



**LOCAL 1165  
GENERAL MEMBERSHIP MEETING MINUTES  
January 15, 2022**

**Call to order 10:08 a.m.**

**1. Acknowledgment of Indigenous territory**

**A moment of silence to reflect on the loss of members Wendy Oshell and Mark Hall**

**2. Roll call of officers**

*Trevor Russell, Lisa Corris, Keith Russell, Catherine Taggart, Lynn Smith. Regrets Janis Francis. Absent Anita Houghton. **Vacant seats** VP OCT East 01, VP CUST/MAIN East 02, and Conseil scolaire catholique Franco-Nord 03, Nipissing-Parry Sound Student Transportation Services 06*

**3. Reading of the Equality Statement**

**4. Voting on new members and initiation**

*No new members present*

**5. Reading of the minutes**

**6. Matters arising from the minutes**

**Motioned by Lynn Smith and seconded by Keith Russell to accept the General Membership Meeting minutes from September 2021 as presented.**

**Carried Unanimously**

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

*-November and December Strike account earned 0.10 ¢ each month with a balance of \$604.98*

*-November had a dues rebate from National for \$7354.98*

*-November- Paid CUPE ON/ OSBCU - Q3 for \$1,847.72*

*-November had 10 Food Bank donation (\$250 each) plus CUPE New Brunswick Strike Donation (\$250)*

*-Balance paid out was Honorariums/expenses for Executive*

*-December had an Oct Rebate - \$11284.05*

*-December donations were 19 (\$100 each) to area Lions Clubs for Christmas baskets, the Joy Project (\$450), and in Trust (\$50) for a student in our Board that passed tragically*

*-all other expenditures in December were part of the cost for 4 members of Executive to attend the Leadership Conference.*

*-Bank balance for December \$107,313.23*

*-Budget was reviewed (Surplus of \$4000) and motion passed at the January 2022 meeting.*

**Motioned by Catherine Taggart and seconded by Keith Russell to accept the November and December financial ledgers as presented.**

**Carried Unanimously**

**Motioned by Catherine Taggart and seconded by Lynn Smith to accept the 2022 Budget as presented.**

**Carried Unanimously**

**8. Communications and Bills**

*-Zoom \$11.30 monthly*

*-Simply Voting \$452.90 for 1 year*

## 9. Executive Committee Reports

Lisa Corris V.P. 1165-01

- I attended the OSBCU Leadership and Bargaining Priorities Conference in Richmond Hill December 3-5th.
- On December 6th, was the North Bay & District Labour Council Award Banquet. I was very excited to hear that I was the recipient of this year's H&S Award. I had full intentions of attending, but unfortunately, I had lost hydro and was unable to attend this virtual banquet. Thank you to our Recording Secretary, Lynn Smith, who attended on my behalf.
- It turns out that the seniority tie-breaking mtg with HR was not required as the two members involved ended up with different start dates.
- I followed up with a couple newer OCT members with whom I had not heard from or received the Application for Membership.
- The Employer sent out the OCT Seniority List as of November 30th, however, it was only sent to employees in permanent positions; the Casuals were missed. I brought this to the attention of the Employer and requested that it be sent to the Casuals. I also sent an email to the OCT Group to try and capture all these Members.
- I heard from members of the OCT Group re: the November 30, 2021 OCT Seniority List.
- I scrutinized the OCT Seniority List as of November 30, 2021 and compared it with the March 31, 2020 S/L. I emailed the list to the OCT Members of the Executive, as well I emailed the list of omissions/errors to HR. After emails back and forth with HR, the list was finalized and resent to the OCT Group on January 13, 2022.
- I received an email from a member regarding LTD and their pay stub. I sent an email off to the President suggesting that an email be sent to the members of Groups 1&2.
- I responded to a Member who inquired about LTD and if there is an "opt out" option.
- I received an email from a Member whose rate of pay has not been adjusted since she started her permanent position in 2018. This has been brought to the attention of HR. A grievance has also been filed.
- I reached out to the President on the status of four grievances and the Membership Lists that HR has yet to provide. The President was requesting once again the Membership Lists from HR.
- Two grievances were withdrawn w/out precedence and prejudice. I sent the email to the Superintendent of Business/Treasurer, as well I followed up with the Member with regards to their individual grievance filed.
- I had a Member contact me re: Employment Insurance deductions.
- I had a Member contact me re: Permanent Status as their current Temp. position has been extended until the end of June.
- I had a Member contact me with regards to an email they received from their supervisor re: back to school on January 17th. I contacted the President.
- We have seen some retirements/resignations.
- I continue to track Job Postings/Awardings.
- I communicate with the President on a regular basis.

Anita Houghton VP 1165 01

No report

Keith Russell V.P. 1165-02

I attended the CUPE leadership conference Dec 3-5

- Dec 19/21 Filed a policy grievance on behalf of 1165-2 work of the bargaining unit being performed by other groups
- Met with FSS to discuss a heated incident between 2 members no further action was taken I spoke to the members and they have set there differences aside
- Sent out several email's inquiring about postings for vacant positions
- Jan 10/22 Attended the policy grievance meeting that was filed the employer agreed that a violation was committed and will be sending out a memo to all admin to have them speak to the other groups about performing work of 1165-2
  
- Several discussions with FSS regarding staffing and absenteeism

Janis Francis VP 1165 02

- I had multiple calls from members regarding the N95 masks.
- Answered a member's question about the seniority list.
- Received a call regarding rapid tests and if they would be provided to us.
- I followed up with a member who was successful in their grievance against the board regarding itinerant shift premium. This member has yet to be made whole. I will be following up with our president and HR to find a solution.

Trevor Russell President

Presidents report for Cupe 1165 January 2022

- I attended the Cupe leadership conference from Dec 3 till Dec 5. There was a lot of discussion about our bargaining proposals
- I attended the National convention from Nov 22 until Nov 26. We elected a national treasurer Candice Rennick from Ontario
- I received a call from a member on WSIB. Their case is heading to an appeal, so I reached out and set up a meeting with the national rep and the WSIB specialist for Cupe. I also contacted WSIB to receive an electronic copy of the members WSIB file.
- I have received multiple calls from a member who is on administrative leave with pay. I am helping the member through this situation to return to work.
- I attended meetings at the Head Office in North Bay on Dec 22 for members who are on leave with pay.
- I had a meeting with the manager of Hr to discuss grievances and issues. We were able to close and solve several grievances. A more detailed report will follow.
- I have forwarded many communications from the osbcu for members information.
- I was able to receive the cupe demographics document from the employer
- I attended a meeting on Jan 14 about the return to in person learning for Jan 17 with the employer
- We received the seniority lists and scrutinized and had corrections made. The final seniority lists will be going out to members shortly from the employer
- I attended a step 2 grievance meeting with the employer and one of the vp's for 1165-2. There was a settlement reached on the grievance.
- I attended a bargaining prep meeting with 1165-07 and the national rep on Jan 6
- I contacted hr to make corrections to postings that had been sent out

## 10. Reports of Committees and Delegates

### -Staffing

*-November 2021 Seniority lists have been issued by Human Resources*

### -Health and Safety

Lisa Corris

- On December 6th, was the virtually held North Bay & District Labour Council Awards Banquet. I was excited to be this year's recipient of the Workers Health & Safety Award.
- December 8th was the MSJHSC Meeting.
- We have seen an increase of COVID cases in our schools.
- The Employer provided reimbursement to any Staff who had a Rapid Antigen Test completed by Shoppers Drug Mart prior to the return of classes on January 4th. RAT was voluntary.
- It has been a constant change these past two months. Everyday there is something else that has evolved and we are doing our best to follow and work with the protocols. It is overwhelming and we are being put into uncharted waters. As we approach back to in-class learning on January 17th, one thing that sticks out is the n95 masks that we will be wearing and the extra protocols that we follow. One thing we must keep in mind, what are we doing at the end of our day? Are you pulling your personal, well-used cloth mask out of your pocket or purse and back on your face and going out in the public? Your safety and the safety of others does not stop when you enter or exit your place of employment. -- Wherever you are - do not let your guard down - stay strong - stay safe, and vaccinations work!

### -Grievance Committee

- Multiple grievances have been filed, closed, and sealed. A list will be compiled as work continues through the backlog of grievances.

### -Cupe EWBT

*- nothing new to report.*

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

*- A Chair nor committee members have expressed interest. Members have been asked to email the President if they are interested.*

## 11. Nominations, Elections, or Installations

-Vice President 1165-1

**VACANT**

-Vice President 1165-2

**VACANT**

-Vice President 1165-3

**VACANT**

-Vice President 1165-6

**VACANT**

-Vice President 1165-7

Jeanne Mailloux (Acclaimed) was sworn in as V.P. for Compass Group Canada Chartwell

## **12. Unfinished Business**

*-Equity survey results were given. See PDF*

## **13. New Business**

### **-Bargaining Committee – Nominations for 1165 03**

*No member from 1165-03 was present*

### **- Workshops Education - Intro to Stewarding**

*No member present expressed interest*

### **-LMM/Staffing Update**

*no changes to staffing other than the fact that you know going forward with the school reopening, we're looking at possibilities of being really short staffed.*

## **Members Open Floor**

*-members are concerned about staffing. There aren't enough people to cover jobs and even the new hires are not getting trained so they could take a shift.*

*-Jobs are not being posted in a timely fashion. Being short staff already it is straining the existing workers.*

*-New hire testing is holding up training because it is during a limited time frame and not convenient.*

*- Requesting a leave of absence is a concern if it is more than three days. You must put the application into a chart. Some members are not doing this and when they are denied they will be looking at the Union to defend them.*

*- A member questioned why do I get paid as a casual if I am covering a permanent shift, and I am a permanent employee?*

*- Another concern is that Custodians are being asked to do double their workload but aren't given extra time to do it.*

## **14. Good of the Union**

*No donations were made this month*

## **15. Date of next meeting**

**June 4, 2022 10 a.m.**

Meeting was re-scheduled to March 26, 2022

## **16. Adjournment**

**Motioned by Keith Russell and seconded by Pat Danis to adjourn the meeting at 11:43 a.m.**

**Carried Unanimously**