



LOCAL 1165
GENERAL MEMBERSHIP MEETING MINUTES
June 5, 2021

Call to order at 10:07 AM

1. Roll Call of Officers

Trevor Russell, Lisa Corris, Anita Houghton, Amanda Gravel, Janis Francis, Keith Russell, Suzy Carriere-Jensen, Catherine Taggart, Lynn Smith. Regrets Marcel Senecal.

2. Reading of the Equality Statement

3. Reading of the Indigenous Greeting

4. Voting on New Members and Initiation

Three new O.C.T. members took the Union pledge and have signed the Application for Membership

5. Reading of the Minutes

6. Matters Arising from the Minutes

Correct the cost of the Zoom bill to read \$11.30 and add a l to the name Senecal in the Reading of the November 29, 2020 minutes

Motioned by Lynn Smith and seconded by Keith Russell to accept the January 2021 minutes with the following changes - correct the cost of the Zoom bill to read \$11.30 and add a l to the name Senecal in the Reading of the November 29, 2020 minutes.

Abstained Mollie Watts and Ellen Murdy

Carried Unanimously

7. Secretary-Treasurer's Report

*-Received dues and paid Cupe Capita
-Made donations of 8 Bursaries and 10 Food Banks
-2 GIC's \$38,712.32
-Balance \$144,385.44*

Motioned by Catherine Taggart and seconded by Keith Russell to accept the financial ledgers for May 2021 as presented.

Abstained Mollie Watts and Ellen Murdy

Carried Unanimously

8. Communications and Bills

-Zoom charge \$11.30

9. Executive Committee Reports

Lisa Corris 1165-01

- Sent an email to HR requesting updated Seniority Lists (as of March 31st). HR was reluctant to send out an amended Seniority List for Custodial/Maintenance despite having changes, but a follow up email to HR rectified this. On May 26th, an amended Seniority List was distributed to the Custodial/Maintenance Group. There were no changes required for OCT.

- Sent an email to HR re: an LOA that was approaching 45 days - to post position. The posting was not required as the member returned to their position.
- Sent an email to HR re: a Casual who had been filling a long-term vacancy, and to make sure the Member was receiving Long-Term acknowledgment as per Article C.6 sick leave allocation. This issue is unresolved therefore the Employer has been notified grievances will be filed.
- Sent HR an email with regards to the Temporary Summer Secretary position re: rate of pay. The rate of pay was adjusted.
- Followed up with HR re: the unfilled Finance Clerk position. This position has finally been filled, the Union has been notified, and the new Clerk will start on June 7th.
- I continue to track the job posting notifications.
- On May 25th, I listened in on CUPE Ontario's webinar, "Fix OMERS Town Hall and Convention Caucus". Any Member who is paying into OMERS for THEIR pension, need to take note of these "Fix OMERS" webinars, as well as emails.
- I attended the Strategic Planning Workshop on June 3rd, hosted by our Area CUPE National Reps. Strategic planning is regarding Bargaining, being prepared and member engagement.
- I received a call from a Member with regards to clarification around the June 30th Board Designated Holiday - is the 10-month OCT group to work or not - is it paid. This issue will be discussed at the upcoming LMM.
- I completed surveys sent out from OSBCU, e.g. on Central Bargaining. Members are encouraged to complete surveys.
- Under H&S, I had a Member inquire about the maintenance on the new portable HVAC units being placed in the schools.
- In preparation for the JHSC meeting, I spoke with an Itinerant Custodian on the use of the sprayers and masks.
- Communicate regularly with our President on various Union issues, as well as our National Rep. when necessary.
- All members have been given opportunity to get vaccinated. It is recognized that this is an individual's choice. For anyone who is still unsure about getting vaccinated, there are many reputable resources available. 12-17-year-olds are currently able to get vaccinated, as well as all other Staff.
- Students will not be returning to the classroom until September.
- This has been the most unique and challenging year ever; it hasn't been easy. CUPE workers "rock" for all they have done this past year to keep our schools safe, offices operating, technology to our students, reading to our students online, sending resources out to teachers, working remotely, the list goes on.

Anita Houghton 1165-01

- It's been relatively quiet in the OCT group in the North.
- I have been watching the union email and the board email but there haven't been any members reaching out for assistance.
- We did have a supply secretary in at one of the high schools and the supply secretary felt that she didn't receive enough training from the board office to be able to supply properly. This would be a good item to take to a Common Concerns meeting.
- I attended the Joint Health and Safety Committee on June 2nd, 2021. The main discussion centered on the pandemic and the air purification units that the Board has been purchasing for our schools and other Board buildings.

Keith Russell 1165-02

- I attended the CUPE national virtual convention May 26,27, and 28, 2021
- I have been in conversations with the president with concerns of the awarding of the temporary lead hand position (Almaguin) Board policy was not followed in the hiring practice. Grievance has been filed
- Been in constant conversations with president regarding favoritism of FSS and a custodian (policy Grievance has been filed on the matter)
- I had several discussions with F.S.S and members Regarding postings and awarding of postings (following the C.A)

- Spoke with FSS and other members about casuals who have not worked in months and about who should be enforcing the articles in the C.A (this would be for H.R and FSS to monitor)
- I had spoken with a member regarding the awarding of a position. I contacted the national Rep for advice and reached back out to the member with explanation.
- I have had several calls from members regarding harassment from other members (giving orders, comments of abuse and sexual remarks and behavior) I have spoken to the president and we had a call with 2 of the members I have also spoken to the lead hand of the building.
- I emailed H.R. with a correction to the seniority list for 1165-2 (members name was missing)
- I emailed H.R in regarding both postings for white woods (both are now posted Temporary)
- Had a member contact me with a privacy concern about a Lead hand being authorized to approve time sheets in the board portal asked member to reach out to plant manager and inquire into this. Plant manager was shocked to hear this and said he would have H.R correct the matter (week later still not corrected)

Amanda Gravel 1165-02

- Read my collective agreement to refresh my memory
- Dealt with WSIB
- Signing up for OBSCU custodial forum
- Spoke to a few members regarding GMM, they asked how it works, how to participate, how long it lasts. Relayed to them and let them know it's a meeting for every member, still Zoom meeting. Generally, lasts 1.5 hrs
- Spoke to two members who identify as Métis regarding BIPOC committee

Suzy Carriere Jensen 1165-07

- not a lot of communications, still not back to work
- still no date for a return, management is working with the college for a safe return
- participated in meeting with National Rep and Compass management
- the extension of our 18 months lay off has been placed on hold, new proposal will be brought forward, no date for next meeting at this time
- updated President on May 31st meeting
- received phone call from a member asking about printing of forms, said they will speak to Trevor Russell or Keith Russell, would call me back if it doesn't get resolved

Janis Francis 1165-02

- Assisted a member with a question regarding the most recent seniority list.
- Received questions from a member regarding their holidays. Answered the member's question.
- Set up my new executive email and sent it out too the 9 schools in the west along with the most recent seniority list.
- Had a member inquire what the outcome of the shift premium for itinerants was at. I reached out to our president and found out that HR has approved this, and employees will now submit their hours by weekly too their FSS going forward.

Trevor Russell President 1165

- I have sent out numerous updates from the OSBCU to membership via email through our recording secretary.
- I attended the OSBCU area meeting on May 1
- I attended the Cupe Ontario meeting on May 13 for issues with OMERS. Cupe Ontario has a campaign planned
- I received phone calls from a member with questions about our benefits package. I answered the member's question
- I dealt with an issue between members with one of the VP's
- I attended the Cupe Ontario conference from May 26-28

- I received a phone call from the manager of plant to discuss an issue between a member and a supervisor, no actions taken at this time
- I attended a meeting to finalize grievances on May 18
- I attended the Fix OMERS town hall meeting on May 25
- I attended the OSBCU zoom meeting on May 20
- The treasurer and I met with RBC to buy a GIC and make changes to the bank account on June 2
- I attended an OSBCU zoom meeting on June 3

10. Reports of Committees and Delegates

-Staffing

Trevor Russell

Staffing will remain the same for 1165-01 and 1165-02 for the 2021-2022 school year

-Health and Safety

Lisa Corris

- As JHSC Co-chair for Workers, I sent out an email to the JHSC for Agenda items. I was able to add to the agenda discussion for PPE - 1/2 face masks for cust/main. when using the disinfectant fogging or electrostatic spray machines; as well as the portable HVAC units - maintenance expectations. -- I also had a pre-discussion with the H&S Coordinator on these two pieces.
- On June 2nd, I chaired the JHSC meeting. - Areas of discussion included quarterly incident/injuries report; first aid certification update; HVAC; PPE; vaccinations. Our current CUPE members who sit on the Committee will remain for 2021-22. *(This concludes JHSC Update.)*

-Grievance Committee

Trevor Russell

-I attended a meeting to finalize a few grievances. An update will be available at the next meeting.

11. Nominations, Elections, or Installations

-vice president 1165-1 Position remains vacant

-vice president 1165-3 Position remains vacant

12. Unfinished Business

-GIC

GIC has been purchased. Details to follow.

13. New Business

-Release time for President

Motioned by Catherine Taggart and seconded by Keith Russell to release the President for one full day bi-weekly going forward. The release will be to conduct union business.

Abstained Mollie Watts and Ellen Murdy

Carried Unanimously

-Bargaining Committee

Bargaining committee remains the same until the existing Collective Agreement is signed

-OMERS [Fix OMERS - CUPE Ontario](#)

We must encourage all members to take complete the form and ask why OMERS' investments have, over a ten-year period, underperformed other large pension plans and funds.

- Workshops Education - Intro to Stewarding

We still have members of Executive that hasn't been able to register. Looking into getting members who wish to become Stewards signed up for the workshop.

-Equity survey

A survey will be designed and emailed to members

-Collective Agreement Update

Looking at getting a few errors corrected and then sign the agreements.

-LMM/Staffing Update

Labour Management Meeting is June 10, 2021

Staffing will remain the same for 1165-01 and 1165-02 for the 2021-2022 school year

14. Good of the Union

Looking into donating to the Big Brother/Sister program

15. Date of next meeting

September 18, 2021. Location will be determined closer to the date. Either Zoom or North Bay

16. Adjournment

Motioned by Trevor Russell and seconded by Anita Houghton to adjourn the meeting at 11:36 am on Saturday June 5, 2021.

Abstained Mollie Watts and Ellen Murdy

Carried Unanimously