



LOCAL 1165
GENERAL MEMBERSHIP MEETING MINUTES January 23, 2021
ZOOM MEETING

Call to order 10:22AM

Roll call of officers

Trevor Russell, Catherine Taggart, Lynn Smith, Lisa Corris, Anita Houghton, Keith Russell, Janis Francis, Amanda Gravel, Suzy Carriere Jensen. Guest Robin Campagnaro

Reading of the Equality Statement

– read by the President

Voting on new members and initiation

- No new members

Reading of the November 29, 2020 minutes

*- **Motioned** by Lynn Smith and seconded by Catherine Taggart to approve the minutes with the amendment in section 10. Nominations, elections, or installations, the name Marcel Dunn to read Marcel Senecal.*

Carried

Matters arising from the minutes

- the name Marcel Dunn should read as Marcel Senecal.

Secretary-Treasurer's Report

Audit report:

-Trustee's requested more details on Executive Expense reports. Audit 2019 was completed by Trustee's, presented to Membership and National Rep will give to CUPE National. 2020 Audit is due the end of June 2021.

-GIC (1) is valued at \$15,686.51 as of April 25, 2021

-GIC (2) is valued at \$22830.27 as of August 25, 2021

*- **Motioned** by Catherine Taggart and seconded by Keith Russell to approve the November 2020 financial statement.*

Carried

- *Motioned by Catherine Taggart and seconded by Keith Russell to approve the December financial statement.*

Carried

- *The purchase of another GIC is on hold until some the pandemic restrictions are removed and an appointment at the bank to purchase it can be made.*

- *Strike account has a balance of \$603.79*

- *Motioned by Catherine Taggart and seconded by Keith Russell to approve the Strike Ledger for 2020.*

Carried

Communications and bills

-Zoom monthly reoccurring \$11.30 (paid)

-Simply Voting \$452.90 (paid)

Executive Committee Reports

-Budget moved to new business

Lisa Corris 1165-01

- I have been dealing with a Seniority date situation with an OCT Member and HR.
- Worked on Job Description/Pay Equity
- Communicated with HR on Pay Equity
- Co-Chaired December's MSJHSC meeting
- Followed up with HR on the OCT Demographics file
- I completed the H&SIW evaluation form for the virtual conference that was held on November 18th&19th.
- I followed up with OCT Members whose email addresses were bouncing back "undeliverable".
- Dec. 10th - met with President and OCT Executive re: 1.5 allocation for OCT.
- Dec. 14th - I attended the virtual North Bay Labour Council H&S Awards Night.
- Received a call from HR re: further edit clarifications to OCT CA. Also discussed the OCT Demographics file as there were former members still on the list.
- Dec 15th - Spoke with President re: upcoming meeting with Employer re: OCT CA and other OCT related business
- Coordinated a meeting with HR, President and Members from both groups who were affected by Seniority tie breaking.
- Coordinated and attended a meeting for December 18th with HR, President, Nat. Rep re: finalizing OCT & Cust/Main. Draft CAs.
- Received a call from a 12-month who was looking for direction on her rtw after the Christmas weekend. She couldn't get in touch with her supervisor and the Employer did not give any direction prior to Christmas.
- Spoke to President re: H&S and air filtration in schools.
- Had a Member inquire about retirement.
- I welcomed new Casual Secretaries to CUPE 1165.
- Continue to follow Job Posting Awards.

- Jan. 12th - The President and myself met with the Employer Group re: 1.5 allocation of EWPF to OCT Group.
- I followed up with a Member who contacted the Union re: a job posting that she applied for but it was awarded to an external applicant.
- I had a Member contact me with regards to possible changes that may impact their workload.
- I communicate with the Executive, as necessary.
- I communicate regularly with the President, and when necessary, the National Rep. on different union issues.

Anita Houghton, VP 1165-1

- After 17 years as Recording Secretary for CUPE 1165 I thought it was time for a change.
- Last election I was acclaimed for the position of VP North 1165-1.
- School secretary retired from E.W. Norman at the end of 2020.
- Received a few calls from members enquiring about the position.
- The posting of E.W. Norman created a bit of shifting with the secretarial group.
- A posting at Chippewa Secondary School opened up and as a result of that a posting at West Ferris Secondary School was created.

Keith Russell 1165-02

Received phone call from F.S.S asking how CUPE would like them to go about covering unfilled shifts on a Friday night (full time , part time, and casual members all refused to work the shift even on overtime) I informed the FSS to look to there high school staff to cover the elementary school then offer over time in the high school. The shifts were covered this way.

Received a phone call from the President in regards to overtime not being offered according to the C.A (overtime was given on weekend to members not in the schools without the members in the building being asked) the resident wanted to know if I knew which schools this occurred at I provided the president with a list of schools.

Received a phone from a member who was working 4 hr shifts and was only being paid for 3.75hrs for them. I contacted the president and the issue was resolved

Received a phone from members regarding shift premium being paid to casual employees working in a temporary position. I had a conversation with the president in regards this. Past practice was that they did not get the premium I asked the member to check there next ay for the premium. The member got back to me and stated that they received the premium on there pay.

Received email and phone calls regarding an email sent out by FSS in regard to lockdown hours

Hi Everyone,

A decision has been made between the Board and your Union that Custodians will be required to work their regular shifts and hours during the lockdown. Thank You

After speaking to the president, it was determined that there was no discussion with the union on this matter. The concerned individuals were contacted and reminded that the board has the right to ask them to work there regularly posted hours.

On the Monday Jan 4th the fss contacted the members and allowed them to come in earlier.

Was approached by FSS with a concern that the President went to plant manager before them regarding a concern member had. The FSS had asked members to do up new shift schedules for there schools since routines have changed during the pandemic. Members felt the FSS were doing a work study on them, I explained to the FSS that the president was in meetings with the plant manager regarding other concerns and it was brought up in conversation the FSS felt better about the situation after our conversation.

Fielded several phone calls/discussions with members in regards to 2 new names appearing on the seniority list of 1165-2 after speaking with the president I was able to explain to everyone that had concerns that these are members of 1165-2 that are currently on LTD that should have never been removed from the list. (members on ltd are to remain until they either return to work resign or retire)

Janis Francis 1165-02

- Had a member reach out to me regarding a posting only open to casuals. Spoke to our president and had reposted open to all employees.
- Received a text for a member looking to know how many days a member has to be off before reposting. Answer is 30.
- Had two members come to me regarding a discrepancy with the most recent seniority list. 2 unknown names appeared at the top of the list. These were found out to be members on LTD that were mistakenly left off the list for many years.
- Had multiple members reach out wondering about the lock down and would we be going back to work after Xmas break.
- Had a member who has given up their permanent posting reach out due to not being on the seniority list after confirming with HR that the member wanted to remain in the casual list. Member has since reconsidered and will remain off the list.
- Sent new members emails to our recording secretary.
- Sent out up to date seniority list, Collective Agreement, By Laws and exec contacts to the west family of schools.

Amanda Gravel □1165-02

- A member approached me and made an inquiry in regards to transitioning from casual to LTO pay and if there would be a delay.
- A member had inquired about the next meeting and how to attend.
- Another member reached out in regards to overtime and was unsure if it applied to them & if they are eligible.
- A new member inquired about seniority and how it works.
- A member approached me and asked me why I decided to join the union and what my responsibilities include.
- I tried to answer each inquiry to the best of my abilities and to direct these members in the right direction. All of my interactions with these members where verbal seeing as my personal contact information was not released yet at that time.

Suzy Carriere Jensen 1165-07

- received an updated email address from a member
- reached out to management to discuss possible return (hesitant due to the previous outbreak, don't want to encourage congregations)

- asked by management to post something to remind members to update their changed addresses for T4 purposes
- management reached out in regard to any hardships due to the lengthy layoff
- management themselves have not heard from any members, other than to update some change of addresses

Trevor Russell President 1165

CUPE 1165 PRESIDENTS REPORT FOR JANUARY 2021

- I have sent out numerous updates from the OSBCU to membership via email.
- RTW meeting for a member on Jan 15, 2021
- I had a common concerns meeting on Jan 12, 2021 for the remaining 1.5 FTE with management
- I attended the zoom meeting for Cupe presidents on Jan 11, 2021 to discuss concerns and issues with the governments reopening of schools plan
- I had a meeting with the national rep and the WSIB specialist for Cupe to discuss next steps for a member who is on WSIB
- I had a few calls with a member to discuss an investigation that the board is conducting for a complaint that was brought forward by the member
- I represented a member in a disciplinary meeting on Jan 21, 2021.
- I represented a member in a meeting on Jan 4, 2021. The member was returning to work after a brief time off
- I helped a member who was on LTD retire, the member turned 65 so they are no longer covered by LTD but did not know that they had to officially retire to start drawing their pension. I helped the member get set up with OMERS so that they could start receiving their pension.
- I received phone calls about Lieu time that was in the bank last year. I sent another email to management. This issue has been ongoing since September. Management has acknowledged that the lieu time in the bank is owed to members, but they have yet to make a decision on how to proceed. There will be a grievance following to force a decision on how to proceed with the lieu time that was in the bank from last year.
- I had a discussion with a member and management who is off on STD awaiting a surgery. The member is running out of STD and wanted to know what the next steps would be for them. Surgeries are delayed right now. The member will be allowed to keep his seniority slot and take leave without pay, which will grant access to EI for the time of recovery from the surgery.
- There have been 5 retirement notifications. I wish to congratulate these members on their upcoming retirement.
- There have been two members resign their posts for various reasons.
- We had corrected the seniority lists that came out, I attended a tie breaking meeting on Dec 18, 2020 so that the seniority lists could be shared with membership
- I represented a member in a disciplinary meeting on Dec 11, 2020
- I had a discussion with the manager of plant on January 22, 2021 to look at combining a .5 and a.25 posting in the same building to form a .75 posting instead.
- I attended the zoom meeting for the Cupe labour council on Jan 21, 2021. The meeting was to discuss common concerns for the pandemic, and different issues with bargaining.
- I helped a member with reporting of a workplace injury.

- I had a discussion with a member of the executive board about a violation of the CBA and what steps we as a union need to take.
- I attended a meeting on Dec 11, 2020 to discuss the 1165-2 CBA so that we could hopefully get the CBA signed and out to membership.
- I had many discussions concerning the seniority list. The members on LTD need to remain on the list until they officially retire from the employer.
- I had discussions with the manager of plant concerning a work study. The work study was being done to create a schedule for our casual employees replacing in the buildings.

Reports of committees and delegates

Staffing

At the Common Concerns meeting Jan 18, 2021 our recommendations for the 1.5 EWPF going to various positions within 1165-01 (OCT) will be considered. We are waiting for their response.

Health and Safety:

The Board meet with Honeywell November 2020 and requested they determine which schools required new airflow filtration units. The Board has a budget of \$300,000. It has been confirmed that the units are getting installed and all should be in place by the end of January 2021. Maintenance is done externally. It was noted that filters are replaced once a year. The next Health and Safety meeting is March 3, 2021

Nominations, Elections, or Installations

vacant positions

- vice president 1165-1 **no nominations received**
- vice president 1165-3 **no nominations received**

Unfinished business

GIC

Due to the pandemic restrictions in place, the purchase of a GIC has been temporarily postponed.

- *The president shared the passing of Jim Wilson on December 27, 2020. Brother Wilson will be remembered for his many years of service with the Union.*

New Business

-The 2021 Budget was presented. Budget is status quo.

-Motioned by Catherine Taggart and seconded by Vince Longpre to approve the 2021 Budget as presented.

Carried

-a member brought forward his concerns of other members who haven't taken any supply positions in over a year and is still being offered jobs before members who have been accepting them. It was replied that "policing" members is the job of management not the Union. His concerns will be brought forward at the next Common Concerns meeting with management.

-A reminder was given that if you are about to retire there is steps to take to activate your pension.

Good of the Union

- Christmas donations were well received by local Foodbanks and Lions Clubs.

Date of next meeting

*The date of the next General Membership meeting is set for **June 5, 2021 at 10 A.M.** in Parry Sound if pandemic restrictions allow it. If not, it will be on Zoom.*

Adjournment

***Motioned** by Trevor Russell and seconded by Anita Houghton to adjourn at 11:57 A.M.*

Carried