

# **CUPE 1445**

## **GM MINUTES**

Date: March 7, 2023  
Time: 12:00pm – 1:00pm  
Room: Online Teams

Attendees: Amanda Paradis, Anna King, Breanna Mass, Caitlyn Charles, Catherine Lilly, Deborah Jones, Deedra Fenton, Emily Andres, Heather Adams, Jennifer Foote, Jessica Hazard, Karen Mysko, Kourtney Mittelstadt, Lacey Fittes, Margaret Jones, Megan Andruik, Mei-Lin Ward, Melissa Hill, Nicaj Flores, Nicole Dawe, Nicole Dizon, Pam Amendt, Raelene Johnson, Ronda Anderson (IR), Shaylan Connon, Trina Carroll, Zorica Cihoric

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1) Equality Statement <https://cupe.ca/equality-statement>

2) Introductions / New members

[Oath of Membership](#)

- Breanna Mass

3) Approval of GM Agenda

- a) March 7, 2023 (Replacing original January 17, 2023, meeting)

**Moved by Mei-Lin Ward, seconded by Deedra Fenton; CARRIED**

4) Approval of GM Minutes

- a) [October 18, 2022](#)

**Moved by Megan Andruik/Catherine Lilly; CARRIED.**

5) Reports

a) President's Report

- Constituency meeting, January 9<sup>th</sup>
  - Safe Disclosure for Employees – Pilot Solution for discussion
- Conversation about February 7<sup>th</sup> – Recap of CUPE Special Meeting
  - CUPE National
  - Stress on Membership and Executive Vulnerability.

b) Vice President's Report

- N/A

c) Treasurer's Report

- Jennifer presented the proposed budget for 2023.

d) Shop Steward's Report

- Position currently vacant, Trina handling all member concerns.
- Supporting 5-6 members

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### **e) Committee Reports**

#### **PD Committee Update**

- RDP has approved an increase in PD fund allotment; Personal Development amount will stay the same at \$250.
- PD Committee has voted to increase individual PD allotment from \$2500 to \$3000 effective immediately, now in line with AUPE.
- Planning a PD Day for all CUPE members on May 19, virtual speaker: Jodi Carrington
  - Suggestion was made to purchase Jodie's books; committee will look into this option.
- Question about Jodi Carrington being virtual - She will be out east at the time of our event, also much more expensive to have her in person.

#### **Benefits Committee**

- Not a lot to update, usually meet in spring and look at past year, what we've done for benefits, had some increases last year, haven't done much since then, upcoming meeting for that.

#### **Social Committee**

- Starting to plan Spring Fling event, was waiting on budget.
- Thank you to everyone that attended Christmas Party, will try to plan the next one a little earlier.
  - Christmas Party, December 7<sup>th</sup>
  - We had low attendance but the members that attended had a good time.

#### **Determination Committee**

- Update from Maria and Trina (attached)
- <https://docs.google.com/document/d/1dGe6OJKDbkEJ-nPf7CrEBfUHkR50uled/edit>

#### **Health Safety – Megan Andruik**

- Committee meets every 2<sup>nd</sup> month.
- Discussing committee membership, having more executive representation with committee to help move issues forward quicker.

### **MOTION to accept all reports as presented.**

**Catherine Lilly, Mei-Lin Ward; CARRIED**

### **6) Old Business**

- a) Letter of Understanding, RDP/CUPE President hours LOU **still** outstanding
  - Daniel to follow up.
- b) Determination and Classification process
  - Daniel still needs to figure out determination and classification as per member concerns.
  - Daniel to follow up on Labour Board cert with Stephanie.
- c) Collective agreement received Final Copy for Signature – February 21, 2023, via email J. Fittes 9:21am.
- d) Look into a paid position for Determination/Classification workload.
- e) Have conversation with Membership about needing help, our future depends on member support.
  - Schedule for February 7, noon-1:00pm
- f) Endowment Motion

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### **February 13, 2023 – Motion (45 Votes, 44 Approve, 1 Reject):**

CUPE 1445 Executive recommends to donate a one time donation in the amount of \$30,000 to the Red Deer Polytechnic Endowment fund; this endowment will be a never ending scholarship opportunity given to the Red Deer Polytechnic student body.

### **Background:**

- The interest earned on the endowment is what sources the annual scholarship amount for distribution, interest earned is between \$1100-\$1300 per annum.
  - At current interest earned, if local approved... the award would be \$1275 for the 23/24 Academic Year as per External Relations.
  - RDP never touches the original investment of \$30,000, it stays invested; our peers in AUPE and Faculty Association currently are affiliated with the Endowment at RDP.

### **Currently:**

- Our local donates an annual \$500 Bursary with the parameters as follows:
  - **C.U.P.E Bursary**  
**Eligibility:** A Red Deer Polytechnic student who attended a credit program in the most recent academic year. Preference given to a present or past C.U.P.E 1445 member or have an immediate family member who is/was a CUPE 1445 Member. Second preference given to a past or present C.U.P.E member or immediate family member who is/was a C.U.P.E Member.  
**Criteria:** Financial Need  
**Value:** 1 x \$ 500.00
- We recommend given our current situation the slight changes to read as follows:
  - **Eligibility:** A full-time Red Deer Polytechnic student who attended a credit program in the most recent academic year; the student must be continuing full-time studies at Red Deer Polytechnic in the upcoming year. Preference given to students who have personal attributes and achievements in leadership, special community service or volunteerism.
  - **Criteria:** Financial Need
  - **Value:** 2 x \$ 500.00 (or what the accrued interest per annum at approx. \$630 with current interest x2)

Please see additional information on [RDP's scholarship page](#).

I hope we have provided enough detail for you to make an informed decision; yes, I recognize the dollar amount is substantial, but I recommend this is the best value for an investment opportunity from CUPE 1445 funding, staying within our institution, to support Red Deer Polytechnic students. This was a high priority action item from the meeting on Tuesday, February 7<sup>th</sup> Special Meeting.

g) Donation to Student Association Motion

### **February 28, 2023 – Motion (47 Votes, 47 Approve, 0 Reject):**

CUPE 1445 Executive recommends a one-time donation in the amount of \$10,000 to the Students' Association of Red Deer Polytechnic; this donation will support student groups and clubs at Red Deer Polytechnic.

### **Background:**

- The Students' Association of RDP support our students by providing group opportunities that establish community amongst student peers, which improve the student experience in post secondary.

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We hope we have provided enough detail for you to make an informed decision; we believe this is positive investment opportunity from CUPE 1445 funding, staying within our institution, to support Red Deer Polytechnic students.

**UPDATE:** Two motions sent last week about spending; all were approved by membership.

- Spending of endowment (\$30,000 ongoing scholarship)
  - 98% voters in favor, **Motion (45 Votes, 44 Approve, 1 Reject)**
- Student Association (\$10,000 donation to support SA groups).
  - 100% voters in favor, **Motion (47 Votes, 47 Approve, 0 Reject)**
- Inquiry about supporting SA food bank was brought forward, high demand for food bank supports this year, opened to membership for discussion:
  - **ACTION** – Jen will review numbers and provide feedback for possible donation amount, will send out an email vote with motion.
- Awards discussion
  - Proposed what it would look like to fund Grace Taylor and Vicki Mix award as RDP awards, \$8000 to keep them ongoing.
  - Proposing they would go in with the annual Awards of Excellence, it just wouldn't be funded by RDP, the interest from CUPE donation would fund the awards going forward.

**MOTION to approve \$8000 endowment to keep Grace Taylor and Vicki Mix awards going.**

- **Catherine Lilly / Mei-Lin Ward; CARRIED**

### 7) New Business

#### a) Truth & Reconciliation

Question about funding some indigenous artwork for on campus, something that shows action behind the words.

**ACTION:** Melissa Hill will compile info and send to Trina so we can send to membership for review.

- #### b) CUPE Awards plaque has been broken for the last few years, many emails back and forth about getting it fixed, was broken by RDP when renovations were happening in SA. Need it fixed ASAP, was about \$250 4 years ago.

**ACTION:** Follow up with Dan Surian about getting it fixed.

### 8) Round table

### 9) Adjourned: 12:55pm

### 10) Next Meeting Date: Tuesday, May 23, 2023, Time: 12:00pm-1:00pm