

Canadian Union of Public Employees Local 3550

Communicator and Executive Meeting December 15, 2021

I will call this meeting to order with recognition that we are on Treaty 6 Territory, a traditional meeting grounds, gathering place, and travelling route to the Cree, Saulteaux, Blackfoot, Métis, Dene and Nakota Sioux. We acknowledge all the many First Nations, Métis, and Inuit whose footsteps have marked these lands for centuries.

(REMINDER: Please make sure you are muted to avoid feedback during the meeting)

Reading of CUPE National Equality Statement.

1. Roll Call of Officers

Sergeant-At-Arms: Lynn Davis

President - Jorge Illanes

1st Vice President - Janice Kube

2nd Vice President - Ian Waugh

Recording Secretary - Marianne Andresen

Treasurer - Mabel Ong

Chief Steward - Gloria Lepine

Executive Board Member - Susan Woo (June 2023)

Executive Board Member - Colleen Nash (June 2022)

Executive Board Member - Lynn Davis (June 2022)

Executive Board Member - Shelly Lavallee (June 2023)

Executive Board Member - Lorraine Wheatley (June 2022)

Excused: Mabel Ong

Absent: Colleen Nash, Ian Waugh

2. Information Shared by the Local (54 people in attendance)

COVID Policy -
<ul style="list-style-type: none"> • Grievance is still on going; board not supporting grievance • Have received a 45 page reply from lawyer which will be reviewed • Denials for vaccine can be appealed • Question – financial hardship to members • Question – will a mandate be coming like the university did • Question – how is the union representing the non vaccers • Question – right now only AHS board testing is acceptable • Question – update to policy by texting results to members • Question – trying to book testing is getting hard and worried for the new year with financial burden • Question – not sure if new free rapid testing out today by premier can be used for our members • Question – test results in January will be going to Employee Health Services • Question – is the COVID test covering the new OVICON variant • Question – mature students coming back to school in January will not be asked for vaccination status (students not staff) • Question - \$25.00 testing available at Balwin Pharmacy and no appointments • Question – people can still get COVID when double vaccines • Question – remain neutral on it and not bring in the science • Question – religious exemptions forms lots of detail; CUPE lawyers indicate that they have the right to ask • Question – medical exemptions could be asked more than once a year • Question – • Question –
Political Action Postcard Campaign -
<ul style="list-style-type: none"> • Sent out to all locations to distribute to support staff and all other staff groups and neighbors • AEEC & EDLC have also been advised of our campaign • Main exercise is for our members to do this and make our awareness known • For extra's just call the union office •
Classification Reductions/FTE/12-10-month status changes -
<ul style="list-style-type: none"> • Are seeing cuts of our members

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<ul style="list-style-type: none"> • Look at your job description and see what you are actually doing to your job duties; cross out what you don't do and add what you do
<ul style="list-style-type: none"> • Don't compare it to other which could have different duties
<ul style="list-style-type: none"> • Any fte reduction must be a notice in action must be 10 working days notice unless a fte reduction would have 15 days notice (allows for bidding out)
<ul style="list-style-type: none"> • Evaluation process have a number of factors
<ul style="list-style-type: none"> • Get your members to use their benefits ex: health spending account etc
<ul style="list-style-type: none"> • Put out a list to members of what is offered in the health and wellness accounts
<ul style="list-style-type: none"> •

3. Questions and Answers
<ul style="list-style-type: none"> • Can the EA's do a PD with the Union about the postcards etc? Right now, the Union can only be invited to your school. (probably not during COVID)
<ul style="list-style-type: none"> • Need more people to join up and be involved in getting new committees started
<ul style="list-style-type: none"> • Need a mental health day vs sick days; everything is covered under sick (medical note may be required after 3 days)
<ul style="list-style-type: none"> • TBW positions that continue on year after year
<ul style="list-style-type: none"> • Challenging their position classifications and job they actually do
<ul style="list-style-type: none"> • PBL day is only ½ day pay and are underpaid already
<ul style="list-style-type: none"> • Feeling overworked and not enough support or recognition by the division
<ul style="list-style-type: none"> • Bargaining committee appreciates these comments to prepare for bargaining starting in January 2022
<ul style="list-style-type: none"> • Hopefully the government will change and the next government will bargain fairly
<ul style="list-style-type: none"> • Why are there no supply to cover members when away from work
<ul style="list-style-type: none"> • Members struggling with poor wages
<ul style="list-style-type: none"> • Want more feedback of where we are at with negotiations
<ul style="list-style-type: none"> •

Meeting adjourned @8:32 pm