



**LOCAL 1165  
EXECUTIVE MEETING VIA ZOOM  
Saturday, October 23, 2021  
9:00 AM**

**Call to order 9:03 AM**

**1. Roll call of Officers**

*-Trevor Russell, Lisa Corris, Janis Francis, Keith Russell, Catherine Taggart, and Lynn Smith. Regrets Anita Houghton and Marcel Senecal.*

*Vacant VP OCT East 01, VP CUST/MAIN East 02, Conseil scolaire catholique Franco-Nord 03, Compass Group Canada Chartwell 07.*

**2. Reading of the Equality Statement**

**3. Reading of the Indigenous Greeting**

**4. Reading of the Minutes**

**5. Matters arising from the Minutes.**

**Motioned Lynn Smith and Catherine Taggart seconded to accept the September Executive Minutes as presented.**

**Carried Unanimously**

**6. Secretary-Treasurer's Report**

*-Cupe rebate of \$5422.90. Donation to Local 1349 for \$250.00.*

*-Healthy ledger balance \$104,858.03 with 3 GIC's totaling \$88,910.18*

*-Strike fund received 0.10¢ interest. Balance of \$604.68*

**Motioned by Catherine Taggart and seconded by Keith Russell to accept the September general and strike ledgers as presented.**

**Carried Unanimously**

**7. Communications and bills**

*-Zoom \$11.30 monthly*

*-Rebel (website cupe1165.ca) \$22.59 per year*

*-Survey Monkey \$461.04 per year*

*-The president received notification that Jack Casson was retiring and wishes him well with the hopes that he enjoys every minute of his retirement.*

**8. Executive Committee Reports**

**Lisa Corris**

- As we are now using Gmail accounts for Union business, I find myself learning how Gmail platform works. This has not been an easy transition from Outlook email but will get better as I become more familiar with Gmail.

- I was in communications with HR over the posting of Temporary Library Clerk. This was originally posted as 1.0, when it was actually a .5. I had to do a further follow up with HR because they had not reposted.
- I filed an individual and policy grievances re: wages/underpayment. The Member had not been paid since returning to work on August 30th. They were not paid for two pay periods - September 3rd and September 17th. When brought to the attention of Payroll, the Member received what was called a "payroll advance" at 60% of their wages earned, until the next scheduled pay period of October 1st. At this time, the Member would then receive their regular 2 week pay, plus the rest of (40%) of their underpayment. -- Although the member has been fully compensated, the individual grievance remains active as there was no settlement in Step 1, Step 2 has now been filed, and the Policy grievance has yet to be heard.
- I had a former member who resigned their permanent position and left CUPE, contact me considering returning to the Bargaining Unit.
- I had a member let me know that they watched the Town Hall Call Recap video on The Employer Vaccine Policies. They found it to be very informative.
- With the Employer implementing the new protocol for Rapid Antigen Testing, led to conversations with the President.
- I responded to a Member who had questions re: the Employer's roll out to Attestation and the Rapid Antigen Testing. The Member had not watched the Town Hall Call on Employer Vaccine Policies. I sent the Member the link to the Town Hall Call Recap that I knew had content to answer their questions. The Member was advised to reach back out to the Union if they still had questions.
- I had a member contact me re: an email that they had received from HR that they were on a paid administrative leave. The member was confused as to why they received the email when they had not requested a leave. After further investigation, it turned out that this was as a result of a non-Attestation. As it also turned out, the Member had been in compliance, but at the time of the rollout, their information had not been received. The Leave was retracted.
- I exercised one of my many privileges as a CUPE Member in the Education Sector and completed the OSBCU Wage survey, as well as the Equity survey.
- I continue to track the job posting awards and follow up with HR, as required.
- I had numerous communications with the President on different Union business.
- As per language in our Contracts, I drafted an email for the President to send to HR requesting Membership Demographics as of September 30th.
- As per language in the OCT CA-LOU, I emailed HR requesting the list of Education and Community Partnership Program [ECP] (formerly Section 23) schools. HR provided this list.
- I am on the waiting list for the Prepare for Bargaining Workshop being held virtually on the morning of October 28th.
- I had a member contact me with regards to an absence they entered for 25% of sick leave in Easy Connect. Easy Connect deducted their absence at 30%. The member contacted HR to have this adjusted to reflect the correct %. [For example, if an employee puts in for 1.75 hours, Easy Connect

will adjust to 2.0 hours (15-minute increments). It is important for all employees to monitor their sick leave and report any discrepancy to HR.

- Spent time corresponding back and forth with HR addressing an issue that not all OCT members had access to the Collective Agreement on the Board Portal. I also requested an email to be sent out to the OCT Group advising them that the C.A. was posted.

### **Anita Houghton**

No report

### **Janis Francis**

- Assisted a member in getting their benefits set up.
- had a member question me about a member who is off and wondering if their posting would be posted. I spoke to the FSS and found that they are waiting on paperwork.

### **Keith Russell**

- Contacted by a member in a .5lto who obtained a .5 permanent the member wanted to give up the LTO but was concerned about repercussion from the employer I explained that they are now in a permanent position and if they wish to relinquish the LTO they were free to do so with no repercussion.
- Contacted by a member who took a temporary posting in a lower paying posting the employer put them at the starting rate of pay this member has 21 years of service The member contacted their immediate supervisor and was told to grieve it a grievance has been submitted.
- In conversation with A FSS regarding the maintenance shop move into Widdifield the FSS informed he was running overtime on the weekends and his intent was to use the custodial staff from Chippewa and the maintenance department.  
I informed the FSS that this was not by the CA, and he should follow the collective agreement at which point he threatened contracting out. The FSS then went to the president with a different list of members to work. In discussions with the president an agreement of members approved to work was made after the fact FSS continued to ask for more members to work via email at which point I reminded him of the clause in the CA referring to OT the FSS then involved my immediate FSS at which point a meeting was help with the President H.R and FSS and an agreement was reached without precedence.
- I was contacted by a member who seen Junior members working overtime for the maintenance shop move I ensured the member that the union was aware, and an agreement was made and approved
- I sent out an email to James Coventry regarding the outside lighting at WFSS and the safety issues and members concerns for their safety I included the FSS, V.P.'s, Principal, and Health and Safety team at WFSS. James was not very receptive of this and filled a complaint with my FSS and I was talked to about protocol outside lighting at WFSS has been an ongoing issue for a couple years and was made worse with the construction of the

new parking lot. The next day contractors were on site addressing the majority of the issues, the lighting still needs more repairs.

#### **Trevor Russell - President**

- I have sent out numerous updates from the OSBCU to membership via email through our recording secretary.
- I picked up documents that were sent by FedEx from the Compass Group on Oct 6 and on Oct 14
- I chaired special meetings for 1165-7 on Sep 26 and Oct 3 to select their bargaining committee
- We sent out bargaining surveys to 1165-7
- I attended a meeting with the OSBCU on Oct 5 about the unaffiliated dues owed to the OSBCU for bargaining. I also sent an email to members of the NEB about this issue
- I attended disciplinary meetings for members on Oct 13 for non-compliance due to the vaccine attestation
- I spoke with the new manager of Hr on Oct 13 about communication issues. I confirmed that Hr is receiving our emails, so I resubmitted grievances giving a short deadline for response.
- I received a response from Hr on Oct 22 to set up meetings to discuss these grievances
- I am finishing a grievance tracking spread sheet that I will share with Lynn and the grievance committee when it is done. I will also share with Hr at their request so we can finish dealing with open grievances
- I received notice from Hr that they have terminated 20 casual custodians and removed them from the list for not working a single shift in a 6-month period as per the collective agreement
- I made an agreement with Hr without precedence or prejudice for overtime needed to move the maintenance shop over to Widdifield on Oct 15
- I had numerous calls about the rapid testing and how to complete it. I directed those members to Hr for instructions
- I sent and received an email to Hr about the Cupe demographics that are due to us as per the collective agreement on Sep 30, still awaiting a response
- On Oct 24 a V.P. and myself are going to best buy to talk to the manager to set up the purchase of technology(laptops) for the local per our budget.
- I registered for the national convention which is virtual

#### **9. Reports of committees and delegates**

##### ***-Staffing (including LMM)***

###### ***Trevor Russell***

- H.R. have terminated 20 casual custodians and removed them from the Seniority list for not working a single shift in a six-month period as per the collective agreement.

##### ***-Health and Safety***

###### ***Lisa Corris***

- MS-JHSC Meeting was held September 22, 2021. Covid discussion/concerns were raised, including the shortage of custodians in the schools all day; discussion around the PSHS deconstruction project; First Aid Re-Certification - anyone whose certification expired March 2020, there is an extension until end of December 2021; As part of the year initiatives, training is on the list.
- Attestation and Rapid Antigen Testing is in place. Rapid Antigen Testing is required for any employee who is not vaccinated or fully vaccinated.

**-Grievance Committee**

**Trevor Russell**

*-Working on an updated spreadsheet of all grievances*

**-Cupe EWBT**

**Trevor Russell**

*-increase to benefits*

**10. Unfinished business**

**-Conventions/Workshops**

*- **Leadership Conference** to be held in Toronto in person from Dec 3 to Dec 5. The president, plus one member from the bargaining team, and one member from our local mobilization team may attend. **Registration is \$250/person before Nov 12** after that the registration is \$300/person.*

*- Trevor Russell and Keith Russell to attend.*

***Ontario Virtual Fall School** will be held Nov 6, 2021. **Registration is \$25/course.**-- Executive is asked to look over the available courses and let the President know if they are interested in any.*

**-Promoting Member Involvement**

*-A Visa gift card for \$50.00 will be purchased and a draw will be held at the next General Membership Meeting January 15 2022. Only members in attendance will be eligible to win.*

**-BIPOC (Black Indigenous People of Colour) Committee**

*-Still doesn't have a chair but will look into further once the Equity Survey results are in.*

**Technology Devices for Executive**

*-Executive laptops are being priced and the hope is to purchase soon.*

*-Update inventory has been started. Still need some serial numbers*

**-Equity survey**

*-Survey has been sent to 286 members. So far only 41 responses. It closes October 27th*

**11. New business**

*-Posting Minutes of Meetings and CAs on the CUPE 1165 website will be available to members in October*

**12. Good of the Union**

*-The labour day picnic raised over \$12 000 for big brothers and sisters. Cupe 1165 was part of this fundraiser*

**13. Date of next meeting**

**November 13, 2021, at 9AM**

**14. Adjournment**

**Motioned by Catherine Taggart and seconded by Janis Francis to adjourn meeting at 10:06AM**

**Carried Unanimously**