

CUPE 1445

General Meeting

Minutes

Date: January 26, 2021

Time: 12:30pm

Room: Online Teams

Attendees: Amanda Paradis, Amy Whalen, Anna King, Brittany Hofer, Catherine Lilly, Chris Morrison, Deborah Jones, Eileen Green, Elyse Peralta, Elyse Peralta, Heather Adams, Jessica Siegrist, June Traptow, Kate Romanoff, Krista Leroux, Kristina Glover, Lacey Fittes, Melana Matthie, Melissa Hill, Shawna Skog, Tara Turnquist, Trina Carroll, and Wendy Cameron

1.0 Equality Statement

<https://cupe.ca/equality-statement>

Thank you to Kate for reading the statement.

2.0 Approval of Agenda

Moved by Lacey F., seconded by Wendy C. CARRIED

3.0 Approval of Minutes

October 20, 2020

Moved by Kate R., seconded by Amy W. CARRIED

4.0 Reports

a. President's Report

CUPE President's Report

Prepared by: Trina Carroll

October 2020 to January 2021

1. Constituency Group meeting with Senior Admin
 - Polytechnic Update –Members are asked to complete the “RDC – 5 questions” (link emailed Jan 25 by RDC President) before Thursday, Jan 28. Members are asked to email CUPEpresident@rdc.ab.ca any questions they would like to have answered about this polytechnic update.
2. CUPE/HR Meetings
 - Bargaining starts tomorrow
 - Appeal for Labour Board
 - Determination Process, ongoing
3. CUPE website
 - In progress
4. Post Secondary Coalition
 - Trina will send out link.

b. Vice President's Report (*Position is currently vacant until January 2021 – October 2021.*)

c. Treasurer's Report

-Expenses have been paid up to December 31, 2020

-Books are balanced up to October 31, 2020

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-Latest member report (December 1-31, 2020) shows a total of 79 members; 41 part-time, 38 full-time. The report for November 1-30, 2020 shows a total of 77 members; 39 part-time and 38 full-time. The report for October 1-30, 2020 shows a total of 73 members; 34 part-time and 39 full-time.

LAST YEAR:

Latest member report (December 1-31, 2019) shows a total of 110 members; 58 part-time, 52 full-time. The report for November 1-30, 2019 shows a total of 120 members; 67 part-time and 53 full-time. The report for October 1-30, 2019 shows a total of 122 members; 69 part-time and 53 full-time.

d. Shop Steward's Report

- The shop stewards for the 2020-21 year are: Amy Whalen, Karina Cross and Krista Leroux
- We welcomed 4 new members since October
- Provided support to one member

e. Committee Reports

Moved by Wendy C, seconded by June T. CARRIED

5.0 Old Business

6.0 New Business

a. RDC COMMITTEES Discussion of terms below

- I. **CUPE Members** – CUPE members that are elected or volunteer on committees. Elections are held annually in October.
- II. **CUPE Admin support** – CUPE member that provides Admin Support (not participating on the committee). Typically, the Chair of a committee provides admin support. This would be reflected in CUPE JIQs.

CUPE members who are volunteering on an RDC Committee (College-wide committees; not CUPE committees):

- Normally the chair of a committee has a paid administrative support person whose job description includes admin support for committees (booking meetings, agenda, minutes, etc.).
- CUPE members on the committee are advised that it is not their responsibility to automatically take on any admin support for the committee as it potentially will take workload away from a paid CUPE position.
- If asked to provide admin support, CUPE Members are encouraged to contact their Shop Steward to discuss the details.

b. **Motion 1:** The CUPE Executive recommends the 2021 budget to the membership. Motion to accept the recommendation.

Moved by Catherine L., seconded by Lacey F. CARRIED

Member Questions: Will CUPE be responding to the current rumors about RDC no longer offering Apprenticeship Training?

Answer: Trina advised members to email cupepresident@rdc.ab.ca with any questions they would like to have answered in the upcoming staff messaging from AUPE, FARDC and CUPE related to Polytechnic

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status. Members are also encouraged to complete the “RDC – 5 Questions” survey as indicated in RDC President email before Thursday, January 28, 2021.

Adjourned: 1:02pm

Next Meeting:

Date: May 18, 2021

Time: 12:30pm-2:00pm

Attachments: Minutes from October 2020

Proposed 2021 CUPE 1445 Budget

Shop Steward GM Report January 2021

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Shop Steward Report

January 2021

- The shop stewards for the 2020-21 year are: Amy Whalen, Karina Cross and Krista Leroux
- We welcomed 4 new members since October
- Provided support to one member

2020 / 21 Shop Steward Structure

Karina Cross	Amy Whalen	Krista Leroux
<ul style="list-style-type: none">• Ancillary Services (Includes Conference and Event Services, Fitness and Wellness, Residence),• Campus Management• Dean of Creative Arts• Dean of Arts and Sciences• Development Services• Finance Office• Health and Wellness• Human Resources• Office of IT Services	<ul style="list-style-type: none">• Applied Research and Innovation• AVP Academic Research & Student Affairs• Dean of Education• Health Sciences (CAC, Dean of HS, Pre-Health Sciences)• President's Office (International Education)• RBC Student Mental Health (Student Ambassador)• Registrar's Office• Trades (Cook Apprenticeship, Dean of Trades, Centre for Manufacturing),• VP Academic's Office (incl. Admin Assist & Scholarly Research)	<ul style="list-style-type: none">• Business Intelligence and Research• CE General Administration• CE Health Care Aide• Childcare• Counselling• Confluence Campus,• CTL• Dean of Library & Student Supports• Faculty Professional Development• Dean School, Donald School of Business• Testing Services

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General Meeting Minutes

Date: October 20, 2020

Time: 12:30 pm

Room: Online Teams

Attendees: Bukola Abiona – Guest, CUPE National Representative, Trina Carroll, Amy Whalen, Angela Menzel, Anna King, Aubrey Price, Brittany Hofer, Catherine Lilly, Cathy Saar, Chris Morrison, Deborah Jones, Eileen Green, Emily Kroetsch, Heather Adams, Jen Foote, June Traptow, Karina Cross, Krista Leroux, Maria Haubrich, Mei-Lin Ward, Melana Matthie, Melissa Hill, Michael Barnard, Pam Amendt, Sally Young, Sarah Hunt, Shawna Skog, Sue Edwards, Terri Simmons

1.0 Equality Statement

2.0 New Business

a. Elections/Nominations (CUPE Alberta Rep)



CUPE EXECUTIVE	MEMBERS
President (2 year term)	Trina Carroll (2020-2022)
Vice-President (2 year term)	Catherine Lilly (2019-21)
Past-President	Trina Carroll
Recording Secretary (2 year term)	Kate Romanoff Vacant (2020-22)
Treasurer (2 year term)	Melana Matthie (2019-21)
Shop Stewards (1 year term)	Krista Leroux (2020-2021) VACANT 3x
CUPE COMMITTEES	2020-21 MEMBERS
Social Committee (3-4)	Karina Cross Melana Matthie VACANT 2x
Determination Committee (4) (determines positions as AUPE or CUPE)	Catherine Lilly Wendy Cameron Rosanne Lamoureux VACANT 1x Alternate: CUPE President (Trina Carroll)
Nominating (2)	Sue Edwards VACANT 1x
CUPE Local 1445 Award Committee (last 4 award recipients)	Summer Langstraat Mei-Lin Ward VACANT 2x – Due to postponement of Spring Fling
Negotiations Committee (Bargaining) (3 + 2 alternates) Not Open for Nomination at this time, active Committee in place.	CUPE President (Trina Carroll) Catherine Lilly Alternate: Danielle Marcus Alternate: Melana Matthie LOA: Kate Romanoff
Trustees (3)	3 yrs.: VACANT (2020-23) 2 yrs.: June Traptow (2020-22) 1 yr.: Wendy Cameron (2020-21)
Web Development Committee (2)	Pam Amendt Trina Carroll
CUPE Newsletter Editor (1)	Sue Edwards
Red Deer & District Labour Council	Pat Couture (Honorary Retired CUPE member)
CUPE REPS ON COLLEGE WIDE COMMITTEES	2020-21 MEMBERS
Award of Excellence Committee (2)	Emily Kroetsch Wendy Cameron
Benefits Committee (2)	Catherine Lilly VACANT 1x
CUPE Professional Development Committee (4)	June Traptow Melana Matthie Sue Edwards Krista Leroux
CUPE Classification Committee (4 + alternate) (Classifies positions - Level and Step)	Rosanne Lamoureux June Traptow VACANT 2x Alternate: CUPE President (Trina Carroll)
Occupational Health & Safety (1)	VACANT 1x Alternate: CUPE President (Trina Carroll)

3.0 Approval of Agenda

Moved by Catherine Lilly, seconded by Jen Foote. CARRIED

4.0 Approval of Minutes

- Minutes to be distributed to General Membership. Agenda Item to be tabled until minutes are distributed.

Moved by Catherine Lilly, seconded by Jen Foote. CARRIED

5.0 Reports

a. President's Report

1. Constituency Group meeting with Senior Admin

- Dated: Monday, October 19, 2020 from 10:30am
Discussion about Winter Term Plans:
 - **Programs fully back on campus:**
TVP, OPTA, MLA, ENG Tech (EET, IET, MET), PHTD, EDAC, ELCC *these programs may choose to have a course online or a service course (i.e. COMM) from another School, may be online
 - **Programs blended back on-campus** (either labs on-campus or 1-day lecture on campus):
LEGL and BBA *not option courses for BBA students
KNSS, PN, BScN – labs and/or special use space
Science programs – labs
Health Care Aide – labs
VART and BFAR – most studio classes
 - **Schools with blended courses:**
Arts and Sciences has some courses that are either High-Flex (1 so far) and some that are blended (1-day back on -campus).
- COVID Update, currently 2 active cases:
AHS involved:
 - GWH was closed down for 48 Hours to rectify and contact tracing ensued.
 - Business resumed at 6:00am Monday, October 19

2. CUPE/HR Meetings

- Dated: Monday, October 19, 2020 from 1:30pm
- CUPE LOU's (Letter of Understanding):
Work from Home – dated March 20th (no expiration date):
 - CUPE Executive plan to monitor actual member work from homes vs on campus.
- Temporary layoff – dated April 15th (6 month calendar year and for review prior to October 15) has been extended until October 31 for review and any amendments, plans to extend until end of December 2020 for a decided action.
- Ongoing action regarding layoffs and workloads, where does work go when CUPE members get eliminated?
 - Current CUPE Members: 73
 - HR Relation supports/communications
- HR Director and Senior Labour Relations Advisor are handling all active concerns

3. CUPE Alberta Convention

- This year's convention was originally supposed to be hosted in Fort Mac March 2020. Given the COVID situation was delayed and was distributed virtually October 7 & 8.
- First Convention with new AB President, Rory Gill as Marle Roberts retired in 2019
- National President – Mark Hancock was in attendance
- National Treasurer – Charles Fleury was in attendance
- Rachel Notley – Gave a video presentation
- Bill 32 – Hot Topic (Changes coming)

4. CUPE Sector Convention

- This year's National Sector (Post Secondary) Convention is being distributed virtually
- Trina and Catherine to attend
- Condensed into a 4 hour event - Wednesday, October 21, 8:30am-12:30pm

b. Vice President's Report

- The last 4 months have been extremely challenging. Between the COVID temporary lay-offs and the permanent lay-offs and reductions due to the budget it has been a lot of bad news. We have had several members recalled from temporary lay-offs and are expectant that the majority will be recalled for January 2021. I have also talked to many of our members about the work load with all of the changes. The workload does not seem to have diminished even though our work force has. Please make sure that you are only working the hours you are paid for. We will not see our hours and staff come back if the work is still getting done. Please ensure that you are taking your breaks and not working over your hours if you are not being compensated. If you notice that you are being asked to do different work make sure that you document it and have it added to your JIQ if it is not a one off. We need to make sure that we are being adequately compensated for the work that we are doing. It has been a difficult last 4 months but we are still fighting the good fight.

In Solidarity,
Catherine Lilly

c. Treasurer's Report

- Expenses have been paid up to October 20, 2020
- Books are balanced up to July 31, 2020
- Latest member report for September 1-30, 2020 shows a total of 72 members; 69 part-time and 53 full-time. The report for August 1-31, 2020 shows a total of 67 members; 35 part-time and 32 full-time; July 1-31, 2020 report shows a total of 60 members; 29 part-time, 31 full-time.

d. Shop Steward's Report

- Nothing to report at this time. Trina and Catherine have been handling member issues as they are related to layoffs.

e. Committee Reports

- Tabled for this time as committees have not been able to meet throughout the COVID-19 pandemic.

Motion: to approve reports as presented.

Moved by Catherine Lilly, seconded by Jen Foote.

6.0 Old Business

- a. PSE Campaign Working Group
Additional Inquiries – Questions – Concerns?

Motion: to recommend to spend up to \$1000.00 towards the Post Secondary Education Campaign.
Moved by Catherine Lilly, seconded by Chris Morrison. CARRIED.

Meeting adjourned at 1:53pm

Attachments:

- Minutes from AGM May 19, 2020
- CUPE Executive & Committee Members Nominations
- Equality Statement, dated November 2015
- Financial Statements January – July 2020