



**LOCAL 1165
EXECUTIVE MEETING Minutes
Tuesday, July 27, 2021**

1. Roll call of Officers.

Trevor Russell, Lisa Corris, Anita Houghton, Janis Francis, Catherine Taggart, and Lynn Smith.

Regrets-Keith Russell, Amanda Gravel, Marcel Senecal, and Suzy Carriere Jensen.

2. Reading of the Equality Statement

3. Reading of the Indigenous Greeting

4. Reading of the Minutes

5. Matters arising from the Minutes.

Motioned by Lynn Smith and seconded by Catherine Taggart to accept the June minutes as presented.

Anita Houghton Abstains

Carried Unanimously

6. Secretary-Treasurer's Report

- Nothing out of the ordinary. I do have the GIC purchase showing as a special purchase with the other GIC 's.

-We have our Cupe rebate for May and they took the bonding insurance off. It's \$311.00

-We have the 3 GIC's showing.

-The account is balanced and reconciled with a balance of \$99,971.87.

-The strike account is just the interest on the account, and we earned 10 cents interest. It is also fully reconciled and balanced. Bank balance on the strike fund is \$604.38.

-We were able to switch over our banking pack to one that would normally cost us \$100.00 a month. If we maintain \$75,000.00 in our account, our bank fees are waived and that gives us Unlimited E transfers as well as unlimited checks. It's our job now to make sure we stay above \$75,000.

Motioned by Catherine Taggart and seconded by Lynn Smith to accept the financial ledgers for June 2021 as presented.

Anita Houghton Abstains

Carried Unanimously

7. Communications and bills

-Labour Day Virtual Event Information will be emailed out to members. The donation will be looked at again in the Good of the Union

-Zoom \$11.30 monthly

8. Executive Committee Reports

Lisa Corris VP OCT 1165 01

- I had a member reach out to me re: CUPE Dues and job postings. The Member realized that when they started their temp. position, they weren't being deducted Union dues. The member contacted HR and had this corrected.
- Sent an email off to the other OCT VP re: welcoming a new Member(s) to CUPE.
- Supported a member (Complainant) through a harassment situation. The situation has been resolved.
- Had a member reach out regarding an issue they were having with another member.
- Attended the LM/Staffing Meeting on June 10th with the Employer. With information known at the time, resulted in two OCT postings for 2021-22; a 1.0 Perm. Secretary due to a retirement and a .2 Temp. Library Clerk as per a LOU. As well, the Employer is to send out a memo to the OCT 10 month employees re: the June 30th Board Designated Holiday; Floater Day pay out; and July 1st Stat Holiday. The Employer did not follow through with the memo and this has created a lot of issue with regards to 10 Month Perm. Members who did not take their Floater Day in 2020-21, still waiting for this to be paid out.
- On June 10th, the Union met with the Employer to discuss long-term supply assignment and allocation of sick leave, which grievances were filed.
- I prepared grievances for OCT - Individual, Policy, and Central Dispute Resolution Process. The Individual and Policy grievances have been placed in abeyance until the CDRP is completed.
- Had an inquiry re: the .2 Temp. Library Clerk posting.
- Had an inquiry re: vacation time request and if there is a timeline as to when the Supervisor responds.
- Had a member contact me re: applying to perm. positions while on Mat. Leave. As this Member is relatively new, I also sent her the "Welcome to CUPE 1165" email. This Member also completed the Application for Membership, which I forwarded on to the Recording Secretary.
- I responded to a member's inquiry re: their Benefits and Life Insurance.
- Relieved to have signed the OCT Collective Agreement for 2019-2022.
- Followed up with HR regarding the Temp. Summer Board Secretary position - who was the S/A.
- I contacted HR re: a posting due to a resignation and the Union had not been informed as per Article 2.05 of the Collective Agreement.
- Due to retirements and resignations, OCT has seen a number of job postings. I responded to Members who had questions about the postings.
- Sent the President the most up-to-date Cust./Main. Posting Award spreadsheet.
- I assisted the President with a situation regarding a member who resigned their permanent position for a non-Union position with the same Employer. The non-Union position did not work out for the member. The member returned to the OCT Seniority List as a Casual and had lost any seniority they previously held.
- A perm. member contacted the Union re: a LOA for a year as they were the successful applicant to a perm. non-Union position. The Employer suggested that the member request the LOA. I met with

the President and Nat. Rep. regarding this request. Under the current language in the CA, there is no language that supports this. As a result, the Member makes the decision to resign.

- As of mid-June, we are working collaboratively with a new HR Coordinator.
- I contacted HR re: job postings that were also posted externally. This issue was rectified.
- I contacted HR re: a memo that was sent to "All Secretaries", via Board email re: Floater Day. The email was also to include our members in the Clerical/Technical positions.
- Through the Recording Secretary, I sent an email out to the personal emails of the OCT Group advising them to check their Board email re: an email that HR sent re: Floater Day.
- I have been working closely with a Member re: their experience with HR and Floater Day pay out.
- I drafted a grievance re: Floater Day.
- I had a Member contact me re: questioning why they did not receive an interview to a posting.
- I emailed HR re: the 10.01 (c) and the process as to how they were awarding postings. In one situation an award to a Permanent position was awarded without interviews to a Casual with the most seniority, and in another posting, interviews were held and all Casual applicants were interviewed. As a result in the one posting award, it was rescinded and interviews were going to be held, following 10.01(c).
- I contacted the Cust./Main. VP and President re: Cust/Main. job postings that were missing language "Open Casual" or "Open All".
- I continue to work closely with the President on Union issues.

Anita Houghton, 1165-01, OCT VP North June & July 2021

- A lot of movement in the OCT group.
- Number of postings have gone out for Chippewa Secondary School,
- First secretary applied to a non-union IT permanent position.
- I spoke directly to this secretary at the beginning of July.
- She was very upset at the time.
- She went into the job expecting some guidance going into this new position.
- The member didn't receive any support in this new position.
- At the end of her 3-month probation she was dismissed.
- The member was shocked by this and didn't realize she could be fired.
- I tried to speak to this member when she was leaving Chippewa, but she wasn't interested in hearing anything about it.
- This member lost her seniority, all benefits, etc. and is back on the seniority list as a casual secretary
- This member applied to the posting at Chippewa and did not get the posting.
- The same scenario is taking place with the successful applicant of the previous Chippewa Secondary School Main Office Secretarial position.
- This new member is aware of the ramifications of leaving the union.
- The executive will be looking at this on next negotiations.
- Our members deserve the opportunity to better themselves without the possibility of losing their seniority if the non-union position doesn't work out.

Janis Francis 1165 02

-It's been quiet for me.

- I have assisted a member with their benefits

-I've had a member reach out to me regarding the shift premium and the grievance that was put in. They haven't yet and the president has sent off an email to HR requesting.

Keith Russell VP Custodian/Maintenance 1165 02

I send my Regrets and will not be able to attend the July 27/21 Executive meeting.
Wishing all A great rest of your summer.

-Received phone calls from 2 members (itinerant) regarding shift premium payments they submitted hours to FSS for approval payment was not received.

-I contacted the FSS who assures me they were submitted to H.R. (Brianna) to be forwarded for payment.

I attempted to contact H.R on several occasions by phone email and in person all attempts were unsuccessful. Theses premiums are for the period from February to June 3 pay Periods have passed since the hours were submitted. President has been informed of the matter.

-Received a message from a member inquiring why they could not have 2 .5-hour positions that had been posted (3-7 and 7-11) I explained to the member that the shifts have to have break in between them in order to put them together to allow for travel etc. I have since been informed the hours of the one shift have now been changed to accommodate putting 2 4hr shifts together.

-I have sent emails to H.R in regard to postings having the incorrect closing dates only allowing for 4 working days not 5 in accordance to the C.A I have emailed them in regards to missing language in the postings (open to casuals only or open to all) I have had no response to these.

Amanda Gravel VP Custodian/Maintenance 1165 02

-spoke to the president regarding a WSIB claim

-approached by a member regarding preventing harassment in the workplace

-approached by a member about covid screening questionnaire. It says "if you're indigenous background or farmer" you may need to be tested. This member is not part of a minority but expressed their concern regarding how this is worded and offensive.

-approached by a member regarding her pay that she's owed from a decade ago and wanted to know if she can still recoup it.

Suzy Jensen VP 1165 07

-On July 8th I contacted Nat Rep for an update concerning our contract being extended. Told a draft was drawn up but legal will be on holidays until the end of July

-Had a couple of members inquire about update but had none to report.

-Looks like fall will be the earliest for a return if not longer

-Officially stepped down as V.P for 1165 7

Trevor Russell President 1165

- I attended the labor management meeting on June 10th. Good news report, no staffing changes for the upcoming 2021-2022 school year.

-After the labor management meeting on June 10th, we continued with grievance meetings.

-I attended the Labor Council meeting on June 14th.

-I attended the Custodial Forum on June 19th.

- I attended return to work meetings on July 9th and the 21st
- I attended a meeting with OCPD myself and a national Rep. on July 13th to discuss Issues that were going on with the postings outside of the Union and what we could do about that.
- I attended the traveling roadshow meeting for the OSBCU on July 21st.
- I filled out a survey for the National Convention as to what we would be looking for as far as whether it would be in person or virtual. The convention will be held in Vancouver if it goes in person.
- I received phone calls from Members who have been on various forms of medical leave for various periods of time. They were concerned because they are being deducted vacation time not accrued by the member during the period of time of their medical leave. This is a common practice.
- We had multiple instances of working with someone new in HR and having to correct postings. Last week I sent out a welcome email to the new Superintendent of Business who took office. Hopefully that will help correct some of these issues and that we have with the responses to emails and phone calls with HR, because HR falls under the purview of the new Superintendent of Business.
- I have been trying to clean up some grievances that are that are out there currently.

9. Reports of committees and delegates

-Staffing

Trevor Russell

We have been told that staffing will remain the same for the 2021-2022 school year

-Health and Safety

Lisa Corris

-H&S has been really quiet since the last JHSC on June 2nd, as well as any emails from OSBCU H&S.

-Every staff member has been given opportunity to receive their COVID vaccines.

-It is anticipated that August will see more email communications from the Employer, as well as OSBCU as we prepare to open up for a new school year.

-Grievance Committee

Trevor Russell

-We have yet to have a meeting of the grievance committee, although there are numerous grievances that we do need to move forward with and deal with.

10. Unfinished business

-Conventions/Workshops

-We have some Executive needing the Introduction to Stewarding workshop and it could be opened to members that are interested in becoming Stewards.

-Promoting Member Involvement

-Hoping to be able to get members signed up for the Cupe workshop Intro to Stewarding

-BIPOC (Black Indigenous People of Colour) Committee

-The committee has not been fully formed.

-Technology Devices for Executive

-Questions were raised that before new laptops are purchased, an inventory for existing Technology be created.

Motioned by Lisa Corris and second by Catherine Taggart that Cupe Union 1165 create an inventory of technology, computer equipment, and printers in members possession, that will include (if available) the brand, serial number, and date of purchase. This should include who has it and the condition it is in.

Carried Unanimously

-Bursary Criteria and Donation amount increase

This is being tabled until the Spring

-Collective Agreement Update

-The Collective Agreement (1165 01, 1165 02, and 1165 03) are signed.

-Bargaining Committee

-The old Bargaining Committee is now disbanded. A Notice will be emailed to Members by August 15, 2021, to advise them that Nominations will be held at the September General Membership Meeting.

-Equity survey

-The survey is expected to be ready to send out prior to the September meeting.

11. New business

-Executive email will have a hard start date of September 18, 2021. All Executive members will use the official 1165 emails. The change is already being worked on at the North Bay Cupe office.

12. Good of the Union

-Yearly donation of \$450 to the North Bay and District Labour Council's annual Labour Day event was agreed on. Also, the CAS is having a Back-to-School Drive and a donation will go to them in the amount of \$250.

Motioned by Catherine Taggart and seconded by Anita Houghton that we donate \$450.00 to the North Bay and District Labour Council's annual Labour Day event.

Carried Unanimously

Motioned by Catherine Taggart and seconded by Lisa Corris that we donate \$250.00 to the Children's Aid Society's Back to School Drive.

Carried Unanimously

12. Date of next meeting

September 18, 2021, 9:00 A.M. This meeting is an Executive at 9am and GMM at 10am

13. Adjournment

Motioned by Catherine Taggart and seconded by Anita Houghton to adjourn the meeting at 8:51PM on Tuesday July 27, 2021.

Carried Unanimously