



**LOCAL 1165 EXECUTIVE MEETING  
MINUTES  
Saturday July 16, 2022**

**Call to order: 9:01 AM**

**1. Acknowledgment of Indigenous territory**

**2. Roll call of officers**

*Trevor Russell, Lisa Corris, Keith Russell, Marcel Senecal, Catherine Taggart, and Lynn Smith. **Absent:** Jeanne Mailloux **Taken a leave:** Anita Houghton and Janis Francis.*

***Vacant seats:** VP OCT East 01, VP CUST/MAIN East 02 **Guest:** Justin Dore Cupe Rep*

**3. Reading of the Equality Statement**

**4. Reading of the minutes**

**5. Matters arising from the minutes**

*Remove the reference to staffing*

**Motioned by Lynn Smith and seconded by Keith Russell to accept the June 21, 2022, Executive minutes with the amendment to the referral to staffing.**

**Carried Unanimously**

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

-May strike ledger, 0.15¢ interest. Balanced and reconciled \$605.54

-June strike ledger, 0.19¢ interest. Balanced and reconciled \$605.73

-May general ledger, March Cupe rebate, executive travel insurance, honorariums, bursaries, and an addition error that was corrected. Balanced and reconciled \$138,946.03

-June general ledger, per diems, honorariums, matured GIC of \$50,000 (with interest of \$175.00), audit postage, Cupe April and May rebates, release time, conventions (OSBCU) expenses, and bursaries. Balanced and reconciled \$199,801.44

-Setting up E transfers for strike pay in case we need it.

**7. Communications and bills**

**-Zoom \$11.30**

## **8. Executive Committee Reports**

### **Lisa Corris V.P. Office, Clerical, and Technology**

- OCT Staffing Update: On June 29th, we met a second time with the Employer regarding Staffing. It was good news that the OCT Group will remain status quo for 2022-23 School Year. Taking into consideration that June 29th was also the last workday for 10-month OCT Group, the Union requested that the Employer send an email out to them before the end of the workday with this news, which the Employer did. This concluded the OCT Staffing process.
- Job Postings: At the time of the Staffing meeting, there were no known upcoming postings for the OCT Group, however this can change so it is important for members to monitor the Employer's Staff Portal closely over the summer.
- A third Staffing Meeting is scheduled for July 21st for the Cust/Main. Group as bumping is required due to a .50 FTE cut to the 1.0 position.
- Grievances: Also on June 29th, we met with the Employer on Grievances 1165-01-2022-02, 03 and 04. 1165-01-2022-02 and 03 (Policy) grievances on sick leave will be placed in abeyance since both parties could not agree and a Central Dispute Resolution will be required. 1165-01-2022-04, the Employer is offering a settlement, which will require another meeting scheduled for July 20th.
- I prepared a Disposition of Grievance for 1165-01-2022-01, for both the Union and the Employer to sign off on in favour of the Member.
- At every step of the grievance process I am in contact with the Member(s).
- On July 4<sup>th</sup>, the OCT Bargaining Team, President, and National Rep met to review the OCT Bargaining Proposal.
- I continue to reach out to members to complete their Application of Membership.
- I am in regular contact with the President and other members of the Exec.
- I assisted a member re: their LTD application and vacation time that is owed to them.

### **Keith Russell V.P. Custodial Maintenance**

- Attended bargaining proposal meeting
- July 6<sup>th</sup> Spoke to a member who wished to give up a temporary position to return to their permanent position. Direction was given and the member followed through.

- July 11<sup>th</sup> received a call from a member who had been overpaid the member was looking for advice after being contacted from finance for repayment. I advised the member to reach out to Finance and see what agreement they come to for repayment at this time the member is good with the arrangement.
- I have been in contact with president through out the month.

### **Marcel Senecal V.P. Nipissing-Parry Sound Student Transportation Services**

- Met with Bargaining Committee member to discuss upcoming negotiation strategies
- Polled members for input into upcoming negotiations
- Met with employer concerning an upcoming contract position and whether that position should
- be under the CUPE umbrella
- Communicated with National Rep and local President to determine meeting dates in respect to
- upcoming bargaining sessions

### **Jeanne Mailloux**

- Still working with a member trying to get WSIB or if not at least unemployment.
- Had several conversations with said member and Trevor.
- Had conversations with several
- Members re new job postings.

### **Trevor Russell President**

- I spoke with a member about a WSIB case, I filled out a DOA and filed it with the WSIB
- I attended a grievance meeting on June 13, the grievance will be held in obedience while the employer works out the settlement.
- I attended a staffing meeting with the employer (NNDSB) on June 14, there will be a 0.5 cut to FTE for 1165-2 which will cause a bumping process to occur
- I attended a meeting to represent a member at WFSS on June 15
- I attended a bargaining proposal meeting on June 16 for 1165-3
- I attended an executive meeting on June 21
- I attended a bargaining team meeting on June 25
- I attended a meeting about the bumping process for 1165-2 on June 29

- I attended a grievance meeting on June 29, the employer asked for more time to figure out the settlement, that was granted at this time
- I represented a member at a meeting with HR on July 4. The member will be returning to work
- I attended a bargaining team meeting on July 4 to discuss the draft of the proposals

## 9. Reports of committees and delegates

### ***-Staffing/LLM***

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

OCT Staffing Update: On June 29th, we met a second time with the Employer regarding Staffing. It was good news that the OCT Group will remain status quo for 2022-23 School Year. Taking into consideration that June 29th was also the last workday for 10-month OCT Group, the Union requested that the Employer send an email out to them before the end of the workday with this news, which the Employer did. This concluded the OCT Staffing process.

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

A third staffing meeting is scheduled for July 21, 2022 for the Custodial maintenance group.

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

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

- H&S has been quiet since the MS-JHSC meeting on June 2nd.
- As Covid is still with us, and that we are currently in the 7th wave, we will see what happens for September.
- The last couple years the MOL has met with the H&S Coordinator and the JHSC Chairs prior to school opening in August. It is unknown at this time if there will be a meeting called prior to school opening for 2022-23.

### ***-Grievance Committee***

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

- *Grievances: Also on June 29th, we met with the Employer on Grievances 1165-01-2022-02, 03 and 04. 1165-01-2022-02 and 03 (Policy) grievances on sick leave will be placed in abeyance since both parties could not agree and a Central Dispute*

*Resolution will be required. 1165-01-2022-04, the Employer is offering a settlement, which will require another meeting scheduled for July 20th.*

### ***Trevor Russell***

- *Had a grievance meeting on June 29, 2022. Among the outstanding grievances one is going to Central dispute and being put on bands, another grievance has a follow up.*

#### ***-Cupe EWBT***

- *receipt must be dated prior to August 31st 2022. Deadline to remit is September 30, 2022*

#### ***-Bargaining Committee***

- *Bargaining team meeting for 1165 01 and 02 to go over the vetted responses from the OSBCU on June 25th.*
- *1165 07 have set another bargaining date in September.*

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

- *no chair or members*

## **10. Unfinished business**

#### ***-LTD Review***

*Requesting a complete review of all members on LTD*

#### ***-Mugs/t-shirts***

*Survey to be sent to Executive to narrow down what the consensus is to purchase hoodies/mugs*

#### ***-Workshops/Conferences***

- ***Women's Conference Women's Conference | November 28-December 1, 2022***  
*Lisa Corris is interested in attending.*
- ***CUPE's National Sector Council Conference - Ottawa from October 3 to October 6, 2022.***  
*Trevor Russell is interested in attending.*
- ***2022 Northern Ontario CUPE Conference - SAULT STE MARIE from SEPTEMBER 12-14, 2022***  
*Trevor Russell, Catherine Taggart, Lisa Corris, and Keith Russell are interested in attending.*

## 11. New business

- ***New contract position at NPSSTS Cupe or not?***

A “backfill” contract position will be posted. It is to cover a Cupe position, so it is a Cupe position and paying dues

- ***President’s release***

It was discussed that it is important (especially during bargaining) that the President takes the twice a month release time he is entitled to. The President will create a calendar with a couple of months of pre-determined release days and send it to the Recording Secretary to send to the employer to request his release.

- ***Money into our strike account***

1st pay to members comes out of our pocket and then we are reimbursed from national.

During the bank visit they will investigate if money is deposited into the Strike account and then not needed will it be able to be transferred back into the general account.

- ***Discussion about strike pay top up for members***

Some locals top up strike pay for a week or more. Executive is looking to table and bring forward to the general membership in September a possible pay top-up of strike pays.

**Motion by Catherine and seconded by Keith Russell to bring the proposal to the general membership in September of a strike pay top up of \$100 a week for 2 weeks.**

**Carried Unanimously**

- ***Special Membership meeting July 21***

Numbers of members attending is looking better. Carpooling expense will be available. Members will be asked to have their picture taken for second structure test.

Note: Carpooling should be revisited in our bylaws.

- ***OSBCU and Cupe Communications***

We need to keep all the communications flowing in a timely manner so Executive is receiving information as needed when needed.

- ***Transferring of subunit 03***

Jurisdictional transfer of 1165 03 has been approved by national and is effective June 23, 2022. Waiting for more information from national as to what all (records and financial entitlement) should be given to their new unit 2799

## **12. Good of the Union**

Locals 5454 and 3939 on strike and help

***Motioned by Catherine Taggart and seconded by Lisa Corris to give a donation of \$250 to local 5454 and \$250 to local 3939 to aid these striking locals.***

***Carried Unanimously***

## **13. Date of next meeting**

September 17, 2022, at 9 AM. General Membership meeting to follow. Meeting is to be hybrid (in person and Zoom) and possible location is West Ferris

## **14. Adjournment**

**Motioned by Catherine Taggart and seconded by Keith Russell to adjourn the Executive meeting on July 16, 2022, at 11:53 AM**

***Carried Unanimously***