAL MEETING AGENDA

DATE: January 11, 2025

CHAIR: Randy Kootte

- | | |
|---|-------------------------------------|
| 1. ROLL CALL OF OFFICERS | <input type="checkbox"/> |
| 2. READING OF INITIATES | <input type="checkbox"/> |
| 3. SWEARING IN OF INITIATES | <input type="checkbox"/> |
| 4. READING OF HONOURING OUR ANCESTORS and EQUALITY STATEMENT | <input type="checkbox"/> |
| 5. MINUTES (December 2024) | <input type="checkbox"/> |
| 6. CORRESPONDENCE (December 2024) | <input type="checkbox"/> |
| 7. TREASURER'S REPORT (November 2024) | <input type="checkbox"/> |
| 8. EXECUTIVE REPORT | <input type="checkbox"/> |
| 9. UNIT REPORTS | |
| Library | <input type="checkbox"/> |
| Transdev | <input type="checkbox"/> |
| Montessori | <input type="checkbox"/> |
| 10. COMMITTEE REPORTS | |
| Bylaws | <input type="checkbox"/> |
| Newsletter | <input type="checkbox"/> |
| Political Action | <input type="checkbox"/> |
| Social & Picnic | <input type="checkbox"/> |
| Other | <input type="checkbox"/> |
| School Board | <input type="checkbox"/> |
| Grievance / JJE / Health & Safety / Negotiating / | |
| 11. UNFINISHED BUSINESS | <input type="checkbox"/> |
| 12. NEW BUSINESS | <input type="checkbox"/> |
| 13. GOOD OF THE UNION – Moment of silence – Retiree: Jeanette Hawley | <input type="checkbox"/> |



CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 561

#203 – 1465 Salisbury Avenue
Port Coquitlam, BC V3B 6J3
Phone/Fax: 604.936.4545
Email: cupe561@cupe561.ca
Webpage: cupe561.ca

Coquitlam School Board Employees
Coquitlam Municipal Library Employees
TransDev Fraser Valley Employees
Children's House Montessori Pre-School Employees

As a visitor on this land, we would like to acknowledge that we reside on the Traditional, ancestral, and unceded territory of the Kwikwetlem, Sto lo, Katzie and other Coast Salish Peoples.

All My Relations.

EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.


MARK HANCOCK
National President


CANDACE RENNICK
National Secretary-Treasurer

CUPE LOCAL 561 -- GENERAL MEETING MINUTES
December 14th, 2024

Meeting Called to Order: 9:03 am

Meeting Adjourned: 10:18 am

ROLL CALL OF OFFICERS:

Mike Myers	Darin Nielsen	Jill Allen
Karin Leathwood	Shamus Halvorsen	Shayna McCormack
Donna MacMurchy	Jeb Perry	Jennifer Corbett
Absent: Randy Kootte	Carol Archibald	Delilah Burry
Rebecca Campesato		

READING OF INITIATES:

School District 43

Juli-Ann Aaron	Jade Araba	Alice Au	Sujeang Bang
Mira Barjasic	Laleh Daniali	Saida Dif	Kim Downey
Na Drever	Maya Evans	Nancy Evenson	Man Sze Fan
Samantha Hildebrandt	Wan Jung Hsu	Taylor Jordan	Aliya Khan
Joon Hee Kwon	Won Hee Kim	Mina Komeili	Benigno Lalicon
Nicole Lemessurier	You Mi Lee	Ma Lourdes Lopa	Bruna Lopes Silva
Wycliffe Mande	Virginie Mendonca	Olivia Miller	Maliheh Moazeni
Julie Newell	Kimberley O'Neill	Zohreh Rezaee	Sabrina Riccardi
Katherine Rinehart	Tiffany Seol	Krystina Shipley	Jane Thomsing

Coquitlam Public Library

Amy McInnes	Shinwoo Bahny	Kayleigh Chow	Lucas Ferrarese
Nikita Lakha	Giorgia Martini	Dante Mele	Owen Urquhart

Move that the minutes of October 5th, 2024 General Membership be acted upon as distributed **M/S/C**

Move that the minutes of November 16th, 2024 General Membership be acted upon as distributed: **No quorum**

CORRESPONDENCE:

Move that the correspondence for November 2024 be acted upon as required. **M/S/C**

TREASURER'S REPORT

CUPE Local 561 Membership – September 2024

Total: 1755

Full Time: 857 Part Time: 898

Balance Sheet September 2024:

Total investments: \$4,143,179.28

Income Statement September 1 – September 30, 2024:

Revenue:

Dues: \$124,923

EI Rebate (SD43 & Coq Pub Lib): \$4,609

Total Revenue: \$129,619.07

Expenses:

SD 43 Member's Benefits: \$8,897.58

Per Capita Payments: \$32,680.52

General & Administrative:

- Donations: \$561 (Backpack Buddies)
- Photocopier Lease: \$920
- Scholarships/Bursaries: \$700 (two awarded)

Meetings & Events & Retirement:

- Retirement Cheque Gift: \$1,280 (Three members)

Union Education: \$6,000 CUPE Weeklong School

Grievances: \$14,800

- SD43: \$14,469
- Transdev: \$331

TOTAL EXPENSES: \$78,186.86

Net income: \$51,432.21

TREASURER'S REPORT CONT

CUPE Local 561 Membership – October 2024

Total: 1940

Full Time: 833 Part Time: 1107

Balance Sheet October 2024:

Bank balance for General Funds: \$177,812

Total investments: \$3,157,814

Income Statement October 1 – October 31, 2024:

Revenue:

Dues: \$115,810

EI Rebate -SD43: \$4,661

Total Revenue: \$120,571

TRUSTEE REPORT CONT

Expenses:

Members Benefits:

SD 43 Member's Benefits: \$3,638

SD 43 Paid Education Leave - \$6,625

FSEAP Coquitlam Public Library - \$1,120

Per Capita Payments: \$52,398.59

General & Administrative:

- Donations -\$561 (CUPE Local 2361)
- Scholarships/Bursaries- \$700 (two awarded)
- Legal - \$2,568.38

Meetings & Events & Retirement:

- Executive Meetings LOA - \$4,740
- Retirement Cheque Gift: \$360 (one member)
- Retirement Wallets: \$814.08

Union Education:

- Courses/Workshops - \$ 787.80
- CUPE Weeklong School \$900 per diem (3 members)
- CLC Winter School - \$54,141 (24 members)

Grievances:

- Coq Pub Lib - \$1,024
- SD43 - \$17,520

Bargaining:

Coq Pub Lib - \$843.75

TOTAL EXPENSES: \$183,780

Net income: -\$63,210

Q: When will CUPE 561 be adopting a budget?

A: Annual budget will be a proposed bylaw change.

Q: When will last year's audit be presented to members?

A: We have not received it.

Move that the Treasurer's report for September/October 2024 be acted upon as required.

M/S/C

Executive Report:

- Getting emails from SD43 HR.
- Working on putting together a budget for training union officials and other things so we have clear guidelines on how much to spend annually.

UNIT REPORTS:

Library:

- One new grievance and met with the employer for 2nd step.
- Security positions should be posted in January.
- Consulting company gave their DEI (diversity, equity and inclusion) report to the board, members feel the board was not made aware of how much lack of trust members have for management.
- Will meet with new deputy director regarding one incidence, where a worker was asked to do work where she didn't feel safe doing what was requested of her.
- 2 people must be on bus, same as 2 people minimum in a library site.

Transdev: None

Montessori: None

COMMITTEE REPORTS

By-Laws

- Committee is meeting soon.

Social and Picnic

- We had a great turnout at the Children's Christmas party – December 8th, 2024 at PoCo bowl.
- Pizza and snacks for everyone.
- Santa made an appearance and gave each child a gift.
- We may be outgrowing PoCo bowl. Suggestions welcome as to new ideas for next year's party.
- Poll parents to see what they think (we have emails to do this).
- Thank you to all those who helped out to make this an amazing afternoon.

UNFINISHED BUSINESS: None

NEW BUSINESS

Notice of Motion: Nominations and Elections

Change from:

Section 10 – Nominations and Elections - #1 – Bullet #1

The Elections Returning Officer shall be appointed by the executive no later than December 1st of each year.

Change to:

Section 10 – Nominations and Elections - #1 – Bullet #1

The Elections Returning Officer shall be appointed by the executive from the CUPE 561 membership, excluding current officers and candidates for office, no later than December 1st. The appointment shall be subject to approval of the membership at a general meeting.

Motion:

Retirees be given retiree's balance of \$2000.00 from Xmas party to plan for an event in the spring

M/S

No vote as we will table for next meeting.

Notice of Motion: Duties of officers and shop stewards and Nominations and Elections

Add:

Article 8: Officers of the Local - Subsection (i): Communications Officer

Add:

Section 8: Duties of officers and shop stewards: Subsection (i): Communications Officer

Duties and Responsibilities: The Communications Officer shall:

- Coordinate and collaborate with the Executive Board on communication strategies, campaigns, and union events.
- Support the development and distribution of the Local's newsletters, press releases, and other forms of communication to the members and the public.
- Website support in collaboration with secretary/clerical of Local and Executives as needed.
- Maintain the Local's active social media accounts, and any other online platforms.
- Ensure that all communications are consistent with the Local's values, goals, and collective bargaining agreements.
- Provide reports at General membership meetings to the membership on the status of communications efforts.

NOTICE OF MOTION CONT

- Assist in organizing and promoting events, actions, and initiatives that further the interests of the membership.
- Perform other duties as assigned by the Executive Board or membership.

Change from:

Section 10 – Nominations and Elections – Subsection 14:

The Executive board of this union shall be: President, Vice President, Recording Secretary, Secretary Treasurer, Executive Shop Steward and Members at Large.

Change to:

Section 10 – Nominations and Elections - Subsection 14:

The Executive board of this union shall be: President, Vice President, Recording Secretary, Secretary Treasurer, Communication Officer, Executive Shop Steward and Members at Large.

Motion: Allocate \$20,000 for renovations of union office

M/S/C

BC FED report and Thank you's:

Shamus Halvorsen: Great conference.

Kyle Jones: Member engagement course was excellent – hoping to use.

Karin Leathwood: Thank you for those who attended and reporting back to us daily.

Darin Nielsen: Networking was awesome and because of this we were able to get Motion Meetings for our new voting/media platform.

Julia Punzo: Thank you for sending me to fall school.

GOOD OF THE UNION:

Retirement dinner was a hit. Also will get on with them hosting a spring bbq with remaining money.

Meeting Adjourned: 10:18

Duly adopted this 11th day of January 2025

Mike Myers - Vice President

Jill Allen – Recording Secretary

//Minutes/General/2024/December General Minutes 2024.docx



C.U.P.E. LOCAL 561 CORRESPONDENCE LISTING FOR January's Meeting

Category 1: Items copies of which have been left with the Sergeant-At-Arms: None

Category 2: Minutes of Meetings, Newsletters, Reports, which have been received and filed:

BC FED: General Mail – December 2024

NWDLC: News, Action and Events: December 5th, 12th and 18th, 2024

CTA: Newsletters – December 18th, 2024

Category 3: Items to be read for information as requested and to be acted upon or filed as required:

School District:

1. Casual in Temp position – Statutory holidays
2. Maintenance Coordinator Position
3. Emails for Elections
4. Options for Family Leaves
5. Permanent Status to Casual Status

Transdev:

6. Indexes Abbotsford – 10hr Shifts
7. Privacy Breach
8. Overtime Committee

Library:

9. Collective Agreement

Montessori: None

/Correspondence List/2025/January Meeting CorrespondenceList.docx

Income Statement Nov 01, 24 to Nov 30, 24**REVENUE****Dues Revenue**

SD 43 - Dues	107,293.45
Coq Public Library - Dues	5,367.79
Transdev - Dues	52,971.59
Total Dues & Fees	<u>165,632.83</u>

EI Rebate

SD 43 - EI Rebate	4,461.29
TOTAL EI REBATE	<u>4,461.29</u>

BANK INTEREST

Investment Interest	94.62
TOTAL BANK INTEREST	<u>94.62</u>

TOTAL REVENUE	<u>170,188.74</u>
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EXPENSE**PAYROLL**

Wages - Secretary	10,606.54
EI	143.24
CPP	569.44
MPP - Employer	772.26
WorksafeBC	23.25
TOTAL Employer Portion	<u>1,508.19</u>
Medical/Dental Benefits	505.52
Life & Casualty Benefits	250.88
TOTAL Employee Benefits	<u>756.40</u>
TOTAL PAYROLL	<u>12,871.13</u>

MEMBERS BENEFITS

SD 43 Members Benefits	3,502.09
FSEAP - Coq Pub Lib	440.40
TOTAL MEMBERSHIP BENEFITS	<u>3,942.49</u>

PER CAPITA

CUPE National	51,973.07
CUPE BC	8,560.27
K-12 President's Council	847.42
CUPE METRO	311.25
CUPE Fraser Valley	62.40
BC Federation of Labour	1,590.80
NW District Labour Council	710.12
TOTAL PER CAPITA	<u>64,055.33</u>

PRESIDENT & EXECUTIVE

Wages - President	7,689.60
Benefits - President	1,394.85
Sick Leave - President	1,153.44
TOTAL President's Payroll	<u>10,237.89</u>
Cell Phone - President	47.59
Mileage - President	138.60
Monthly Travel Allow. - President	25.00
TOTAL President's Monthly	<u>211.19</u>
Secretary Treasurer	1,332.24
Out of Pocket	450.00
TOTAL Executive	<u>1,782.24</u>
TOTAL PRESIDENT & EXECUTIVE	<u>12,231.32</u>

Balance Sheet As at Nov 30, 24**ASSET****Current Assets**

CSC - General Chequing	216,190.88
CSC - SD 43 EI Rebate	107,636.03
CSC - Coq Pub Lib EI Rebate	2,113.98
TOTAL Cash	<u>325,940.89</u>
Term Deposit #1 RBC	501,318.09
Term Deposit #2 CSC	400,000.00
Investment	2,256,495.66
TOTAL Investments	<u>3,157,813.75</u>
Accounts Receivable	756.53
Society (Loan 25 years)	763,008.00
Total Receivable	<u>763,764.53</u>
TOTAL CURRENT ASSETS	<u>4,247,519.17</u>

TOTAL ASSET	<u>4,247,519.17</u>
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LIABILITY**Current Liabilities**

Accounts Payable	2,538.82
Visa Payable	9,226.25
Society (Remt 25 Yrs)	863,008.00
Vacation Payable -Secretary	4,351.41
Sick Pay - Secretary	13,825.00
MPP - Employee Portion	-238.07
MPP - Employer Portion	-257.42
Total MPP Payable	<u>-495.49</u>
Union Dues Payable	-41.48
WorksafeBC	179.29
TOTAL CURRENT LIABILITIES	<u>892,591.80</u>

TOTAL LIABILITY	<u>892,591.80</u>
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EQUITY**Retained Earnings**

Retained Earnings	-124,215.02
Retained Earnings - Previous Year	3,412,991.01
Current Earnings	64,833.29
Accumulated OCI - Term Deposits	1,318.09
Total Retained Earnings	<u>3,354,927.37</u>

TOTAL EQUITY	<u>3,354,927.37</u>
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LIABILITIES AND EQUITY	<u>4,247,519.17</u>
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GENERAL & ADMINISTRATIVE & DONATION

Cleaning & Janitorial Services	720.00
Legal Resources & Services	316.79
Internet Services	161.77
Photocopier Usage & Supplies	771.69
Service Charges AFT Fees & Interest	15.00
3rd Party Billing	9,091.06
Telephone	136.42
TOTAL GENERAL & ADMINISTRATIVE	<u>11,212.73</u>

MEETINGS & EVENTS & RETIREMENT

Executive Meeting	3,443.39
General Meeting	62.84
Shop Stewards Meeting	1,616.54
Retirement Cheque Gift	<u>1,540.00</u>
TOTAL Retirement	<u>1,540.00</u>
TOTAL MEETINGS & EVENTS	<u>6,662.77</u>

UNION EDUCATION

Courses/Workshops	948.36
CUPE Weeklong Schools	789.60
TOTAL UNION EDUCATION	<u>1,737.96</u>

COMMITTEES & COUNCILS

Contracting Out Committee	10.38
Grievance Committee	545.37
Indigenous Committee	67.28
Paid Education Committee	22.65
TOTAL COMMITTEES & COUNCILS	<u>645.68</u>

CONVENTIONS & CONFERENCES

Conventions & Conferences	6,335.92
TOTAL CONVENTIONS & CONFERENCES	<u>6,335.92</u>

GRIEVANCES

SD 43	7,772.80
Transdev Grievance/Arbitration	2,276.06
TOTAL GRIEVANCE	<u>10,048.86</u>

TOTAL EXPENSE 129,744.19

NET INCOME 40,444.55

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