



General Membership Meeting
April 17 2024, 5-7pm
Chairperson Rahel Woldeselassie

Prepared by J. Amaral

[AGENDA FOR WEDNESDAY April 17, 2024 - Chairperson Rahel Woldeselassie](#)

Introductory Comments:

A warm welcome to everyone, appreciate you all making the effort and time to join us. If you believe in a motion, please do not hesitate to second the motion all those on the floor with us today. 3 minutes is the allotted time to speak to any motion. Our meetings follow parliamentary procedures found in our bylaws.

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
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 – **sends regrets**
GDI Bargaining Unit Vice-President Gabriel Lopez
SPC Bargaining Unit Vice-President Perry So
Compass Bargaining Unit Vice-President Patrick Arriola
2-Year Trustee Beverly Semple
1-Year Trustee Marcian Cotter - **sends regrets**
3-Year Trustee Hayat Monfareedi
Equality Coordinator Cheryl Belgrave - **sends regrets**

CUPE National Representative Kimberly Blanchard
CUPE National Representative Janette Krajci
Special Guest from CUPE National Sean Lee

Quorum Reached. 50 in attendance



April 2024 - CUPE
5441 General Membe

4. Adopt Agenda – Rahel

Motion to adopt the April 2024 GMM Agenda as read

Rahel **2nd** Chanelle

DISCUSSION/AMENDMENTS

- #7 MCO, Bargaining Unit VP, EQC reports deferred to May GMM
- GMM Poster agenda should read #'s 12, 13, 14, 15. It was missing #13

Y 14 N 4 A 36 CARRIED

5. Reading of the Minutes – Rahel

Motion to adopt the March 2024 Minutes as read and posted on the CUPE5441 Website on April 15 2024

Rahel 2nd Chanelle

DISCUSSION/AMENDMENTS

Bev: The Trustee's terms are incorrect in the minutes.
Bev=2 yr. Marcian=1yr, Hayat=3 yr

Y 18 N 0 A 32 CARRIED

6. Matters arising from the Minutes- NONE

- Moved to new business

7. Secretary Treasurer's March 2024 Financial Report - Michael

TREASURER'S REPORT TO THE MEMBERSHIP		March	
No. of Full-Time Members:		No. of Part-Time Members:	
Ledger Bank Balance for Beginning of Period:		746,308.08	
INCOME		March	Year to Date
Dues		227,370.94	510,076.92
Other		-	942.59
Total Income:		227,370.94	511,019.51
EXPENSES		March	Year to Date
CUPE Per Capita		-	-
Affiliation Fees		22,292.72	24,692.72
Salaries		-	-
Operating Expenses		16,776.11	46,381.53
Special Purchases		271.43	11,424.07
Executive Expenses		15,759.38	91,798.21
Bargaining Expenses		-	-
Grievances/ Arbitration		20,104.96	72,730.73
Committee Expenses		-	1,725.55
Conventions/ Conferences		520.00	9,012.60
Education		-	-
Contributions/ Donations		-	900.00
Other		-	-
Total Expenses:		75,724.60	235,817.27
Surplus (Deficit) for the Period:		151,646.34	
*Ledger Bank Balance at End of Period: (A)		897,954.42	

Motion to adopt the March 2024 Secretary Treasurer's Report as presented

Michael **2nd** Perry So

DISCUSSION/AMENDMENTS

Chanelle: Why are we in arrears with OCHU?

MC: We are not fully in arrears. Waiting for CUPE and employer to pay us. Also, there was a front office issue w. OCHU (no clerical)

Y 13

N 0

A 37

CARRIED

8. Recording Secretary's March 2024 Job Transaction Report – Jason

251 POSTED VACANCIES UHT WIDE & 164 TRANSACTIONS



PRESENTATION TITLE

- All CUPE Unionized Vacancies (job alerts) & Job Transactions Between
- March 1 – 31 2024
- Service, Clerical, Spiritual Care
- FT/PT/CAS

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

Jason **2nd** Chanelle

DISCUSSION/AMENDMENTS

RW: Other locals are asking us how to track jobs and data collection because of the success we've had.

Q: Could you please use a 2 minute timer for each vote?

RW: Please refresh your screen at each vote. I will take your suggestion under advisement

Y 20

N 0

A 30

CARRIED

9. April 2024 Grievance Committee Report – Demetri



April 2024

Status	PHC	SMH	SIHC	UHT	GDI	Network Wide
Step 1	1	2	3	0	4	10
Step 2	2	7	9	7	0	25
Total						
Mediation	0	0	1	0	0	1
Arbitration	26	32	28	38	4	128
Abeyance	3	5	10	2	0	20
Awaiting	3	2	5	1	0	11
Resolved	149	406	481	97	17	1150
Total	184	454	537	145	25	1345

Motion to enter the April 2024 Grievance Committee Report as presented

Demetri 2nd Chanelle

DISCUSSION/AMENDMENTS

NONE

Y 19 **N** 0 **A** 31 **CARRIED**

RAHEL CONCEDES CHAIR TO DEMETRI

10. EXECUTIVE BOARD REPORT – Rahel

Executive Board Report

I would like to begin by thanking all the delegates for their commitment to representing our Local at the Ontario Council of Hospital Unions (OCHU). We have never been so proud of a group of delegates who time and time again went up to the mic to speak on concerns that affected all of us. For those of you who are new, OCHU comes together as a puzzle of 7 Areas, we are Area 3. We as members of Area 3, your representatives bring forward concerns, solutions, and learn. Each Area supports each other to strengthen language

and any processes that are found in every local as we are all unique. Currently, we are working closely with Area 5 Vice-President John Jackson Local 2119 in our fight against agency workers performing our work. We are working to support Sick Kids Hospital in their fight for a benefits plan, recently the local President found out that their employer took a Pension Holiday, whereby, they did not pay into their pension plan for the last 25 years, and so anyone who will be retiring will be without the employer portion of the pension. Furthermore, they have announced that they have again applied and it was approved for another pension holiday for another 25 years. As members of OCHU we planned and demonstrated in front of Sick Kids, leaving nothing behind, Fred Hahn, CUPE Ontario President in his speech called Sick Kids Hospital "thieves", for making gains off the sweat and blood of their employees, that they have worked so hard for 30-35 years and are leaving with less than minimum wage. There are a lot of efforts going into having them in HOOPE like us. By collaborating with other Areas and locals within Area 3 we can achieve more. You saw last year how during our demonstrations in front of our own hospitals we were able to achieve the wages that we have today, now we are planning, organizing, and collaborating with Jillian Watts President of Local 7800 to fight against EPIC. CUPE National and OCHU are committed to fighting this fight together with us.

*Area 3 Recording Secretary Michael Couto
Area 3 Secretary-Treasurer Demetri Klerides
Registered Practical Nurse Committee Area 3 Member Representative
Racquel Russel
Paramedical Committee Area 3 Member Representative Member Hailey
Simpson
Clerical Committee Area 3 Member Representative Travis Mellish
Trades Committee Area 3 Member Representative Marcel Comeau
Long Term Care Committee Area 3 Member Representative Beverly
Semple*

Our Executive Board is committed to supporting them to succeed in their role.

Motion to accept the April 2024 Executive Board Report as read

Rahel **2nd** Channelle

DISCUSSION/AMENDMENTS

NONE

Y 23 **N** 0 **A** 27 **CARRIED**

DEMETRI CONCEDES CHAIR TO RAHEL

11. UNFINISHED BUSINESS -ALL

NONE

12. NEW BUSINESS - Rahel

Bev: Is there anything we can do for Nursing week next month with all members?

RW: We'll take it back. We would have one month to plan if so.

Sarah N: PSW Day is not recognized by either the employer or the Union. They need to be recognized for their hard work.

RW: We will officially recognize all classifications in one CUPE Day. Not fiscally responsible to do separate events for all classifications. We represent a mosaic that needs to be celebrated together.

SV: The members voted on one CUPE Day previously.

RW: We can consider alternating classifications every year.

Sarah N: Has there been any traction or update the retro grievance?

RW: Waiting for arbitration date. We've already met with Legal and OCHU

Sarah N: What about the OT/Holiday Premiums (pyramiding) Grievance status

RW: That's being heard tomorrow. First day.

13. GOOD OF THE UNION

- Next GMM is May 15 2024 @ 5pm
- The Bylaw Committee, has met, reviewed, and we will be holding a Special Bylaw Meeting on April 30, 2024. More communications to come.

14. ADJOURN

Rahel 2nd Jason

Y 21

N 0

A 29

CARRIED