



General Membership Meeting
March 20 2024, 5-7pm
Chairperson Rahel Woldeeslassie

Prepared by J. Amaral

[AGENDA FOR WEDNESDAY March 20, 2024 - Chairperson Rahel Woldeeslassie](#)

Introducing **MOTION MEETINGS** as the new GMM platform

Explaining how nominations and elections will work.

- The whole election process during this meeting will be very simple and user friendly. On your screens right now, you should be seeing and hearing us. At the bottom of your screen to the left you should see the meeting name. to the right of that and just below the right corner of the video screen you should see a 'Raise Hand' bar. That bar is clickable, and it is how you will raise your hand to ask a question or make a comment. If you raise your hand in error, you can simply lower it.
- To the right of your video and at the top you should see two tabs. One says 'VOTES' and the other says 'DOCUMENTS'. If you click on the documents tab you will see documents that pertain to meetings, you can download them if you want (there are no pertinent documents for this meeting). If you click on the votes tab, when voting is open, you will see a dialog box that allows you to place your vote for bargaining committee members.
- If you do not see these tabs please refresh your page, ensure you are using Chrome, Safari, or Edge and ensure that you are not in full screen.
- The voting results will be shared with the membership once the results have been independently verified.
- As the chair I will let you know when nominations from the floor are open for the various committees.
- To nominate someone for a committee, simply click the raise your hand bar, then you'll see, 'you are being transferred' press continue, then a

question box will open where you must type in the full name of the person you wish to nominate, then press 'Submit'. Your nomination will be sent to the main meeting room then I will verbally recognize it for everyone. Please do not lower your hand once you have submitted, I will do that for you.

- Once all the nominations have been submitted and I have verbalized them I will ask all the nominees if they will stand for the nomination and accept it.
- If you are a nominee, please raise your hand, press continue, and type either 'yes' or 'no' and then submit.
- I will verbalize your acceptance or denial to the members.
- We will then move onto the vote.
- If you are voting for 2 or 3 or 6 positions, please select no more or no less than 2 or 3 or 6 names from the options in the vote. Once that vote has ended, we will move onto the next nomination and vote. Please vote for no more and no less than the indicated number of candidates or your ballot will be spoiled.
- The nominees with the highest number of votes will be elected. If the exact number of candidates needed are nominated, then they will simply be acclaimed.
- At any time, if you want to make a motion or have a question, outside of the nomination and voting portion of this meeting, please raise your hand and type in 'motion' and what your motion is or 'question' and type in your question and you will be moved to the top of the que and brought into the main meeting room where you will be made live to so you can make your motion or ask your question.

1. Reading of the Equality Statement – Jenn Wilson

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

2. Acknowledgment of Indigenous territory – Kay Jones

3. Roll call of officers – Jason Amaral

Interim-President First Vice-President Rahel Woldeselassie
Interim-First Vice-President St Michael's Hospital Site Vice-President Scott Vargas
Interim-St Michael's Hospital Site Vice-President Recording-Secretary Jason Amaral
Secretary-Treasurer Michael Couto
Providence Healthcare Site Vice-President Jenn Wilson
St. Joseph's Health Centre Site Vice President Kay Jones
Membership and Communications Officer Nadine Dawkins
GDI Bargaining Unit Vice-President Gabriel Lopez
SPC Bargaining Unit Vice-President Perry So – **Sends Regrets**
Compass Bargaining Unit Vice-President Patrick Arriola
3-Year Trustee Beverly Semple
2-Year Trustee Marcian Cotter
1-Year Trustee Hayat Monfaredi
Equality Coordinator Cheryl Belgrave

CUPE National Representative Kimberly Blanchard
CUPE National Representative Janette Krajci - ***sends regrets***

Quorum Reached. 70 in attendance

4. Adopt Agenda – Rahel

Motion to adopt the March 2024 GMM Agenda as read

Rahel **2nd** Marcel

DISCUSSION/AMENDMENTS

Motion to amend the March 2024 GMM Agenda to move item #8 (Secretary Treasurer's Report) and #12 (Nominations, Elections or Installations for Committees) to #5 (Reading of the Feb 2024 GMM Minutes)

Scott **2nd** Marcel

Y 33 **N** 4 **A** 33 **CARRIED**

Q: How can you continue when members are not present?

A: There are 70 present. We are continuing.

Q: What do I do if my computer keeps "freezing"? I couldn't hear the call to vote.

A: Try refreshing or switching your internet browser. We will set up the vote for all to view.

5. A) Secretary Treasurer's February 2024 Financial Report – Michael

Motion to enter the February 2024 Secretary Treasurer's Report as presented

Michael **2nd** Marcel

DISCUSSION/AMENDMENTS

NONE

Y 41 **N** 1 **A** 28 **CARRIED**

B) Secretary Treasurer's 2024 Budget Proposal– Michael

2024 Budget

CUPE Dues			\$120,000 dues per month 2023 Year End Bank Balance	\$1,440,000.00
#6 Affiliations				
#7	OCHU 12 months @ \$11,500			\$138,000.00
#8	Annual Area 3 Fund Contribution			\$1,200.00
Motion to approve Lines #6-8 of the 2024 Budget Proposal Michael 2nd Marcel	<u>DISCUSSION/AMENDMENTS</u> NONE			
	Y 27	N 0	A 43	CARRIED
Salaries				--
#12 Operating Expenses				
#13	Stewards 48 @ 12 Months (\$150/3 Months)			\$28,800.00
#14	Motion Meetings (Voting)(GMM Meetings)			\$2,000.00
#15				
#16 Office Supplies				
#17	13 Cell phones for Exec. (\$1031.90/Month)			\$12,382.80
#18	Misc. Office Suplies			\$3,000.00
#19				
#20 Office Space/Rental				
#21	Subscription (CloudHQ)(\$699/Year)			\$950.00
#22	Web Conferencing Zoom (5 Accounts)(5 x \$200/Year + Tax)			\$1,130.00
#23	Office Space – Regus (\$3,107.50/Month)			\$37,284.00
#24	Office 365 Subscription (\$268.94/Month)			\$3,227.28
#25	Mass Email (Constant Contact)(\$161.59/Month)			\$1,939.08
#26	Website Domain (\$84.94/Year)			\$84.94
#27 Trustee				
#28	3 Trustee (2 Audits, 7 Days total)			\$8,550.00
#29	Member & Communication Officer (Full Time) (12 months)			\$70,000.00
#30	Equality Coordinator OOPE \$250 @ 12 Months			\$3,000.00
#31	Member & Communication Officer OOPE \$200.00 @ 12 Months			\$2,400.00
#32	3 Barganining Unit Vice-President OOPE @ \$200			\$7,200.00
#33	Over and Above Book Offs as needed (48 Days)			\$16,800.00
Motion to approve Lines #12-34 of the 2024 Budget Proposal Michael 2nd Demetri	<u>DISCUSSION/AMENDMENTS</u> Q: Is this line for ZOOM or Motion Meetings? What is the rationale for keeping both? A: The budget is for Motion Meetings. We still have to keep ZOOM as well. We use Motion Meetings for GMM's and ZOOM for day-to-day with the employer.			
	Y 36	N 3	A 31	CARRIED

#35 Special Purchases		
#36	Misc. Special Purchases	\$5,000.00
#37	Swag (Cost Shared)	\$50,000.00
#38	CUPE Day	\$50,000.00
	<u>DISCUSSION/AMENDMENTS</u> Q: Why can't we use ZOOM for all GMMs? A: The National President's Office (NPO) gave direction to use this new platform. We have posted their direction letter on our website to explain why. (See letter under March GMM notice on website) Q: Is \$100, 000 for both SWAG and CUPE Day? A: Yes.	
Motion to approve Lines #35-39 of the 2024 Budget Proposal Michael 2 nd Demetri	Y 36 N 1 A 33	CARRIED
#40 Executive Expenses		
#41 Full Time Book Offs		
#42	President (50% Employer Paid)	\$50,000.00
#43	First Vice President – Full Time Book Off	\$70,000.00
#44	SMH – 1 Site-VPs – Full Time Book Offs	\$70,000.00
#45	SMH – 1 Site-VPs – Full Time Book Offs	\$70,000.00
#46	SJHC -1 Site-VPs -Full Time Book Offs	\$70,000.00
#47	PHC – 1 Site-VPs – Full Time Book Offs	\$70,000.00
#48		
#49 Executive Board Leave		
#50	Secretary-Treasurer 2 days (12 months)	\$8,400.00
#52	Recording-Secretary Full Time Book Off (12 months)	\$70,000.00
#53	Over and Above Book Offs as needed (75 Days)	\$26,250.00
#53		
#54 Executive OOPE		
#55	President @ \$250	\$3,000.00
#56	First Vice-President @ \$400	\$4,800.00
#57	Recording-Secretary @ \$350	\$4,200.00
#58	Secretary-Treasurer @ \$350	\$4,200.00
#59	4 Site Vice-President @ \$400	\$19,200.00
	<u>DISCUSSION/AMENDMENTS</u> Q: Why are all the site VP book offs the same cost? A: That's an average number depending on their position and regular pay.	
Motion to approve Lines #40-59 of the 2024 Budget Proposal Michael 2 nd Demetri	Y 35 N 5 A 30	CARRIED
#61 Bargaining Expenses (Prep Meetings)		

#62	Bargaining – Service	\$10,500.00
#63	Bargaining – Clerical	\$10,500.00
#64	Bargaining – GDI	\$5,250.00
#65	Compass Group	\$3,150.00
#66	Spiritual Care	\$0.00
Motion to approve Lines #61-67 of the 2024 Budget Proposal Michael 2 nd Hailey	<u>DISCUSSION/AMENDMENTS</u> NONE Y 26 N 1 A 43 CARRIED	
#68 Grievance & Arbitration		
#69	Arbitration/Mediation	\$185,000.00
#70	Over and Above Legal Fees as needed	\$55,000.00
Motion to approve Lines #68-71 of the 2024 Budget Proposal Michael 2 nd Perry	<u>DISCUSSION/AMENDMENTS</u> NONE Y 32 N 1 A 37 CARRIED	
#72 Committee Expenses		
#73	Social	\$2,100.00
#74	RPN	\$2,100.00
#75	PSW	\$2,100.00
#76	Voting Committee (3 Members/3 Days)	\$3,150.00
#77	Bylaws Committee	\$4,200.00
Motion to approve Lines #72-78 of the 2024 Budget Proposal Michael 2 nd Channelle	<u>DISCUSSION/AMENDMENTS</u> NONE Y 39 N 2 A 29 CARRIED	
#79 Conferences & Conventions		
#80	Local Bargaining Issues Convention	\$520.00
#81	OCHU Annual Convention (Toronto) – Executive Board Officers + Delegates No. 18 (6 Per Site) = Total 25 Delegates	\$22,412.00
#82	Area 3 Executive Educational – Executive Board Officers (8 Total) (Unknown Date)	\$20,000.00
#83	Annual Executive Educational – Executive Board Officers (June 2024)	\$21,025.00
#84	CLC 2024 – (Unknown)	\$0.00
#85		
#86		
Motion to approve Lines #79-87 of the 2024 Budget Proposal Michael 2 nd Demetri	<u>DISCUSSION/AMENDMENTS</u> NONE Y 26 N 3 A 41 CARRIED	
#88 Education		
#89	Various Membership Education (Non-Executive)	\$16,800.00

Motion to approve Lines #88-90 of the 2024 Budget Proposal Michael 2nd Scott	<u>DISCUSSION/AMENDMENTS</u> NONE Y 33 N 2 A 35 CARRIED	
#91 Contributions/Donations		
#92	2024 Retirees	\$5,000.00
Motion to approve Lines #91-93 of the 2024 Budget Proposal Michael 2nd Beverly	<u>DISCUSSION/AMENDMENTS</u> NONE Y 22 N 1 A 47 CARRIED	
#94 Other		
#95	CUPE EPIC Campaign (Cost Shared)	\$111,000.00
Motion to approve Lines #94-96 of the 2024 Budget Proposal Michael 2nd Hailey	<u>DISCUSSION/AMENDMENTS</u> NONE Y 34 N 4 A 32 CARRIED	
	2024 Budget	
CUPE Dues		\$1,440,000.00
Affiliation Fees		\$139,200.00
Salaries		\$0.00
Operating Expenses		\$174,748.10
Special Purchases		\$105,000.00
Executive Expenses		\$540,050.00
Bargaining Expenses		\$29,400.00
Grievances/ Arbitration		\$240,000.00
Committee Expenses		\$13,650.00
Conventions/ Conferences		\$63,957.00
Education		\$16,800.00
Contribution/Donations		\$5,000.00
Other		\$111,000.00
Total Estimated Budget		\$1,438,805.10
Total Estimated Income		\$1,440,000.00
	2024 Year End Balance	\$1,194.90

**6. Nominations, Elections or Installations (Presidents Corner
"Congratulations" email to all members on 03/27/2024 re:
Committee Appointees*)– **Rahel****



President's Corner

CUPE 5441 COMMITTEE REPRESENTATIVES

Bylaw Committee

3 PHC Representatives

Marcel Comeau
Wanda Inwood
Beverly Semple

3 SMH Representatives

Tatiana Bascou
Daiana Duca
Hailey Simpson

3 SJHC Representatives

Travis Mellish
Sarah Nankunda *
Chanelle Ramai *

Registered Practical Nurse Committee

2 PHC Representatives

2 Vacancies

2 SMH Representatives

Nadine Dawkins
1 Vacancy

2 SJHC Representatives

2 Vacancies

Personal Support Worker Committee

2 PHC Representatives

2 Vacancies

2 SMH Representatives

2 Vacancies

2 SJHC Representatives

Sarah Nankunda
1 Vacancy

Social Committee

2 PHC Representatives
2 Vacancies

2 SMH Representatives
2 Vacancies

2 SJHC Representatives
Chanelle Ramai
1 Vacancy

OCHU Convention Delegates April 8 - April 12, 2024

6 PHC Representatives
Marcel Comeau
Wanda Inwood
Beverly Semple
Hirstina Chorolovski
Raquel Russell *
Lisa Wilson *

6 SMH Representatives
Tatiana Bascou
Rodrigo Bizama
Diana Duca
Hayat Monfaredi
Stacey Sachse
Marcian Cotter

6 SJHC Representatives
Travis Mellish
Ryan Singh
Sarah Nankunda
Chanelle Ramai
Susan Crockett *
Shannon Russell *

1 GDI Representative
Gabriel Lopez

1 SCP Representative
Perry So *

1 Compass Representative
Patrick Arriola *

Congratulations to all the new Committee Members and OCHU Convention Delegates!

Note where * is present these members have been appointed by myself as per our Bylaws:

SECTION 9 - DUTIES OF OFFICERS AND STEWARDS

(a) President

vii) Fill committee vacancies where elections are not provided for.

We will continue to hold elections for new committee members at our May 2024 General Membership meeting. If there are any vacancies that you are interested in let us know!

As Chair of the meeting, I did not recognize the following motion in our meeting

Motion for this meeting to be held on a different day, as this has become very challenging for many people that have the right to be involved?

The motion could not be received as the motion was out of order, the motion directly violates our local by-laws found below:

SECTION 6 - MEMBERSHIP MEETINGS

(a) Regular Membership Meetings

Regular membership meetings of Local 5441 shall be held on the third Wednesday of each month at 5:00 p.m. ten (10) months a year (September - June), via videoconferencing. Notice of each regular membership meeting outlining the date, time, agenda and video conference login/call-in information shall be made available to members at least seven days in advance of the meeting.

We welcome all members to join us and be involved. Hope to see everyone at our next General Membership Meeting!

Please email us at Support@CUPE5441.ca if there are changes to your contact information that you would like to provide us with ie. Email, Mobile No., etc.

Sincerely,

Rahel Woldeselassie
Interim-President Elected First Vice-President CUPE L. 5441



- i. **PHC RPN Committee – 2 Vacancies Remain**
 - Raquel Russell (not present) to accept the nomination from Beverly Semple
- ii. **SMH RPN Committee – 1 Vacancy Remains**
 - Nadine Dawkins **accepts** her nomination from Demetri Klerides (Acclaimed)
 - Wendy McGrath (not present) to accept the nomination from Scott Vargas

- iii. **SJHC RPN Committee - 2 Vacancies**
 - No nominations submitted
- iv. **PHC PSW Committee – 2 Vacancies**
 - No nominations submitted
- v. **SMH PSW Committee – 2 Vacancies**
 - No nominations submitted
- vi. **SJHC PSW Committee – 1 Vacancy**
 - Sarah Nankunda accepts her nomination from Kendra Miller (Acclaimed)
- vii. **PHC Social Committee – 2 Vacancies**
 - Wanda Inwood declines the nomination from Beverly Semple
 - Susan Lindeman declines the nomination from Beverly Semple
- viii. **SMH Social Committee – 2 Vacancies**
 - Antonio Malungo (not present) to accept his nomination from Scott Vargas
- ix. **SJHC Social Committee – 1 Vacancy**
 - Channelle Ramai accepts her nomination from Sarah Nankunda (Acclaimed)
- x. **PHC ByLaw Committee (3)**
 - Marcel Comeau accepts nomination by Beverly Semple (Acclaimed)
 - Wanda Inwood accepts nomination by Jenn Wilson (Acclaimed)
 - Beverly Semple accepts nomination by Jenn Wilson (Acclaimed)
- xi. **SMH ByLaw Committee (3) – Election Declared (see above President’s Corner email for winners)**
 - Tatiana Bascou accepts the nomination from Carla Pimental
 - Hailey Simpson accepts the nomination from Daiana Duca
 - Daiana Duca accepts the nomination from Vanessa Calendar
 - Antonio Malungo accepts the nomination from Hayat Monfaredi
- xii. **SJHC ByLaw Committee (3) - 2 Vacancies**
 - Alexia (not present) to accept nomination from Stacey Wynter
 - David Streit (not present) to accept nomination from Kay Jones
 - Travis Mellish (accepts) nomination from Kay Jones (Acclaimed)

- xiii. **GDI Bylaw Committee (1) – No Vacancies**
- Gabriel Lopez (accepts) nominations from Ana Lopez Segovia (Acclaimed)
 - Suzy Tasayco (not present) nominated by Jenn Wilson
- xiv. **Spiritual Care Practitioner’s Bylaw Committee (1) – 1 Vacancy**
- xv. **COMPASS Bylaw Committee (1) – 1 Vacancy**
- xvi. **PHC OCHU Convention Delegates April 8-12 (6) - 2 Vacancies**
- Marcel Comeau (accepts) nomination from Beverly Semple (Acclaimed)
 - Susan Lindeman (not present) nominated by Beverly Semple
 - Wanda Inwood (accepts) nomination by Beverly Semple (Acclaimed)
 - Beverly Semple (accepts) nomination by Marcel Comeau (Acclaimed)
 - Hristina Chorolovski (accepts) nomination by Marcel Comeau (Acclaimed)
- xvii. **SMH OCHU Convention Delegates April 8-12 (6) - No Vacancies**
- Rodrigo Bizama (accepts) nomination from Scott Vargas (Acclaimed)
 - Tatiana Bascou (accepts) nomination from Scott Vargas (Acclaimed)
 - Daiana Duca (accepts) nomination from Scott Vargas (Acclaimed)
 - Antonio Malungo (not present) nominated by Scott Vargas
 - Hayat Monfaredi (accepts) nomination from Scott Vargas (Acclaimed)
 - Marcian Cotter (accepts) nomination from Scott Vargas (Acclaimed)
 - Stacey Sasche (accepts) nomination from Hayat Monfaredi (Acclaimed)
- xviii. **SJHC OCHU Convention Delegates April 8-12 (6) – 2 Vacancies**
- Travis Mellish (accepts) nomination from Kay Jones (Acclaimed)
 - Alexia Dinham (not present) nominated by Kay Jones
 - Ryan Singh (accepts) nomination from Kay Jones (Acclaimed)
 - Sarah Nankunda (accepts) nomination from Kay Jones (Acclaimed)
 - Channelle Ramai (accepts) nomination from Kay Jones (Acclaimed)

- Susan Reynolds Crockett (not present) nominated by Kay Jones

7. Reading of the February 2024 GMM Minutes – Rahel

Motion to adopt the February 2024 GMM Minutes as published on the CUPE5441 website on March 13, 2024

Rahel 2nd Marcel

DISCUSSION/AMENDMENTS
NONE

Y 13 N 2 A 55 CARRIED

8. Matters Arising from the February 2024 Minutes – Rahel

Motion to accept any matters arising from the February 2024 GMM Minutes

Rahel 2nd Jason

DISCUSSION/AMENDMENTS
NONE

Y 13 N 2 A 55 CARRIED

9. Trustee's Report & Executive Board Responses (July-December 2022) – Beverly Semple

Trustee Report

CUPE Local 5441

July 2022 – December 2022

Trustees Participating in Report

Hayat Monfaredi Beverly Semple Marcian Cotter

Location: Li Ka Shing/SJHC

Auditing took place on the following dates for this report on February 17, 21,22 & 23. 2023

Materials and Preparation

We were provided with a CUPE Trustees' checklist and Suggested Recommendations documents to assist us in our audit.

Updates on Past recommendations

- 1. When submitting the Expense Voucher Form, we suggest not using abbreviations (for example, JE). Also, co-signer must support the Secretary Treasurer if the Form is not filled out correctly.**
- 2. When purchasing office supplies, it must be done in bulk, not individually.**
- 3. Expense claims are not submitted in a timely manner. Therefore, we suggest submitting within three months which is a reasonable time.**
- 4. When claiming for expenses, it should be specified what kind of union business by giving details about it. This standard is not in place as the last response from the Treasurer/President.**
- 5. As CUPE Local 5441, when attending education sessions outside of CUPE/OCHU, it should be presented to the members to vote on.**

> All these recommendations that were suggested in our previous audit have not been implemented.

Finding and recommendations

- 1. When booking Board meetings be reminded to cancel on time because it costs the members \$321.37.**

Response: Of course, in agreement.

2. Kitchen amenities with unlimited coffee and tea cost the union \$1,423.8.

Response: Office Space has mandatory costs titled "Kitchen Amenities" which are equivalent to maintenance fees. Kitchen Amenities are not a preference. CA after CA

we continue to try and bargain for office space in St. Michael's Hospital, or at least tried the alternative to have the hospital subsidize our costs by paying for our office space, all efforts have been denied by Unity Health Toronto.

3. Union is not responsible for spouses' accommodations when booking retreats.

Response: Agreed.

4. As Trustees were concerned about the well-being of executives when they are overworked and not taking vacation, it's not good for their mental health and not fair for our members.

Response: Thank you for your concern. We understand it comes from a good place and we hope that our membership appreciates the sacrifices the Executive Board makes to provide our membership with representation is appreciated.

5. According to section 15 (c) "Receipted parking, travel and accommodation expenses incurred during pre-authorized union functions on behalf of Local 5441 shall be reimbursed in full provided receipts are provided. All arrangements must be made to ensure only reasonable costs."

Our interpretation is travel to and from work from home and parking at the workplace is not considered a pre-authorized union function.

Response: Thank you for reciting section 15 (c) from the by-laws. It is not the role and responsibility of the Trustees to interpret the Bylaws.

6. When renting any vehicle for union business, make sure to purchase collision and liability insurance.

Response: This has been implemented in mid-2022 and has since continued to be in place.

7. When submitting an invoice of assets please include the explanation of this purchase and the reason for choosing this particular item.

Response: All attempts will be made when it is not obviously clear to provide the reason for purchase.

8. When claiming expenses, please include the full address with postal code and city.

Response: Full address has been provided for any expense claiming mileage. This has been implemented since early 2021 and has since continued to be in place.

9. The president is on leave of absence continually receiving out of pocket \$250. Please refer to Article 15.

Response: SECTION 15 – OUT-OF-POCKET EXPENSES

The following expense allowance shall be paid, without need of supportive vouchers, as compensation for normal and miscellaneous out-of-pocket expenses and services to the Local, to be paid out at the end of each month, as follows:

President: \$250.00 per month

10. If the President's monthly expense isn't used on a monthly basis, it shouldn't be accumulated, and proper explanation and the reason of the expense should be given according to Section 9x "Be allowed necessary and reasonable funds not to exceed \$200 monthly, to reimburse the President or designate for expenses incurred on behalf of the Local Union. Expense claims must be listed on a proper form outlining the expense, the reason for the expense, and with supporting receipt(s) attached".

Response: Suggestion will be considered, all expenses incurred on behalf of the Local 5441 will always be listed on proper expense form outlining the expenses, the reason for the expenses, and with supporting receipt(s) attached as per the bylaws.

11. When making purchasing or booking conferences, it is preferred to deal with unionized organizations or local suppliers in order to comply with Cupe 5441 objective which is "Provide an opportunity for its members to influence and shape their future through free democratic trade unionism".

Response: This has been implemented since the inception of Local 5441 and has since continued to be in place. All attempts are made; however, we prioritize fiscal responsibility first.

12. To accommodate the Leave of Absence of the President, the duties, responsibilities, and entitlements of the Executive Officers were adjusted or moved around.

Response: Agreed.

13. Please outline these changes and list the current duties, responsibilities, and entitlements of each Executive Officer.

Response: Please refer to the Bylaws found and posted on CUPE5441.ca website for all roles and responsibilities of Executives, and Representatives of Local 5441.

14. It is recommended that non-executive members attend educational training as well.

Response: There are no barriers to education for any members of CUPE Local 5441. Please refer to [CUPE Education Workshop Calendar | Canadian Union of Public Employees](#)

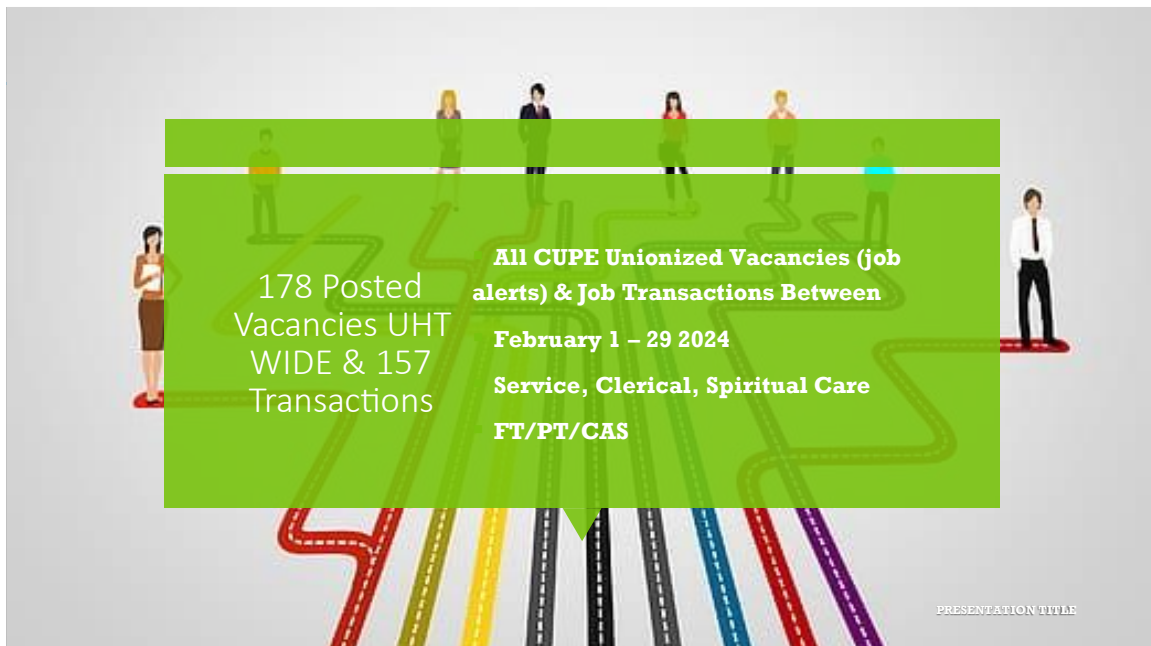
Motion to adopt the July-December 2022 Trustee's Report as read

Beverly **2nd** Demetri

DISCUSSION/AMENDMENTS
NONE

Y 21 **N** 0 **A** 49 **CARRIED**

10. Recording Secretary's February 2024 Job Transaction Report – **Jason**



Motion to accept the February 2024 Recording Secretary's Job transaction Report as presented

Jason **2nd** Demetri

DISCUSSION/AMENDMENTS

NONE

Y 19

N 0

A 51

CARRIED

11. Grievance Committee Report – Demetri

Resolved all 26 grievances related to Letters of Expectations that were issued to members before December 2020-2021 prior to the ratifications of our Service and Clerical collective agreements. Rahel and I will continue to make calls to each member to let them know of the good news.



Status	PHC	SMH	SJHC	UHT	GDI	Network Wide
Step 1	1	3	8	0	4	16
Step 2	8	8	8	20	0	44
Total						
Mediation	0	0	3	0	0	3
Arbitration	21	22	23	24	4	94
Abeyance	3	6	8	2	0	19
Awaiting	2	5	5	1	0	13
Resolved	147	402	478	97	17	1141
Total	182	446	533	144	25	1330

Motion to enter the March 2024 Grievance Committee Report as presented

Demetri **2nd** Hailey

DISCUSSION/AMENDMENTS

NONE

Y 16

N 0

A 54

CARRIED

12. EXECUTIVE BOARD REPORT – Rahel

Executive Board Report

Epic Campaign Phase One Internal is now underway, we will be booking off members to bring awareness to the members at each site which will begin in April. This campaign is to warn the hospital that we know what has happened at other hospitals and we will not be letting it happen to us.

Campaign Phase Two External preparations have begun, and that is to bring awareness to the CEO, Board of Directors, and finally the general public. Our intercommunication must be strong, and we are declaring that we will not back down. We will fight this through the grievance and arbitration process, we will demonstrate in solidarity in and around the hospital and invite the general public to join us. We will be loud, and in their faces, we are 4200 strong, and each of us is connected to family and friends who will fight this fight with us. Communications will come out to the email that has been provided to us, if you would like to change the current email that you have provided, please email Support@cupe5441.ca

Motion to accept the March 2024 Executive Board Report as read

Rahel **2nd** Kay

DISCUSSION/AMENDMENTS

NONE

Y 18 **N** 1 **A** 59 **CARRIED**

13. UNFINISHED BUSINESS -ALL

NONE

14. NEW BUSINESS - Rahel

Pay Equity and Job Evaluation is progressing, we ask that all members begin to document their own duties and responsibilities, the programs that they use and their standard operating procedures, your duties and responsibilities may not be the same as your colleagues. The more information that is collected the better. We will collect this from you beginning in June 2024.

15. GOOD OF THE UNION

- Next GMM is April 17 2024 @ 5pm

16. ADJOURN

Rahel 2nd Jason