



General Meeting
Virtual
4:15 pm
February 25, 2025

1. Call Meeting to Order
2. Land Acknowledgement
3. Equality Statement
4. Roll Call of Officers
5. January General Meeting minutes
6. Treasurer's report
7. New Business
 1. **Executive Recommendations - Local 1099 will send up to 3 members (2 Executive & 1 Member) to the CUPE AB Convention in Calgary, March 19 - 21 (with an Education Day on March 18th for those interested).** Local to cover book-offs, registration cost (\$400.00), per diem (\$75/per day per our Bylaws), mileage (\$0.68/kilometer x ~638 km (from St. Albert) = \$434.00) or car rental (~\$528.00 + Gas). Local 1099 can send up to 4 voting delegates.
 2. **Executive Recommendation - Local 1099 sends up to 3 Executive Members to CUPE AB Weeklong School in Canmore, AB, April 27 - May 2.** Local to cover book-offs, registration cost, per diem, & mileage (or rental car & gas). Cost to be determined. Based on approximate information - (registration ~\$2000 - \$2500, per diem \$75/day, mileage \$0.68 x 822km = \$560, book off rates differ between bargaining units). We have new Executive members from all Bargaining Units who will benefit from training and education. (Heidi Hovis - President - will be attending as a CUPE AB Education Facilitator in training - CUPE AB will cover her costs).
 3. **Executive Recommendations - Local 1099 moves the March 25th General Membership Meeting to Monday, March 17, 2025 beginning at 7:00pm.** March 25 (fourth Tuesday of the month) is during SAPS Spring Break.
 4. **Executive Recommendation - Local 1099 purchases lunch for the 3 trustees auditing the local's financial reports.** Cost not to exceed \$150.
8. Unit Business
 1. St. Albert Public Schools
 - a. Bargaining Update
 - b. Formation of a Strike Committee
 - c. **Executive Recommendation - Local 1099 book off Strike Committee and Bargaining Committee Members for one day to attend picket lines in and around Sturgeon and Edmonton. Local to pay for book-offs, bus rental, and lunch.** Book-off costs come from the Mobilization budget & Cost Share program.
 - d. **Members Recommendation - that Local 1099 provide toques or hats for all members of this Bargaining Unit (1099-00 SAPS).** Cost to be taken from the Mobilization budget and Cost share approval from CUPE National. Cost would depend on quantity ordered through Union Proud - \$16 - \$25/member = ~\$10,000.

2. WJS Vegreville (Taproot)
 - a. WJS has changed their operating name to Taproot - necessary information will be filed to change the names on the Collective Agreements. It isn't a change of management, just a name change, there are no anticipated issues with this change.
 - b. Planning a Labour Management meeting with the Employer to go over some raised concerns by members.
3. Bike Edmonton
 - a. Getting back to the bargaining table.
4. Cogir (Glenora Park)
 - a. CA's are printed. Scheduling a site visit.
5. ProVita (Vegreville - Century Park)
 - a. Disciplinary Grievance has moved to Step 3.
 - b. A meeting is scheduled for next week to discuss other concerns brought forward by members.
 - c. James Yang (National Representative) has been assigned to assist with this Bargaining Unit.
6. CMHA (Canadian Mental Health Association)
 - a. Due to funding cuts and changes, CMHA has had to do some restructuring for Operational requirements. This has resulted in lay off notices for 17 members with the possibility of 16 open but changed positions being offered. Our union is working to help members through this process.
 - b. Bargaining dates have been set for March and April.
 - c. Jodi Learn (National Representative) has been assigned to assist us during this process.
7. Next Meeting - TBD
8. Adjournment



**General Meeting
Virtual
4:15 pm
January 28, 2025**

1. Call Meeting to Order - 4:18 pm
2. Land Acknowledgement
3. Equality Statement
4. Roll Call of Officers - Heidi Hovis (President), Craig Arnold (Vice-President), Karen Balog (Secretary-Treasurer), Raul Manalac (Shop Steward), Aiden Zaretski (National Representative).
5. December General Meeting minutes - **Motion to accept - Karen Balog, Seconded by Joan Misner. Carried.**
6. Treasurer's report - Motion to accept - **Karen Balog, Seconded by Raul Manalac. Carried.**
7. New Business
 1. **President Nominations & Elections**
 - a. Karen Balog nominated Heidi Hovis. No other nominations. Heidi Hovis won by acclamation as President.
 2. **Recording Secretary Nominations & Elections**
 - a. Craig Arnold nominated Alison Hofstede. No other nominations. Alison Hofstede won by acclamation as Recording Secretary.
 3. **Head Steward Nominations & Elections**
 - a. No nominations. The position remains vacant.
 4. **Executive Recommendation** - That CUPE Local 1099 send Heidi Hovis - President - to the All Leaders Conference on January 30, 2025 in Nisku, AB. Local to cover book-off, per diem, and mileage. **Motion to accept - Craig Arnold. Seconded by Karen Balog. Carried.** Discussion - Request to present a quote or projected cost on the expenses for conventions, weeklong schools, meetings, etc. for future meetings. Hosted by CUPE AB - local reports and updates, strategic planning, & other information about provincial Union activities. Is Elk Island & Stony joining the strike soon - there are other locals that are getting close to a strike vote. We cannot share information about other local negotiations until it is released to the public.
 5. **Executive Recommendation** - That CUPE Local 1099 donate \$2000.00 to CUPE Local 4625 (Sturgeon School Division) to help Members in Need who are on strike. **Motion to accept - Joan Misner, Seconded by Hope Lagaden. Carried.** Discussion - 4625 has been on strike for 3 weeks. A smaller local - they need a bit of help to help members get through this time. They also use the money to purchase things like heaters, hand warmers, and other supplies for the picket line. They have asked for monetary requests and donations from Locals across Alberta. How do we donate when we could be on strike in a few months? Sturgeon is small with limited funds, there is a call-out for support. It is quite common for Locals to pitch in and help. If we go out and need help, we would also be asking for help, and the help would come back to support us as well. By the time we may be on strike, we may have better weather and less

needs for heaters, cold weather supplies, etc. CUPE is a large Union across Canada, anyone from other Locals can help and they often do. Locals are pooling resources and sharing resources as much as possible across striking locals.

6. **Executive Recommendation** - That CUPE Local 1099 donate \$1000.00 to each following Local on Strike - Local 3550 (Edmonton Public School), Local 2545, & Local 2559 (Fort McMurray Public & Catholic School Divisions) to help Members in Need who are on strike. **Motion to accept - Hope Lagaden, Seconded by Amanda Jorgenson. Carried.** Discussion - Help them out as much as we can. Fort McMurray has been out since November. Edmonton Public has over 3000 members.

8. Unit Business

1. St. Albert Public Schools

a. Bargaining Update

- i. Moving into Mediation on February 18th and 27th. After the first date we will have a better idea of where we stand. Can't say that we will or will not go on strike. Aren't officially creating the strike committee yet but preparing to plan for that possibility. We continue to follow the bargaining process through mediation. This round has been much more positive, we've had some good discussions at the table but unfortunately the government is interfering with bargaining and limiting what can be offered for wages at the table. I may know what is happening in other Locals but I cannot always share until information has been shared publicly by those unions. Information shared in these meetings should be kept within the local. Play our cards close to our chest as we move forward to protect ourselves from further government interference.

- b. Strike Committee These are the roles of the Strike Committee. If you are interested, please let me know. This committee needs to be able to operate independently as the bargaining committee may be called back to the table and executive officers still have to operate the day to day needs of the Union. Training will be provided. Whether we go on strike or not, it is best to plan for all possibilities.

- i. A successful Strike relies heavily on this Committee. There are 4 pillars of need. If you feel that you are a good fit for any of these roles, please contact Heidi or Craig.

1. Administration (At least 2 Members)

- a. **Goal: To Ensure that the strike is well organized and well-resourced from beginning to end.** This pillar is concerned with all things related to setting up, organizing, and running strike headquarters.

2. Finance (At least 2 Members)

- a. **Goal: to ensure that funds are dispersed efficiently and recorded accurately.** This pillar is concerned with strike pay and member assistance. (They will work alongside the Executive Secretary-Treasurer)

3. Communications (At least 2 Members)

- a. **Goal: to ensure regular and consistent communication that builds membership and public support.** This pillar is concerned with developing a

communications strategy to coordinate messaging, a media strategy and communicating with members.

(They will work alongside the Mobilization Committee)

4. Picketing (Multiple Members working together)
 - a. **Goal: to ensure that picket lines are up, and staffed, and well-organized with high morale.** This pillar is concerned with the planning and coordination of safe and effective lines during the strike.
 - c. PD Committee Update.
 - i. We are hosting a Food Drive - so please bring items to donate.
 - ii. We will have the 50/50 tickets on sale (\$2.00/each) and proceeds will go to the St. Albert Food Bank. **Cash only. Draw will happen on Friday after lunch.**
 - d. Mobilization Committee Update. **Plans to do a callhub - call out to members with person to person updates and questions. We will set that up and send out a 'watch for our call' email prior to. Any volunteers who would like to help, please let us know. The program runs through the computers, keeps members' information private, and makes it easy to call all members.**
2. WJS Vegreville
 - a. Has asked for a committee to plan and Union fund a seasonal Members function. **Need to do a visit with them to figure out what they need and are requesting.**
3. Bike Edmonton
 - a. Getting back to the bargaining table soon.
4. Cogir
 - a. In the process of getting their CA's printed, Heidi will do a site visit as soon as they are.
5. ProVita
 - a. Filed a grievance surrounding a disciplinary action.
6. CMHA (Canadian Mental Health Association)
 - a. Scheduled meetings to create ingoing bargaining proposals.
7. Look for more meeting dates earlier in February as we move through Mediation and need to build up our Committees.
 - a. **Discussion from the floor.**
 - i. **Questions on when Strike Committee training will occur. They are offering them during the day and evenings. When needed we can schedule with CUPE AB for our needs. Any book offs needed would be covered by the Union.**
 - ii. **Results of Survey - ~98% voted to stay on the Average system and do not want to get paid on the 10th of the month. Correction - getting paid on the 10th of the month should not impact EI claims during the summer. Getting paid on the 10th would affect some peoples ability to pay their bills on time - biggest consensus of replies and concerns that we received. Rent, mortgage, bills are due around the beginning/end of the month. We need to work on that conversation with the district to find another solution and pay us at the end of the month so it doesn't interrupt our ability to pay bills and budget our expenses. One suggestion was to change the pay cut off period to be earlier in the month so that our pay dates would stay at the end of the month. We are working on ways to mitigate disruptions to pay schedules. Here is a**

- link to the EI information page for further questions about EI claims -
- iii. Can we push for getting paid every 2 weeks? Even if they change it to actuals - they aren't looking to do it within this or next school year. They would have to look for other options for a payroll system. We don't want to add more work to AA's or anyone. We are in talks about how best to make this change as the district does want to change it over to actuals instead of the average system.
 - iv. Willy - from WJS - Has noticed a change to how they are treated at work since the Union was formed. Asked for some Steward training. In the process of changing ByLaws to change the time for the GMM so our other bargaining unit members can attend around their work schedules.

8. Next Meeting - February 25, 2025

9. Adjournment - Motion to adjourn - Karen Balog, Seconded by Amanda Jorgenson. Carried. Adjourned at 5:40pm.

Members In Attendance

Craig	Arnold
Pamela	Hanson
Jennifer	Gunn
Shannon	Hedley
Susan	Barrie
Kimberley	Rodgers
Hazel	Weaver
Michelle	Kennett
Cheryl	Murphy
Karen	Wilson
TIna	Adeyemi
Linda	Bland
Willy	Kaysire
Yasemin	Komesogutlu
Sherilyn	Lagace
Daniel	Rose
Akiko	Mcleod
Amanda	Jorgenson
Aiden	Zaretski
Kim	Parnwell
Angela	Rudolph
Penny	Vogel

Faye	Haskins
Jennifer	Matthew
Derek	Kelly
Lynda	Konrad
Patricia	Mcneil
Alisa	Bolster
Amy	Bryks
Zena	Harris
Kristen	Korotash
Hope	Lagaden
Sofia	Lavrinenko
Raul	Manalac
Julia	Marchand
Sheryl	Mceachern
Joan	Misner
Linda	Schwam
Kimberly A	Smith
Ashley	den Boon
Karen	Balog
Heidi	Hovis