



**LOCAL 1165
EXECUTIVE MEETING VIA ZOOM
May 15, 2021**

1. Roll call of Officers.

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

2. Reading of the Equality Statement

3. Reading of the Indigenous Greeting

4. Reading of the Minutes

5. Matters arising from the Minutes.

Corrections: Add an E to EWPF in staffing, add Suzy to the first name in Suzy Carriere Jensen's name, The Presidents last name needs an L in his report

Motioned by Lynn Smith and seconded by Catherine Taggart to accept the minutes with the following corrections added - an E to EWPF in staffing, add Suzy to the first name in Suzy Carriere Jensen's name, add a L to the last name (Russell) in the Presidents report.

Carried Unanimously

6. Secretary-Treasurer's Report

Paid for the storage unit for April, May, and June. Paid a late bill for Franco Nord. It was from bargaining last year. We received the rebate for March from Cupe National and paid Cupe National the Per Capita. A GIC matured in April and was rolled over. The accounts were fully reconciled with nothing outstanding. A bank balance of \$139,796.86

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

Carried Unanimously

7. Communications and bills

-Notice from Cupe Ontario that early registration has passed. If you wish to send another member it must be paid with a credit card

-Zoom monthly bill \$11.50

8. Executive Committee Reports

Lisa Corris 1165 01

- Observed Day of Mourning on April 28th - moment of silence, as well as wear black.
- Had discussions with the President and Nat. Rep. re: next steps after Step 2 Grievance for an OCT member. As a result of the Step 2 meeting, the Member has decided to withdraw and this grievance is now closed.
- I navigated the CUPE 1165 website and have been assisting the Recording Secretary with an extra set of eyes.
- I met with the OCT Bargaining Committee to review the final draft of the OCT CA and Letter of Understanding for Programmer Analyst. These documents were approved. The next steps are to sign.
- I completed the OSBCU survey re: Planning for Bargaining.
- I continue to track the Job Posting Notifications. The Union has yet to be notified of the successful applicant for the Finance Clerk position - As per an email from HR on April 29th, interviews were still to take place.
- I have been in contact with our Area 6 Mobilizer re: Classification Group Forums and Political Action Training.

- I spoke with the other OCT VP re: Introduction to Stewarding workshop and other Union business.
- I had a Casual Member contact me with regards to an extended leave temp. position they have been in and rate of pay.
- I communicate regularly with the President on Central and Local Union matters.

Anita Houghton 1165 01

- I was unable to attend the review of our collective agreement that was proofed one last time before sending it back to the Board for printing. I am sure our members will be glad to finally have a collective agreement that they can refer to.
- No members have reached out this month with any questions or looking for union assistance. I believe members have adjusted to working at home again and/or the odd time having to go into the schools.
- Day of Mourning on April 28, 2021. I explained what the Day of Mourning is to a member as they had never heard of it and was wondering what it was about.
- Had a call from the OCT VP West regarding the upcoming stewarding course and other union business.
- Unfortunately, I am not able to attend the stewarding course in May for new VPs but should be able to attend the next stewarding course.

Keith Russell 1165 02

- Various discussions with President over an ongoing issue since Oct.
- Phone call from FSS regarding an issue (rumors/stories) about another FSS
- Multiple phone calls from members regarding the awarding of postings been ins discussion with the president and have reached out to the national rep.
- Sent out emails regarding over time that was offered and C.A was not followed no response from H.R manager of plant or FSS will be looking to file grievance on this matter.
- Calls from itinerant custodians who still have not received shift premium assured them it is coming.
- Emailed H.R. with an ongoing error on the seniority list
- Signed up for the intro to stewarding part 1 and 2 on April 19/21

Amanda Gravel 1165 02

- Participated in introduction to stewarding parts 1&2. Finished both courses.
- Created an invitation & info email to send to all members In regard to the new BIPOC committee
- Spoke to the president in regard to my WSIB claim
- Continue to work on the BIPOC committee

Suzy Carriere Jensen 1165 07

- Provided some updates to members.
- Received notification from employer of a member's official resignation, I notified the President of resignation.
- On May 31st will be participating in a meeting with National Rep and Employer

Janis Francis

- Received an email from a member giving their personal information. I provided the member with "the application to membership form" to fill out and will send to Lynn when it's completed.
- Signed up for stewarding 1&2 via zoom.
- Spoke to the president regarding a meeting with a member that I'd like to sit in on when the time comes.
- Spoke to some members who work at Parry Sound High School regarding the demolition of the "West Wing" and weather or not there would be any cuts. Spoke to the President and was assured there wouldn't be.
- Attended the stewarding 1&2 course via zoom on May 13/21. It was very informative and I did learn how important a stewards role is. I hope in the future Cupe 1165 will have some of its members decide to become stewards.

Presidents (Trevor Russell) Report for Cupe Local 1165 for May 2021

- April 27, 2021, I spoke with a member about grievance #1165-02-2021-11
- I had a conversation with the manager of plant about the April 28th Day of mourning. I requested that all flags be flown at half-mast to honour this day.
- I spoke with a VP about an overtime issue at Northern Secondary school
- April 28th I observed the National Day of Mourning

- April 29th I represented a member for a disciplinary meeting with management. This was the second meeting in a row that the member failed to appear at, so management went ahead with termination with just cause, effective immediately. The member failed to appear to the first meeting on Feb 11, 2021
- I filed grievance #1165-02-2021-11 with management
- I sent an email to the interim manager of HR about our FTE numbers
- I sent an email to the interim manager of HR about our CBA's
- April 30th I sent the executive contact list to the manager of HR
- I endorsed and sent applications for the classification groups to the OSBCU
- I sent an email regarding the resolutions to the grievances and the minutes of settlement to the manager of HR
- I sent an email to the manager of HR about our FTE numbers to be finalized
- I drafted grievance #1165-02-2021-12
- May 1, I attended a presidents town hall call with the OSBCU
- May 2, I spoke with a VP about grievance #1165-01-2021-01
- May 3, I spoke with a VP about grievance #1165-01-2021-01, the member wishes to withdraw this grievance
- May 4, I spoke with a member about a resolution to a grievance, I let the member know that we are waiting for the minutes of settlement
- May 5, I looked through the by-laws to figure out how to fill the committee's
- May 6, I drafted and filed a grievance for a member #1165-02-2021-13
- May 7, I had a call with a member of the HR department about a member issue (behaviour)
- I spoke with the manager of plant about the same issue mentioned above
- May 11, I sent an email to the manager of the HR department withdrawing grievance #1165-01-2021-01
- May 12, I spoke with a member about an issue that involved management
- I sent an email withdrawing grievance #1165-01-2021-02

9. Reports of committees and delegates

-Staffing

- A preliminary conversation with the manager of HR. regarding staffing for the upcoming school year.
- GSM's came out, so we'll see if the funding creates a change or not.

-Health and Safety

- School Board employees can now book for COVID vaccine.
- The Provincial Government has extended the stay-at-home order until June 2nd, which also means that remote learning will continue. It was also announced that children between the ages of 12 and 17 will be eligible to receive the Pfizer vaccine beginning May 31st.
- On May 6th, OSBCU sent out an email informing that Employers will be required to supply elastomeric masks (half face masks) and cartridges, equivalent to a N95, for Custodial staff that are using disinfectant fogging or electrostatic spray machines for disinfecting, as this will be continuing into September 2021. Hopefully NNDSB will make these masks available to our Custodial workers before then.
- Asymptomatic testing continues.

-Grievance Committee

Confirmation of members of the committee. They are Trevor Russell, Keith Russell, Lisa Corris, Suzy Carriere Jensen, Catherine Taggart, and Amanda Gravel.

10. Unfinished business

-GIC

Trying to setup a meeting for the GIC but it has been difficult because of the lockdown/stay at home in effect.

-Exec. Email Addresses

Office 365 gives us 5 free emails. However, we need 12. It was suggested that we go with Gmail and have a consistency to the emails. We will work on having that ready for next month.

-Conventions/Workshops

Intro to Stewarding was available and we registered a few members for the workshops in May and June. Ontario Cupe Convention in May. Keith Russell, Trevor Russell, and Catherine Taggart are attending.

-Promoting Member Involvement

Looking into sending an email to see if members are interested in sitting on committees such as Worker Wednesdays which is an OSBCU initiative.

-BIPOC (Black Indigenous People of Colour) Committee

An email was sent out for the BIPOC committee. No responses. Work is being done to gather materials so the Union can offer conflict resolution as they arise. It was suggested that a survey go out to see if members identify as BIPOC and potentially LGBT so the union give them proper representation.

11. New business

- adding pictures beside the Executive's name on website

Executive agreed that it is important that our Members can put a face to the people they are talking to. Picture are to be submitted and put on the Cupe.ca website page.

- updating Committees and who is sitting on them at present

Staffing:

Trevor Russell, Lisa Corris, and Catherine Taggart

NNDSB Multi-Site Joint Health & Safety Committee – Co-Chair – Workers:

Lisa Corris, Mike Crepeau, and Anita Houghton

Labour Management:

Lisa Corris, Anita Houghton, Keith Russell, and Trevor Russell

Grievance Committee:

Lisa Corris, Suzy Carriere Jensen, Anita Houghton, Catherine Taggart, Keith Russell, Amanda Gravel, and Trevor Russell

Benefits Committee:

Trevor Russell and Catherine Taggart

By-Law Committee:

Trevor Russell and Lisa Corris

Bargaining Committees:

1165 01 Trevor Russell, Catherine Taggart, Lisa Corris, Anita Houghton, and Lynn Smith

1165 02 Trevor Russell, Keith Russell, Pat Danis, and Tom Butler

1165 03 Trevor Russell, Catherine Taggart and Sylvie Laird

1165 06 Trevor Russell, Tim Dowdall, Marcel Senecal

1165 07 Trevor Russell and Suzie Carriere Jensen

-Bursary Criteria

- Concerned that the schools are changing the criteria and splitting the amount between 2 students.
- Looking into increasing the bursary

-Collective Agreements

- Cupe is now confirming that all the language in the central agreement is correct. Once done they will be signed and out to members.

-Release time for President

- A Notice of Motion was emailed to members and will be discussed and voted on during the June General Membership Meeting

-CUPE 1165 website

- Website is slowly taking shape. Still, lots to do and learn. Pictures will be added beside Executive names as they come in.

-LMM / Staffing - 2021-22

- In the process of setting up our first labor management meeting and staffing for 2021-2022

-Technology Devices for Exec.

- **An estimate for the purchase of two laptops for Executive use will be made available at the June Executive meeting**

12. Good of the Union

- A donation of \$250 to local foodbanks was discussed.

Motioned by Catherine Taggart and seconded by Keith Russell that we donate to the area food banks in the amount of \$250 each.

Amanda Gravel abstains

Carried Unanimously

13. Date of next meeting

- June 5, 2021 9 am for Executive and 10 am for General Membership

14. Adjournment

Motioned by Trevor Russell and seconded by Anita Houghton to adjourn the meeting at 10:54 am on Saturday May 15, 2021.

Amanda Gravel abstains

Carried Unanimously