



**LOCAL 1165
GENERAL MEMBERSHIP MEETING MINUTES
June 4, 2022**

Call to order: 10:15 AM

1. Acknowledgment of Indigenous territory

2. Roll call of officers

*Trevor Russell, Lisa Corris, Keith Russell, Jeanne Mailloux, Marcel Senecal, and Lynn Smith. **Regrets:** Catherine Taggart. **Taken a leave:** Anita Houghton, and Janis Francis. **Vacant seats:** VP OCT East 01, VP CUST/MAIN East 02, and Conseil scolaire catholique Franco-Nord 03 **Guest:** Justin Dore Cupe Rep*

3. Reading of the Equality Statement

4. Voting on new members and initiation

No new members

5. Reading of the minutes

6. Matters arising from the minutes

Minutes were read but no quorum to pass them. Deferred to the September 17, 2022, General Membership meeting.

7. Secretary-Treasurer's Report

May 2022 ledgers were shared but no quorum to pass them. Deferred to the July 16, 2022, Executive meeting.

8. Communications and Bills

-Zoom \$11.30

9. Executive Committee Reports

Lisa Corris V.P. OCT

- I have been speaking to OCT members about the next Structure Test of OSBCU - Photos; as well as I have been attending the In-Session Mtgs on Thursdays. Unfortunately, our Membership is not engaging in this very important endeavour as we are struggling to get members to help out;*

- *I had a discussion with a member of CUPE 1165-2; asking the member what would engage membership. Personally, for this member, it is getting back to face-to-face meetings.*
- *I have been still trying to get a meeting with the HR Benefits Administrator re: sick leave and isolation period; This no response, is going to be a grievance.*
- *I contacted HR over a pre-award for 2022-23 without posting first as per the practice of 10-month positions.*
- *I filed three grievances on wages; sick leave; job postings; policy.*
- *The Union has settled a grievance in favour of the member on underpayment of wages. It is so important that members take interest in their wages; sick leave; EWBT benefits.*
- *I am still following up with members who have not completed their Application for Membership.*
- *I have been communicating with the President, Bargaining Team, HR, as necessary.*

Trevor Russell President

- *I attended the Cupe Ontario conference from April 25 to April 29, 2022*
- *I attended a meeting with the OSBCU on May 4 regarding the next structure test for building our power*
- *I attended the bargaining proposal meeting for 1165-1 on May 12. We finalized the proposals*
- *I sent numerous emails to Hr without responses*
- *I helped a member with a WSIB matter*
- *I attended numerous meetings held by the OSBCU to organize our members and help build our power*
- *I sent emails to HR about postings and had conversations with a member of the HR team about postings*
- *I had multiple conversations with the different VPs to help deal with issues that are ongoing*
- *HR sent out emails in response to some of the communications in the last month, hoping to get resolution to some issues soon*
- *I sent emails to HR requesting staffing meetings with no response yet.*

Jeanne Mailloux

- *Had a bargaining committee meeting with Cupe Rep, the President, and the other bargaining committee member on May 9, 2022, regarding contract negotiations. Next meeting put off until September 2022.*
- *Ongoing discussions helping a member deal with a WSIB claim. The President advising me. Presently waiting for copies of paperwork from WSIB.*

Keith Russell V.P. Cust/Main

- *I attended 2 non disciplinary meetings by request of F.S.S. 1 meeting was about items being thrown out and how the member interacts with other co-workers, 2nd meeting was to address performance and cleaning issues.*
- *I spoke with a member regarding a posting that was awarded to a junior member which resulted to an investigation into a previous posting while reviewing previous posting it was discovered it was awarded in error. All members affected by this were returned to there previous positions and the posting awarded to the rightful member. I personally spoke to all affected members before H.R retracted the positions and explained the situation to all*

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

- *elected V.P for Nipissing-Parry Sound Student Transportation Services*
- *elected as a member of the bargaining committee*
- *scheduled a meeting to review bargaining proposals. It has been rescheduled.*

10.Reports of Committees and Delegates

-Staffing/LLM

At the Common concerns May 27, 2022, it was noted that it was 95% sure that staffing would remain status quo. A staffing meeting is expected to happen the week of June 6th

-Health and Safety

Lisa Corris

On June 2nd (original date June 1st), was the last MS-JHSC meeting for

2021-22. Interesting enough, the quarterly incident report from March 2022 to date of meeting, the OCT (Secretarial) saw an increase in incidents, surpassing Custodial Maintenance during this quarterly period of March 2022 - end of May 2022. There will be a follow up on this as the Union only gets notified when there is a critical incident. As there has been no critical incidents, this makes it difficult to support our members, if members do not inform the Union that there has been an incident/near miss. Members are encouraged to let the Union know.

Supply coverage continues to be a problem with all employee groups. The JHSC will be requesting a meeting with the Safe Schools Committee to discuss how best to address this issue in the safety of all workers;

AEDs in the schools were discussed; supply issues for batteries and pads are noted; It is also being recommended that there be a revision to the Monthly Inspection Report, to add more information about AEDs.

As we know, COVID restrictions lifted on March 21, 2022. This does not mean that COVID has gone away - it has not.

HEPA Units / filters continue to be delivered to schools.

Currently, CUPE has 3 members who sit on the Committee, Lisa Corris, Co-Chair for Workers, Mike Crepeau (Cust./Main.), Anita Houghton (OCT.)

-Grievance Committee

Members are still coming forward regarding sick leave for temporary employees. Grievance list is getting shorter but there is a delay in the response from the Employer.

-Cupe EWBT

The plan ends August 31, 2022. Receipts can go back as far as between the period of December 15, 2021

-Bargaining Committee

Proposals for 01 & 02 has gone to Cupe. A further meeting is required to prepare for bargaining with the employer. 03 is preparing to meet to go over their proposals. 06 meeting is being re-scheduled. 07 has had one meeting for bargaining, the next meeting will be in September.

-BIPOC (Black Indigenous People of Colour) Committee

No Chair or members

11.Nominations, Elections, or Installations

-Vice President 1165-01

Vacant

-Vice President 1165-02

Vacant

-Vice President 1165-03

Vacant

12.Unfinished Business

- Organizing to Build Power – Step 2 update

Reached 60% and will start the banner campaign by asking members for selfies

- Workshops Education

Members did not express an interest in the workshops.

13.New Business

-LET - Trustee Orientation (OLS) Oct 6, 2022 | Online –

Trustees wish to attend

-North Bay Labour Council's free Labour Day picnic on Monday Labour Day

Share with members

-Building Solidarity

Looking into a year end BBQ as an attempt to build solidarity and try to get some support. Possibly have draw prizes and offer some form of mileage for car pooling. Central location. Saturday June 25 for this, having it before the summer break. Ask if Laura and Sarah would be able to attend? We would need to get this information out to members as soon as possible so that we know how many to prepare for.

- Audit update

- *The audits for 2020 and 2021 have been completed. Each of the trustees received 4 months of each year to review. Gord and Gaby each received a full year for the strike acct while Robert had the Trustee Checklist and Recommendation booklet to complete as he is more familiar with that. I have not received the Trustees written reports yet. When we met virtually, there didn't seem to be any major issues or concerns brought forward. Their report will be presented to membership once received. Once I have received all the documentation back, I will get it to the area office to be forwarded to National for us. I do want to thank Robert, Gord and Gaby for their time as well as Lynn for setting up the Zoom meeting for us.*
- **GIC update –**
When we purchased the \$50000 GIC, it was not set up to roll over upon maturity and as such on June 2, it along with the interest of \$175 was deposited into our general acct. We will need to find some time to go into the bank, purchase a GIC for \$50175 and have it set up to re-new and roll over when it matures.

14. Good of the Union

No quorum to pass them any suggestion. Deferred to the September 17, 2022 General Membership meeting.

15. Member Open Floor

A member brought forward a concern regarding that there is a lot of temporary jobs and it's hard for full time position people to be able to sign for them because our contract states that you can't go from a day shift to a day shift. Because of the 30 kilometers.

16. Date of next meeting

**September 17th, 2022, at 10 AM in North Bay.
Location to be announce later.**

17.Adjournment

*Motioned by Kelly Veinott and seconded by Jeanne Mailloux to adjourn the
General membership meeting at 11:17 AM*