



LOCAL 1165 EXECUTIVE MEETING MINUTES
Saturday October 22, 2022

Call to order: 9:08 AM

1. Acknowledgment of Indigenous territory
2. Roll call of officers

Trevor Russell, Keith Russell, Jeanne Mailloux, Catherine Taggart and Lynn Smith.

Regrets: Lisa Corris, and Marcel Senecal. **Taken a leave:** Anita Houghton **Vacant seats:** VP OCT East 01, VP CUST/MAIN East 02, and VP CUST/MAIN West 02 **Guest:** Justin Dore
Cupe National Rep

3. Reading of the Equality Statement
4. Reading of the minutes
5. Matters arising from the minutes

Motioned by Lynn Smith and seconded by Keith Russell to accept the September 17, 2022, Executive minutes as presented.

Carried Unanimously

6. Secretary-Treasurer's Report

- Strike ledger, interest of 0.52 ¢ fully reconciled with a balance of \$606.89
- General ledger, June/July National Rebate, Cupe Quarter 2, honorariums, and carpool expenses. Fully reconciled with a balance \$202,869.54
- requested that carpool payments be handed in at time of meeting
- requested monthly honorariums be monthly and not held for a few months at a time
- National will not be doing EFT to members. Money will be transferred to locals and cheques will be written for strike pay.
- Strike finance pillar: Joy Morris, Chris Varey, and Catherine Taggart
- increase signing authorities-volunteers to write strike pay cheques

Motioned by Catherine Taggart and seconded by Jeanne Mailloux to accept the September 2022 financial ledgers as presented.

7. Communications and bills

- Zoom \$11.30 October 2022
- Survey Monkey annual fee \$461.04

8. Executive Committee Reports

Keith Russell VP Cust/Main

- Sept 25 attended the special membership meeting at Parry Sound High School the

meeting was to bring awareness about the central strike vote and to collect and aid members in getting the information for the strike vote.

- Helped members file the Form E for strike Pay
- I have been speaking with members and updating them on information regarding the ongoing negotiations.
- have been speaking with members of OSSTF and ETFO regarding the ongoing negotiations.
- I had a member call me regarding a posting that has been unfilled for over a year I assured the member this posting has been on the radar and will be inquiring again.
- I had a lengthy conversation with the manager of facilities and operations regarding vacant positions Cell phone payments for leads staffing concerns and the disrepair of equipment and the need for new higher quality auto scrubbers etc. The Manager assures me he will be going to H.R to have the positions posted.
- On Oct 21 I joined Members from the North Bay Labor council for a information session outside of Chippewa secondary school we handed out leaflets and spoke to parents regarding ongoing negotiations with the government.

Lisa Corris VP OCT

- The big focus during this period has been contacting members to ensure their information is correct to receive their strike vote ballot; attending meetings in-person and Zoom, as well as webinars. With voting closed and a very high strike mandate, I attended the online strike prep Membership Lists meeting, and continue to reach members for their email addresses.
- As per the Collective Agreement, the Employer provided the Union with an updated demographics/Membership Lists. The lists have been reviewed and HR has been made aware of discrepancies.
- I am supporting a member as they transition from STDL to LTD, as well as their OMERS.
- Unbeknown to the Union, the Employer created a new OCT position, 1.0 Central School Secretary - 12-month position, which is great news. This raised questions with some members. The President was following up with HR.
- I followed up on job awards and Member inquiries around job postings.
- I followed up with members on open files.
- I was pleased to support a member who was interested in attending the Young Workers Conference; 30 years old and under.

Jeannie Mailloux VP Compass

- Quiet month. Discussions with Monique in reference to contact list and potential grievance re training hours. Advised discussion with management first and error was recognized and corrected.

- Discussions in reference to CBA and contract negotiations.

Trevor Russell President

- Worked on getting form E's for all members filled out
- Oct 18 WSIB return to work meeting for a member
- Sep 27 WSIB return to work meeting for a member
- meeting with 1165-7 for bargaining
- I attended a special GMM at AHSS
- I attended a special GMM at PSHS
- I attended regular meetings for strike planning
- Exec meeting on Oct 22
- sent notices to MPP's and Premier Ford following the OSBCU campaigns
- I had discussions with the manager of HR for the NNDSB concerning bargaining dates, STD, and LTD in case of a strike
- I had many discussions with the national rep about what our next steps are
- I had discussions with members about possible grievances
- I forwarded many messages to membership through the recording secretary

9. Reports of committees and delegates

-Staffing/LLM

No new information

-Health and Safety

Lisa Corris

H&S Update:

The MS-JHSC Meeting was held on September 21st. The committee continues to meet virtually. Some of the meeting highlights, the committee is waiting on the Employer's response re: a request for a joint meeting with Safe Schools Committee. First Aid Training is ongoing. Carpets in classrooms was discussed and the challenges custodial staff have with cleaning/disinfecting them, as well as banned items. COVID Guidelines remain status quo from June. PPE continues to be available to staff who wish to use them. The next MS-JHSC meeting is scheduled for December 7th. -- The full report of Minutes from June 2, 2022 and Draft Minutes from September 21, 2022 meeting should soon be posted to the Board Portal under H&S.

Members are reminded that H&S is everyone's responsibility. If you see a hazard in the workplace, be sure to address it with your site Designated Worker; Supervisor; you do not have to wait for the monthly inspection to do so.

-Grievance Committee

New grievances. Waiting for Board responses

-Cupe EWBT

No update

-Bargaining Committee

-Central has issued a No Board Report.

-Local (01 and 02) is still waiting for its first meeting.

-National Rep will file conciliation if a majority of bargaining committee agrees to it.

-07 Compass unit had a bargaining date in September. Filed for conciliation. Hoping for a meeting in December. A membership meeting for November 18th to inform them of what is happening.

-BIPOC (Black Indigenous People of Colour) Committee

No report

10. Unfinished business

-Mugs/t-shirts

Notice of motion to be sent to members regarding the purchase of mugs. T-shirts and sweaters will not be purchased at this time. Members will vote on it at the January General Membership meeting.

Motioned by Keith Russell and seconded by Catherine Taggart to purchase travel mugs for all members

Carried Unanimously

-Workshops/Conferences (full list has been emailed)

- **Women's Conference | November 28-December 1, 2022**
(Cut-off Date: Friday, November 4th, 2022)

Lisa Corris and Catherine Taggart has expressed interest in going.

Motioned by Catherine Taggart and seconded by Lynn Smith to send Catherine Taggart and Lisa Corris to the Women's Conference, November 28-December 1, 2022.

Carried Unanimously

11. New business

-Executive would like to purchase (and pay) for hoodies for themselves.

-Election notice will be sent to members informing them of an upcoming election in January.

-As an act of solidarity, 07 would like to the unit purchase pins with Cupe 1165 on them.

-Form C (estimate of strike pay) should be filled out the week of October 25, 2022

12. Good of the Union

Looking into donating in November to CAS and Foodbanks as in the past.

13. Date of next meeting

November 19, 2022

14. Adjournment

Motioned by Catherine Taggart and seconded by Jeannie Mailloux to adjourn at 11:10 AM

Carried Unanimously