



**General Meeting
Virtual
4:15 pm
April 23, 2024**

1. Call Meeting to Order
2. Land Acknowledgment
3. Equality Statement
4. Roll Call of Officers
5. February General Meeting minutes
6. Treasurer's report
7. New Business
 - a. Nominations for ByLaw Committee
 - a. **Executive Recommendation:** Local 1099 send 3 Executive members to CUPE Alberta Weeklong School, April 28-May 3, 2024, Canmore, AB. Local 1099 to cover cost of registration, book off, travel, hotel, and per diem.
 - b. **Executive Recommendation:** Local 1099 send Heidi Hovis to job shadow with Local 8 in Calgary for one(1) week. Local 1099 to cover travel(car rental & gas), hotel, and per diem. Local 8 comprises multiple Bargaining Units in the HealthCare field, particularly seniors and long term care facilities
 - c. **Executive Recommendation:** Local 1099 send up to 3 members to the AEEC Spring General Meeting on May 24 - 26, Calgary. Local to cover book off, travel, hotel, and per diem.
 - d. CUPE Alberta Convention Report.
 - e. Looking for individuals who are interested in joining the executive, we are in need of a Recording Secretary, Head Steward for the Executive & Head Steward for SAPS, Shop Stewards
8. Unit Business
 - a. St. Albert Public Schools
 - i. Bargaining Update
 - ii. Reflections on Article 14 - Hours of Work from Collective Agreement.
 - b. Holy Child After School Care
 - c. WJS Vegreville
 - d. Bike Edmonton
 - i. Bargaining update
 - e. Revera
 - f. Pro Vita Care Management Vegreville
9. Next Meeting- May 28, 2024, 4:15 PM, Zoom
10. Adjournment

General Meeting Minutes
Virtual
4:15 pm
February 27, 2024

1. Call Meeting to Order - 4:22
2. Land Acknowledgment - *Heidi*
3. Equality Statement - *Craig*
4. Roll Call of Officers - *Heidi Hovis-President, Craig Arnold-Vice-President, Karen Balog-Secretary-Treasurer, Heather Hansen-Head Steward.*
5. January General Meeting minutes - **Motion-Zena Harris, Seconded-Joan Misner, Carried.**
6. Treasurer's report - *January No unusual expenses, bargaining committee book-offs, pre-paid PD sessions* **Motion-Craig Arnold, Seconded-Joan Misner, Carried.**
7. New Business
 - a. Waging Ahead Campaign - *Cupe Alberta is putting out a new Waging Ahead Campaign that will include every worker in Alberta, Unionized or not. One of the biggest campaigns that have been pushed out against a government that doesn't seem to care about us at all. Biggest points - Living wage for everyone, bargaining gains not losses - no 2 tier systems, Wages aren't good enough now they won't be good enough for future workers. Bridging the wage gap, Empowering Workers. They are working across sectors to present a united front and mobilize workers together across the province. There will be Town Halls - for Edmonton on March 6 & 13, go to cupeab.ca click on the waging ahead sign to sign up for updates. All Leader's Conference Report - Included - Introduced the Waging Ahead Campaign, Panel discussions on good things in CUPE, Local reports, similar stories of how hard it's been bargaining, especially in education sectors. There are a lot of Unions other than CUPE that have accepted the 2.75% but CUPE has been fighting hard to push for more and will continue to do so.*
 - b. CUPE 1099 Logo - *Our current logo is 'celebrating 50 years'. Looking for a new logo that better represents our composite local. If anyone is interested in designing something, let me know and I can get you the parameters, color schemes, etc.*
 - c. Swag - *We've discussed this before, if we redo the logo we should wait until we have that. Just checking if there is any interest in getting swag, we can design the shirts that better represent our local or different bargaining units within the local.*
 - d. Zoom - *We received a letter from CUPE National stating that CUPE is no longer endorsing the use of Zoom for any CUPE business. Part of the problem is the polls and the voting, they claim they can't confirm votes. They provided locals with 2 other options - that they've used at the online conventions. I haven't had time to evaluate them yet but we will be switching to one of them for future meetings.*
 - e. **Executive Recommendation:** *Local 1099 provide lunch for the 3 trustees doing the audit of the local's financials, cost not to exceed \$150. **Motion-Zena Harris, Seconded-Pamela Hanson.** Every year every CUPE Local is required to have their finances audited by a group of 3 members that are not from the executive and don't have signing authority on the locals accounts. Our way of saying thank you is to buy them lunch for the day. It usually takes them 4 - 5*

hours and we will be setting this up soon. It is a requirement to have these members audit our books annually otherwise we would lose our Insurance coverage from CUPE national if we don't do this. **Carried.**

- f. **Executive Recommendation:** Local 1099 cancel the March General Membership Meeting. **Motion-Zena Harris, Seconded-Kim Parnwell.** The fourth Tuesday falls during spring break. The week before that is the convention and I won't be available. If we do it sooner than that, it will be in 2 weeks. **Carried.**

8. Unit Business

a. St. Albert Public Schools

- i. Bargaining update - A bargaining update was sent out on Sunday. We sent it to everyone on our email list instead of just the mailing list. We have reached the Monetary part of the process and as expected our proposals were pretty much denied and not much information came back to us from the other side of the table. We are going back into bargaining in six months anyway because the government has mandated a hard stop on all collective agreements that have to end in 2024. It is a very frustrating process but we are still in the fight and we are not giving up.
- ii. Site Visits - Facility Reps - Work with your principals to find the best date and time to do it. If I can come on Wednesday after the training session. I will have to ask Paul for permission as this is considered work time.
- iii. PD Feedback - Thank you to everyone who filled out the survey. We got some great comments and compliments. Areas to work on are the lunch setup. If anyone wants to volunteer for the committee, please let us know by September. If you know of anyone who could do a session, please pass on their information to myself or Craig.
- iv. **Executive Recommendation** - CUPE Local 1099 continues to offer a Scholarship to graduating seniors but increases the amount from \$500 to \$1000 for two students. **Motion - Zena Harris, Seconded - Pamela Hanson.** We do offer a scholarship but we haven't had any applications in a few years, as it stands at \$500. I wanted to increase it to \$1000 for 2 students to further help them in their costs for secondary education. I was asking if we wanted to change the question. How well/can a union help in my chosen field of study? How can a union help me? How has the history of the Union helped shape Canada? **Carried.**

- 1. To be eligible for the CUPE Local 1099 scholarship: The student must be a recent high school graduate from one of the 3 St. Albert Public High Schools, provide proof of enrollment in any post-secondary program in the fall, and submit an original essay, at least 750 words, answering the question "What does a Union mean to me?" Submissions must be received no later than 11:59 PM on July 30th.

b. Holy Child After School Care

- i. Bargaining - We have given them notice to bargain. Will meet with members soon to create a bargaining committee.

c. WJS Vegreville

- i. Bargaining update - We met with them on February 25th for a

ratification vote. They voted yes with a majority vote of 61.9%. We are waiting on the employers' vote and then they will officially be part of Local 1099.

- ii. **Executive Recommendation:** Local 1099 provide refreshments for the WJS Collective Agreement Ratification meeting. (Up to \$400.00) **Motion-Joan Misner, Seconded-Zena Harris.** *The ratification vote came up pretty quickly. There was no meeting space within the WJS buildings so we had to rent a hall. We provided pizza, donuts, and refreshments. We've been bargaining with them for close to 3 years and are thankful to finally have an agreement. **Carried.***

d. Bike Edmonton

- i. Bargaining update - *Bargaining has stalled out as they are in a financial crisis.*
- ii. Financial - *They were on the news asking for donations to reach \$30,000 in February. If you are able to help, go to bikeedmonton.ca. They provide bikes, refurbished bikes, rent a mechanic to help fix your bike, they accept bike donations. If you have an old bike sitting around and would like to donate it, please do.*

e. Revera/Cogir

- i. Bargaining update - *Management changeover which had stalled out the bargaining. We have bargaining dates coming up in March, we are almost at the end and will hopefully be done soon*

f. Pro Vita Care Management Vegreville

- i. Meeting - *working with the employer to set up a site visit just to meet the members there.*

9. Next Meeting- April 23, 2024

10. Adjournment - **Motion - Zena Harris, Seconded - Pamela Hanson, Carried.**
5:28pm.