



LOCAL 1165
GENERAL MEMBERSHIP MEETING MINUTES
September 18, 2021

Call to order at 10:02 A.M.

1. Roll Call of Officers

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

2. Reading of the Equality Statement

3. Reading of the Indigenous Greeting

4. Voting on New Members and Initiation

Two new members took the oath of membership.

5. Reading of the Minutes

6. Matters Arising from the Minutes

Motioned by Lynn Smith and seconded by Keith Russell to accept the June 2021 minutes as presented.

Carried Unanimously

7. Secretary-Treasurer's Report

- *Strike fund made .20 ¢ in two months*
- *Bills paid included storage fees for July, August, and September, affiliation fees to the Labour Council, Q2 per capita to Cupe Ontario. Donations to the Labour Council and Children's Aid and rebates for June and July from Cupe Ontario.*

Motioned by Catherine Taggart and seconded by Vince Longpre to accept the June 2021 financial reports as presented.

Brent Carne abstains

Carried Unanimously

8. Communications and Bills

Recurring Zoom bill of \$11.30

9. Executive Committee Reports

Lisa Corris

- Followed up with HR re: the 1.0 Perm. Secretary at Britt position that was awarded prematurely without interviews. They rescinded their offer to the applicant and conducted interviews. As a result, 10.01(c) was followed and the posting was properly awarded.
- Followed up with HR re: new Casual hires and the need for a seniority tie-break.
- Contacted HR re: the possibility of a 45-day absence and a temp. job posting.
- Sent the Mgr of HR an email regarding notifying CUPE Members about the Collective Agreement as per Article 25.01. - The CA is now available on the Employer's Staff Portal under Admin. Dept. - HR - CA.
- Had a member contact me re: compassionate leave.

- Had a member reach out to express concern for her upcoming school year with regards to her safety (and the safety of others). In 2019-2021, under the H&S accident/incident reporting system, she filed her own accident/injury report(s) after experiencing a violent incident(s) involving student(s).
- Forwarded names to the Recording Secretary the names of OCT Members who resigned and are no longer with CUPE.
- I called and spoke with the other OCT VP re: job postings, new Casual hires and two resignations, proposed upcoming meeting with HR, a heads up that I would not be available from August 16-20th, and other Union business.
- I had a Member contact me re: the Mandatory COVID 19 Vaccination Survey; she had not received an email that was sent to members. I followed up with the Recording Secretary as I also did not receive this email. After further investigation, it was determined that there must've been a technical glitch because the email addresses were in the recipient list but did not come through to all recipients.
- I responded to emails from members re: clarification around the Board Designated Holiday on September 3rd - working/paid.
- I dealt with HR re: their communication email of the Board Designated Holiday and how it applies to the 10-month OCT Members.
- I had a member contact me with regards to hours of work.
- I had a member contact me with regards to their work environment.
- I had a member contact me with regards to their OTIP Benefits while on a LOA.
- I reached out to two new OCT Casual hires to welcome them to CUPE 1165. One responded to my email and I was able to formally welcome them and get them to complete the Application to Membership.
- On August 30th, via Zoom, I attended an emergency meeting for Compass Group (CUPE 1165-07).
- I continue to track job postings and notifications. I contacted the respective area VPs and President re: postings that appeared incorrect.
- I communicate with the President as required.
- I attended the Employer Vaccine Policies Town Hall Call on Monday, September 13th. This was a very well-presented Town Hall call that was shared with the entire Membership.
- I completed the survey from CUPE National on 'CUPE's National Safe Union Spaces Working Group'.
- I spent a deal of time transferring my CUPE files from my personal email address to the new CUPE1165 Executive gmail address that went live as of September 18th.
- I was nominated and accepted the position to sit on the committee for this next round of OCT Bargaining.

Anita Houghton

- School start up was very busy and rushed as usual. Time was lost as the Board had a PD day for the secretarial group at our busiest time. I'm sure the majority of the secretaries like to have a PD day but the timing couldn't be worse. Would it not be possible for the Board to schedule our PD at a quieter time and not during the first week back? I think this would be a good item to take forward to a Common Concerns meeting.
- There have been three new secretaries hired at Chippewa Secondary School. Two permanent positions and one LTO position. All three of the secretaries have very low seniority and came off of the supply secretary grouping. It was rather shocking as there were other secretaries that applied and weren't even given an interview. Unfortunately, none of these secretaries were willing to step forward and file a grievance. Their main concern was they would be penalized for their actions and not able to secure a permanent position within the NNDSB.
- The Multi-Site Joint Health & Safety Committee will have their first meeting on September 22.
- I welcomed new hires to the Near North District School Board with our union "greeting" letter. No response back from the new members yet.
- A member contacted me yesterday afternoon regarding their pay. At 3:00 pm yesterday they still hadn't received it. I will discuss this matter further with our President to see what we can do to assist this member. My further worry is, if this has happened to one member are there other members in the same situation?

Janis Francis

- Has a member ask if it was possible to be paid and LTO wage while filling in for extra covid hours.
- Assisted a member remove herself from the casual call-in list.
- Had a member inquire about benefits.
- Had a member ask if there had been any progress with the itinerant shift premium pay.

Keith Russell

- Reached out to H.R regarding the payment of shift premiums to itinerants was informed they misplaced the paperwork. Was told to have them resubmit to FSS and the FSS could send to finance. Payment was not made and was told from finance H.R manger needs to approve first.
- Received a call from a member in regard to a return-to-work meeting that was held without them or union representation.
- Meeting was rescheduled the president, the member, me, Darren, and WSIB specialist.
- Many discussions with FSS over casual custodians who are not taking shifts or applying for jobs
- Contacted H.R regarding positions that were not being posted. These positions were posted shortly after. Also had a discussion on lack of casuals and shifts going unfilled.
- Had a call from FSS on how they should proceed on offering over time to cover unfilled shifts.
- I have been nominated to sit on the bargaining committee again for the next round of negotiations and look forward to sitting at the table again

Trevor Russell President

- I attended the town hall conference and presentation on the Cupe EWBT on September 12. There were increases to the benefit allowances.
- I attended the town hall conference and presentation on the Vaccine policies that was put on by the OSBCU. This conference was recorded and answers a lot of questions about the policies that will be put in place. Our board has yet to release the policy but it is due to be released this week.
- I sent a message out to all members of 1165-1,2,3 via our recording secretary, that contained a link to the recording. As mentioned before, lots of valuable information in this presentation.
- I received a phone call from a member who was wrongfully removed from the benefit trust. I contacted HR to find out what happened. The member was reported to the trust as being eligible for benefits. I had HR correct the information being sent to the benefit provider. Now the member will have to file an appeal to be covered for the benefits during the period they were wrongfully declared ineligible.
- I filed grievances number 1165-2021-16, 1165-2021-17, 1165-2021-18, and 1165-2021-19 with the employer.
- I received a phone call about the boot allowances not being correct, I contacted HR via email with no response, so the grievance was filed
- I am working on confirming that the LTD is at the correct rate. I agreed to a reduction in LTD rates for this year of 16%. I have a member of the executive team confirming if the new rate has been applied yet.
- It has been reported to me that the shift premiums are still not being paid even though they have been submitted. I have a meeting with the national rep on Tuesday Sep 21, I will discuss this with the national rep at that time. This is troublesome because there was a grievance awarded to the union on this issue.
- I attended a meeting with the employer of 1165-7 on September 7 to discuss layoff recall language, and an issue with a member who is returning from a leave of absence.
- I had a discussion with the national rep about one of 1165's subgroups that wants to leave 1165 for another Cupe local. There is a whole constitutional process to leaving the local (1165) that has to be followed.

- I sent an email to HR to correct the rate of pay on postings to reflect the rate of pay as per the collective agreement for the 2021/2022 school year.

10. Reports of Committees and Delegates

-Staffing

No Covid funding

-Health and Safety

Lisa Corris

- On August 30th, as the Worker Co-Chair for MSJHSC, myself as well as the H&S Coordinator attended a meeting with the Ministry of Labour regarding the return to school plan -- the NNDSB Reopening Guidance for Schools 2021/2022; compliance with the OHSA; health and safety of workers.
- The next scheduled MSJHSC is September 22, 2021. This is the first meeting of the 2021-22 School Year. CUPE Members who sit on this Committee are: Mike Crepeau, Anita Houghton, and myself - Lisa Corris as Worker Co-chair. As Worker Co-chair, I prepared the agenda and hosted this meeting.
- Most recently, it has come to our attention that some, if not all, COVID custodial shifts are no longer being filled leaving the schools without custodians all day. This is currently being looked into further by the Union.
- The Employer Vaccine Policies Town Hall Call recording has been shared with all CUPE 1165 members. As Members have questions, this T/C is well worth listening to.
- During the first week of school, there was a case of COVID at PSPS. A custodial team deep cleaned the school.

-Grievance Committee

Currently 1165 01 has 1 settled and 1 withdrawn

1165 02 has 18 pending

11. Nominations, Elections, or Installations

-vice president 1165-1
VACANT

-vice president 1165-2
VACANT

-vice president 1165-3
VACANT

-vice president 1165-7
VACANT

12. Unfinished Business

13. New Business

-Bargaining Committee – *Nominations for 1165 01, 1165 02, 1165 03*

Committee members are: 1165 01 Catherine Taggart, Lisa Corris, Lynn Smith, and Trevor Russell

1165 02 Patrick Danis, Keith Russell, and Trevor Russell

1165 03 Trevor Russell

- Workshops Education - Intro to Stewarding

We have not had members asking to take the workshop

-Equity survey results

Results will be available next meeting

-Collective Agreement Update

Collective Agreements can be found on the HR portal

-LMM/Staffing Update

14. Good of the Union

15. Date of next meeting

January 15, 2022, 10 A.M.

16. Open floor:

-Concerns regarding the filters in the HVAC systems and that they are being turned off and not running 24/7 as they should be.

-New hires are not getting training in a timely manner.

-Concerns that members who haven't worked (for example a year) are still collecting seniority and waiting for a permanent job to open, taking it away from those who have been working but has less seniority.

-Concerned that Members may be taking a leave and working outside the Board and still retaining their seniority.

-It was suggested that a logo contest for 1165 be created for high school students. Logo could be used for local swag. Cost share can be done through National.

17. Adjournment

Motioned by Vince Longpre and seconded by Keith Russell to motion to adjourn at 11:41 A.M.

Brent Carne abstains

Carried Unanimously