

GENERAL MEETING AGENDA

DATE: February 8th, 2025

CHAIR: Mike Myers

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 (January 2025)	<input type="checkbox"/>
6. CORRESPONDENCE (January 2025)	<input type="checkbox"/>
7. TREASURER'S REPORT (December 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 – Members: Maria Kehler and Joel Aranas	<input type="checkbox"/>

CUPE LOCAL 561 -- GENERAL MEETING MINUTES
January 11, 2025

Meeting Called to Order: 9:27 am

Meeting Adjourned: 11:10 am

ROLL CALL OF OFFICERS:

Randy Kootte	Mike Myers	Darin Nielsen
Karin Leathwood	Shamus Halvorsen	Shayna McCormack
Donna MacMurchy	Jeb Perry	Jennifer Corbett
Absent: Jill Allen	Delilah Burry	
Guests Stephen Mulgrew	Liam O'Neil	

READING OF INITIATES:

School District 43

Sabrina Candeloro	Karen Chan	Oralia Anabelle Garcia Montiel	Melina Ko
Taylor Lucken	Kelsey McLean	Sonia Orlandi	Trina Templeton

Move that the minutes of December 14th, 2024 General Membership be acted upon as distributed **M/S/C**

CORRESPONDENCE: December 2024

TREASURER'S REPORT

CUPE Local 561 Membership

Total: 1957

Full Time: 834 Part Time: 1123

Balance Sheet November 2024:

Bank balance for General Funds: \$216,190

Total investments: \$3,157,814

Total Current Assets: \$4,247,520

Income Statement November 1 – November 30, 2024:

Revenue:

Dues: \$165,632

EI Rebate -SD43: \$4,661

Total Revenue: \$170,189

Expenses:

Members Benefits:

SD 43 Member's Benefits: \$3,510

FSEAP Coquitlam Public Library - \$440

Per Capita Payments: \$64,055

Meetings & Events & Retirement:

- Retirement Cheque Gift: \$1,540 (4 members)

Union Education:

- Courses/Workshops - \$ 948
- CUPE Weeklong School \$790 (mileage/parking)

Grievances:

- SD 43 - \$7,773
- Transdev - \$2,276

TOTAL EXPENSES: \$129,744

Net income: \$40,444

Move that the Treasurer's report for November 2024 be acted upon as required.

M/S/C

Executive Report:

- Donation to Children of the Street - \$250.00

UNIT REPORTS:

Library:

- Unit meeting on January 17th.
- Will discuss new voting procedures, talk about bargaining and update members about two grievances going on. As well as new Page/Security position and then have a general discussion session for members to bring up questions and issues.

Transdev:

- We had some complaints that the paddles are missing things like post trips and other items like information about transfer vehicles. They are working on this right now. But until this is all corrected, please put in for any loss of money owed. We have also filed a grievance on these paddles for breaking the CBA not maximizing the 4 day – 10 hour shifts.
- We recently had an employee wrongfully dismissed. We instantly grieved this action, and we were able to overturn this action and the employee is back working with us.
- We have finally finished a year old grievance. We won that grievance also and were able to get what was deserving of this employee.
- Drug and alcohol policy grievance. This has been moved to arbitration and our lawyer has been pressing the employer to set dates.
- Preventable accidents policy grievance. There will be a step 3 grievance meeting next week as well. The union believes the policy is unreasonable, arbitrary, and breaches a number of collective agreement articles.
- Old post trip grievance. After agreeing on the post trip of five minutes, the union finally received an offer from the employer for the post trip grievance. The amount was far less than what the union would agree to. The union has made a counter offer and waiting for a response. We are expecting it very soon.
- 25 new Transdev members certified on Thursday. Office employees and transit supervisors.
- We have a new GM starting Monday. We have not been told who he is yet and Chilliwack has also a new operational manager. His name is Harmeeek Sarpal. Some of you may already know him. He was a Transit Supervisor in Abbotsford.
- Potential unit meeting to be scheduled for Sunday February 9th. Please mark your calendars.

Montessori: None

COMMITTEE REPORTS

By-Laws

- Executive preparing proposed bylaw amendments.

Political Action

- School trustee by-election, interview of 2 candidates.

Grievances:

- Termination too severe
- Discipline too severe
- DTA – going to arbitration
- Position posted while on LTD

JJEC

- Next meeting January 24th

OH&S

- Violent incident questionnaire being sent to employees from employer. The form will be reviewed by local to determine if appropriate.

Negotiating

- Meeting with classifications in February prior to preparing a proposal packages.
- Dependent on Provincial bargaining for local funds to be used for monetary value bargaining.

UNFINISHED BUSINESS:

Motion #1

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.

Amended:

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.

Add: Returning Officer will have knowledge of parliamentary procedures.

M/S/C

Move to approve Trista Barber as Returning Officer

M/S/C

Motion #2

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.
- 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.

M/S/D

Notice of Motion #1

Appendix A – Expense Policy

Section L – Point 7

Change from:

In support of the Retiree's Committee the Union will donate, upon request, up to \$2000.00 for their Christmas party each year.

Change to:

In support of the Retiree's Committee the union will donate, upon request, up to \$2000.00 for their Christmas party each year. If any of the \$2,000.00 is unused, the retirees could request using the unused portion toward another function.

Notice of Motion #2

Article 9 (Meetings) Section 1:

Change from:

The regular union meetings shall be held once a month at a time, date and place as set by the Executive Board.

Change to:

The regular union and bargaining unit meetings shall be held regularly at a time, date, and place set by the President, Executive Board, and Member at Large for the bargaining unit.

Notice of Motion #3

Section 10 – Nominations, Election and Installation of Officers and Stewards

Nominations and Elections

Voting: #4

The election **ADD: for Executive positions** will use a preferential voting system where members have the option of ranking one or more of the candidates in order of preference on an online system approved by the Executive Board. To be elected **ADD: to the Executive board**, a candidate must receive a majority (more than half) of the unspoiled votes.

ADD:

Steward and Committee elections, will use plurality voting system on an online system approved by the Executive board.

#14

The Executive Board of this union shall be:

- President
- Vice President
- Recording Secretary
- Secretary Treasurer
- Executive Shop Steward
- ADD: Members At Large (5):**
 - **2 School District 43**
 - **1 Coquitlam Public Library**
 - **1 Transdev**
 - **1 Diversity**

TIMING OF ELECTIONS - #1

The following Executive Board positions will be elected in odd number years for a two-year term with elections to be opened in February of that year:

- President
- Recording Secretary
- Diversity Member-at-Large
- Member-at-Large (2) (School District 43)
- Member-at-Large (Coquitlam Public Library)
- Member-at-Large (Transdev)
- ~~Membership Officer~~ -- REMOVE**

TIMING OF ELECTIONS #4

Steward **ADD: and Membership Officer Elections**

Steward Elections shall take place every odd-numbered year for a two-year term with nominations opening immediately following the election of Executive Officers.

SD43

Sixteen stewards will be elected from the school district membership.

Transdev

Two stewards each will be elected from Abbotsford and Chilliwack.
One steward will be elected from the maintenance department.

Library

One steward will be elected from Poirier Branch and one from City Centre Branch.
Newly elected stewards will assume elected positions on May 1st.

ADD:

Membership Officer

One membership officer will be elected from the membership.

#5 – Committee Elections

Conventions

Delegates to conventions must be members in good standing (as per Article 4) and must be elected **REMOVE on the floor by paper ballot ADD: using a plurality voting system** at a General Membership Meeting as required. One (1) credential will be given to Coquitlam Public Library and credential will be given to Transdev to attend the CUPE BC Convention and the CUPE National. One credential will be given to Diversity Member At Large to attend the CUPE National Credential.

NEW BUSINESS

Q: Does retirement committee reach out to all retirees of CUPE 561, not just SD43?

A: When members retire from all bargaining units, they are provided the option to join the Facebook page for retiree's for information of events.

GOOD OF THE UNION:

Lisa Gregory: Thank you for electing me to serve as the Indigenous Representative on the CUPE BC Committee for the past 2 years. Not seeking re-election.

Susan Donald: Thank you for sending me to the CUPE Fall weeklong school and the shop steward workshops.

Carol Archibald: Inquired about 4-5 invites to join the general meeting.

Don Duncan: Thank you for sending me to BC Fed Convention as a delegate.

Moment of silence for Jeannette Hawley (retiree)

Meeting Adjourned: 11:10 pm

Duly adopted this 11th day of January 2025

Randy Kootte, President

Darin Nielsen - Treasurer

//Minutes/General/2025/January General Minutes 2025.docx

moveup

C.U.P.E. LOCAL 561 CORRESPONDENCE LISTING FOR February'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:

CUPE BC	General Announcements & Resources January 10, 2025
CUPE Metro	Metro Meeting – January 9, 2025
NWDLC	News, Action and Events: January 8, 15, 27, 2025
FVDC	Annual General Meeting minutes January 18, 2025
CTA:	Newsletters – January 15 and 29, 2025
DPAC	Screening Safety Info session – January 19, 2025
	Panel Discussion – February 12, 2025
	General Meeting – January 29, 2025

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

School District:

1. Feedback for benefits
2. Letter of Understanding – operational need
3. Vacation change to illness
4. Benefits bargaining
5. Election process
6. Workplace concerns
7. Bargaining committee meeting

Transdev:

8. Silverdale industrial area expansion
9. Preventable accident letters
10. New members
11. Stat and OT procedures

Library:

12. Changes to Collective Agreement

Montessori: None

/Correspondence LHS/2025/February Meeting CorrespondenceList.docx

CUPE LOCAL 561

Income Statement Dec 01, 24 to Dec 31, 24

REVENUE	
Dues Revenue	
SD 43 - Dues	53,573.55
Coq Public Library - Dues	3,728.39
Transdev - Dues	18,462.71
Total Dues & Fees	<u>75,764.65</u>
EI Rebate	
SD 43 - EI Rebate	59,167.73
TOTAL EI REBATE	<u>59,167.73</u>
BANK INTEREST	
Bank Account Interest	145.17
TOTAL BANK INTEREST	<u>145.17</u>
OTHER	
President Vacation/Stat Repaid	2,626.72
TOTAL REVENUE	<u>2,626.72</u>
TOTAL REVENUE	<u>137,704.27</u>
EXPENSE	
PAYROLL	
Wages - Secretary	5,861.80
CRA Arrears Source Deductions	50.91
CPP	247.65
MPP - Employer	517.84
WorksafeBC	12.72
TOTAL Employer Portion	<u>829.12</u>
TOTAL PAYROLL	<u>6,690.92</u>
MEMBERS BENEFITS	
SD 43 Members Benefits	3,997.25
FSEAP - Coq Pub Lib	230.40
TOTAL MEMBERSHIP BENEFITS	<u>4,227.65</u>
PER CAPITA	
CUPE National	84,268.77
CUPE BC	13,879.56
K-12 President's Council	1,730.71
CUPE METRO	626.81
CUPE Fraser Valley	62.40
BC Federation of Labour	1,604.74
NW District Labour Council	717.09
TOTAL PER CAPITA	<u>102,890.08</u>
PRESIDENT & EXECUTIVE	
Wages - President	11,534.40
Benefits - President	2,227.00
Sick Leave - President	1,730.16
TOTAL President's Payroll	<u>15,491.56</u>
Secretary Treasurer	1,443.26
Membership Officer	14.00
Returning Officer	21.01
Trustees	690.90
Mileage	119.00
Out of Pocket	750.00
TOTAL Executive	<u>3,038.17</u>
TOTAL PRESIDENT & EXECUTIVE	<u>18,529.73</u>

Balance Sheet As at Dec 31, 24

ASSET	
Current Assets	
CSC - General Chequing	203,992.18
CSC - SD 43 EI Rebate	114,603.20
CSC - Coq Pub Lib EI Rebate	5,873.31
TOTAL Cash	<u>324,468.69</u>
Term Deposit #1 RBC	501,318.09
Term Deposit #2 CSC	400,000.00
TOTAL Term Deposits	<u>2,256,495.66</u>
Investment	3,157,813.75
TOTAL Investments	<u>2,069.89</u>
Accounts Receivable	763,008.00
Society (Loan 25 years)	765,077.89
Total Receivable	<u>4,247,360.33</u>
TOTAL CURRENT ASSETS	<u>4,247,360.33</u>
TOTAL ASSET	
LIABILITY	
Current Liabilities	
Accounts Payable	35,967.94
Visa Payable	1,511.26
Society (Remt 25 Yrs)	863,008.00
Vacation Payable -Secretary	4,683.21
Sick Pay - Secretary	13,825.00
MPP - Employee Portion	-238.07
MPP - Employer Portion	-254.42
Total MPP Payable	<u>-492.49</u>
Union Dues Payable	-41.48
WorksafeBC	192.01
TOTAL CURRENT LIABILITIES	<u>918,653.45</u>
TOTAL LIABILITY	<u>918,653.45</u>
EQUITY	
Retained Earnings	-124,215.02
Retained Earnings	3,412,991.01
Retained Earnings - Previous Year	38,612.80
Current Earnings	1,318.09
Accumulated OCI - Term Deposits	3,328,706.88
Total Retained Earnings	<u>3,328,706.88</u>
TOTAL EQUITY	<u>4,247,360.33</u>
LIABILITIES AND EQUITY	

GENERAL & ADMINISTRATIVE & DONATION

Cleaning & Janitorial Services	180.00
Internet Services	161.77
Office Supplies	217.25
Photocopier Lease	920.64
Service Charges AFT Fees & Interest	25.00
3rd Party Billing	3,278.07
Telephone	67.27
TOTAL GENERAL & ADMINISTRATIVE	<u>4,850.00</u>

MEETINGS & EVENTS & RETIREMENT

Executive Meeting	3,865.97
Shop Stewards Meeting	903.41
Retirees Christmas Dinner	1,321.28
Retirement Cheque Gift	<u>1,300.00</u>
TOTAL Retirement	2,621.28
Social Event - Kid's Xmas Party	191.68
TOTAL MEETINGS & EVENTS	<u>7,582.34</u>

UNION EDUCATION

Courses/Workshops	<u>3,509.52</u>
TOTAL UNION EDUCATION	<u>3,509.52</u>

COMMITTEES & COUNCILS

Duty to Accommodate Committee	5.83
Grievance Committee	263.86
JEIS Committee	16.64
JJEC Committee	-82.83
Occup. Health & Safety Committee	169.08
Paid Education Committee	23.34
Social Committee	<u>1,877.17</u>
TOTAL COMMITTEES & COUNCILS	<u>2,273.09</u>

CONVENTIONS & CONFERENCES

BC Federaton of Labour Convention	<u>296.14</u>
TOTAL CONVENTIONS & CONFERENCES	<u>296.14</u>

GRIEVANCES

SD 43	35,922.13
Transdev Grievance/Arbitraton	<u>2,215.25</u>
TOTAL GRIEVANCE	<u>38,137.38</u>

BARGAINING & STRIKES

Coq Pub Lib - Bargaining	<u>75.00</u>
TOTAL Coq Pub Lib Barg & Strikes	<u>75.00</u>
TOTAL BARGAINING & STRIKES	<u>75.00</u>
TOTAL EXPENSE	<u>189,061.85</u>
NET INCOME	<u><u>-51,357.58</u></u>