

# Milton Public Library/Cupe Local 4366

## Virtual General Membership Meeting

### Friday October 25, 2024, 6:45 pm

Meeting Facilitators: Eileen Gallagher, Emma Maxwell, Anna Cansick  
CUPE National Representative Bonnie Wong (not present)

Union members present: Deborah, Anna J, Anah M, Gloria, Pearl, Megan, Barb,  
Corrina, Kate, Jessica, Mayaa, Nick, Sarah A, Charlene, Andrea B

Meeting was called to order at 6:47 pm.

Land Acknowledgement read by Eileen. Roll Call of Officers, Eileen, President was present, Emma, Secretary/Treasurer was present, Anna C, Lead Stewart was present, Gloria, Trustee was present.

Reading of the Equality Statement was completed by Eileen.

Voting on new members and initiation: Sarah A and Jessica C are the new members of the union. There were no objections to having them as part of the union. The members took an oath to be part of local 4366 and they were welcomed into our group.

Reading of the minutes April 26, 2024: was completed by Anna C.

Anna C stated who was present and that the meeting was called to order on April 26th at 6:48 pm.

- The land acknowledgement was read
- The role call of officers was completed.
- The Equality statement was read
- A motion to approve the April 2024 minutes was accepted.
- The treasurer report was accepted.
- The Executive Committee reported that a Labour management meeting was held on April 24 to discuss staffing issues and inconsistencies with the schedule. Management to follow-up with solutions in the fall.
- Health and Safety committee: There is a new Health and Safety Representative from the Town of Milton, Richard, who will begin working with the health and safety committee members.
- Nomination officers:
  - President was voted and Eileen accepted role
  - Lead Stewart was acclaimed by Anna C
  - Recording Secretary - vacant TBD at next meeting
  - Vice President- vacant TBD at next meeting
  - H&S - Main - Anna M and Maria A were nominated, but not present to accept, Beaty Corrina accepted nomination and was acclaimed, Sherwood-Calvin accepted and was acclaimed

- Bonnie advised at the next meeting, if a nominated individual was put forward they must attend to accept the nomination or send an email advising they accept the nomination in advance
- Meeting ended at 7:45 pm
- Eileen moved to accept the minutes
- Deb seconded the motion
- All were in favor, no one opposed
- Motion to adopt the minutes was carried

Secretary-Treasurer's Report completed by Emma M.

April there was \$45,959.19 in the account

- 10 F/T
- 37 P/T
- Bank fees \$16
- Paid Cupe \$1,201.61
- Collected \$2,242.99 union dues

May there was \$46,840.13 in the account

- 10 F/T
- 37 P/T
- Bank fees \$16
- Paid Cupe \$1,257.01
- Collected \$2,153.99 union dues

June there was \$48,972.40 in the account

- 10 F/T
- 37 P/T
- Bank fees \$13.50
- Paid Cupe \$1319.22 - March
- Paid Cupe \$1220.60 - April
- Paid Cupe \$1215.94 - May
- Collected \$2,145.77 union dues
- Honorariums paid out:
  - Kate \$200
  - Emma \$200
  - Eileen \$250
  - Deb \$250

July there was \$46,339.10 in the account

- 11 F/T
- 41 P/T
- Bank fees \$11
- Corrina reimbursed for election platform \$40.78

- Emma renewed Microsoft 365 \$123.17
- Paid Cupe Q1 \$175.51
- Collected \$2,197.46 union dues
- Paid Cupe Q2 \$173.26

August there was \$59,411.62 in the account

- 11 F/T
- 40 P/T
- Bank fees \$33.50
- Interest GIC - \$1094.29
- Matured GIC \$4000
- Matured GUC \$6000
- Collected \$2360.50 in union dues

2 Matured GICs need to be reinvested. Total amount, \$10,000. Emma to inquire about the rate and then reinvest with RBC. A Tandia GIC has matured and \$6400 will be deposited into Tandia Savings account. Emma to take the cash and inquire about the GIC interest rate and invest into a RBC GIC.

Deb motioned to accept and approve the Secretary Treasurer report, Anna C seconded the motion. No one was opposed to the report, so the motion was carried.

Executive Board Report was completed by Eileen. On October 9th, a labour management meeting was held. In attendance was Sarah, CEO, Eileen, Anah M, Anna C, Kanta and Melissa from HR. Information reported at the meeting will be forthcoming at the November 4th all staff meeting.

Labour Management brought forth the following issues at the October 9th meeting:

- Questions around the Book Club/podcast club and time spent reading and preparing for material at home were covered. Management to follow-up with suggestions around this in the December meeting.
- Rotation of core schedule was discussed as there are still problems with it.

Reports of Committees and delegates -

a. Health and Safety

- Maria A was nominated - and accepted the nomination via email and was acclaimed a role in the H&S
- Sarah A was nominated and accepted the nomination. Eileen will inquire about if a member of the Executive can sit on the H&S committee too. Sarah voiced that she would like both positions; however, if she can only select one, she would like the Recording Secretary role.
- Richard from Town of Milton provided feedback and pointers about walkabouts

Nominations, elections, or installations - Eileen provided a statement regarding the nomination process. If a member is nominated, they either have to be in attendance to accept the nomination, or are required to provide, in writing via an email, their acceptance of the nomination. Failure to do so will result in a disqualification of the nomination.

a. Nominations for Vice President:

Deborah LeBret - was nominated and accepted the nomination

Andrea B - was nominated and was not present during the reading of the nomination. She did not send in her written consent via email to accept the nomination.

- Recording Secretary,  
Sarah A was nominated and accepted her nomination and was acclaimed  
Recording Secretary
- Nominations for committee members: JE Committee, Trustee and Grievance  
Committee - No one nominated.

Eileen asked if there were any questions about the nominations, and Pearl advised that Andrea B informed her that she wanted to be nominated for the Vice President role. Pearl was texting Andrea as the meeting was being held. Pearl advised that Andrea was accepting the nomination via text; however, Eileen voiced that regulations stated one must either be present at the meeting to accept a nomination or provide written consent prior to the meeting.

Andrea was experiencing technical difficulties, and then logged onto the meeting without her camera on. She used the chat option to inquire what the nomination was for, and then was told it was for Vice President. She used the chat to advise she would accept the nomination. She was told she needed to have the camera on to confirm her identity. She then turned on her camera and accepted the nomination.

Eileen to inquire about whether the nomination process was followed properly. If the nomination process was up to par, an election will be held at the union meeting on November 15th.

- Unfinished business –
  - a. Website – live - <https://4366.cupe.ca>
- New Business - Megan inquired about who is responsible for purchasing supplies for the First Aid Kit. It was confirmed by Emma, prior H&S rep and Eileen that a manager should be ordering supplies.
- Good of the Union  
The next meeting will provide an opportunity to vote for the role of Vice President. Members must be in attendance to vote. No voting is permitted in advance.

It was also discussed that staff should not be arriving early to work or staying late to work on programs or anything else. This undermines the union and allows management to get more out of staff without pay. This also shows that staff can complete work without the need for extra time or extra staff.

It was also discussed that with our Equality Statement, the union members took an oath to stand with their brothers and sisters. We are to band together and support each other. Management is not our friend. If union members relay information to management, they are undermining the union and equality statement. We are strong as a team.

- Meeting was Adjourned at 7:49 pm. Eileen motioned to adjourn the meeting and Anna C seconded the motion.

Next Meeting Date: November 15, 2024, 6:45 pm