



LOCAL 1165

GENERAL MEMBERSHIP MINUTES

West Ferris Secondary School and Zoom

Saturday Sept. 23, 2023, 10:00 AM

Call to order: 10:19 am

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

Trevor Russell, Catherine Taggart, Kelly Veinott, William Mollison JR, Lisa Corris, Mark Leblanc, Keith Russell, Jeanne Mailloux.

Guest: Jacky Comeau Cupe National Rep

- 3. Reading of the Equality Statement**
- 4. Voting on new member and initiation**

Sworn in new member R.B.

- 5. Reading of the minutes**

Deferred to next GMM

- 6. Matters arising from the minutes**

Deferred to next GMM

- 7. Secretary-Treasurer's Report**

July – August 2023 Presented by Catherine Taggart

Carried Unanimously

- 8. Communications and bills**

Discussion about OWL Technologies video conferencing

Discussion about meeting timelines start/stop and notice of meetings

9. Executive Committee Reports

Keith Russell

Aug 2023

Multiple staffing meetings

Several in queries about bumping and postings.

Was contacted by a member with issues around pay filed grievance.

Members came to me about teaching staff doing our work

Filed a grievance (work of bargaining unit) this grievance has been settled and a memo was put out to all Principals and Vice Principals outlining the work of the bargaining unit and process to be used for work orders. Banned items list was also sent out for reminder. Admin was to speak with other groups

Friday Aug 25 Grievance meeting settled 2 grievances.

Aug 30 had a return-to-work meeting with a member and H.R

Sept 1/23 Had 3 return to work meetings with members and H.R

Sept 11/23 received a call from a member concerning overtime and the process the member stated a part time employee was added to the weekend rotation I confirmed with the member that the part time employee did not qualify for the weekend rotation. Member was going to speak to the Lead Hand and FSS

Sept 13/23 was contacted by a member asking when a position goes unfilled for several days if the FSS was able to offer overtime instead of downloading the extra work onto the staff every day. I informed the member to have a conversation with the FSS regarding these concerns to see if they can rectify the issue.

Sept 14/23 spoke to a member from I.T who had some concerns over a work assessment interview taking place by a 3rd party. I informed them to contact their supervisor to inquire what these were about and to attend the meeting knowing they could ask for union representation if they felt it was needed.

I did reach out to the president on this matter.

Sept 15/23 Had some members reach out regarding payroll issues I spoke to the president who reached out to the national rep for further information since this is an ongoing issue (members moving from permanent to temp positions or temp to temp have pay held back each time)

Sept 18/23 RTW for a member. Member did not show up for the meeting. Meeting was rescheduled.

Sept 20/23 Spoke to the Manager of facilities regarding a members leave without pay he is looking into the issue discussed payroll issues.

Spoke with the President and we are filing grievances due issues arising from payroll

Sept 21/23 reached out to a member H.R has been trying to contact via email and Phone.

Signed up for the custodial forum on Oct 14/23

Lisa Corris

The OCT Bargaining Committee started scrutinizing the Draft Collective Agreement. Once this is completed, the Union will report back to HR with any discrepancies.

I continued to follow up with new hires, to welcome them to CUPE 1165 and to get them to complete their Application for Membership.

I helped the new Recording Secretary with updating the OCT Membership Lists and email lists.

I supported a member through a health and safety concern re: working alone and unlocked facility.

On July 14th, the President and I supported a member through a grievance meeting with the Employer. This grievance is on their return to work, LTD and loss of wages. We will meet again mid-August to discuss a settlement.

Staffing continued over the summer. OCT Bumping results were held up as there were interviews to be held. Once HR had determined if the member could bump into the position, e.g. elementary to secondary, affected members of the bumping process were notified; following this were any additional perm. positions as well as temp positions were posted.

As a result of numerous job postings, I tracked closely and communicated as necessary with HR re: closing dates, locations, etc. I also fielded many questions from members related to bumping and or postings.

I had members currently in a temp. posting contact me with regards to a perm. job posting. I have been in regular contact with the President, as well as assisted the President with health & safety information required by OSBCU.

I assisted another member on their return to work.

I assisted a member with their LOA.

Received various inquiries from members related to school year start up; vacation; sick leave; pay rates. The employer is behind on allocating/refreshing Absence Details in the ESS. Members are encouraged to review their ESS profile.

I reached out to HR to inquire about when training for newly hired Casuals will happen. Casuals who were hired back in early July to date have not received training on the new SIS Power School and EDSBY, which is problematic to complete attendance and other tasks. As part of the solution, the Union proposed to HR a plan to get this done on the upcoming PD Day (Sept. 29th).

10. Reports of committees and delegates

Grievance Committee

Staffing completed late compared to other years

H&S Report - L. Corris

- I followed up with outstanding issues regarding the violent incidents at PSHS last fall: ongoing, the camera upgrades and a new speaker install in the Main Office have yet to be completed. There is still a delay on the camera upgrades due to cable supply and the speaker has not been installed.
- On September 20th was the NNDSB MS-JHSC meeting. Violence in the workplace remains a hot topic. The employer has made Ebase updates making it easier for employees to report incidents; safe schools incident reporting; and new - worker safety plans. Incident/Injury data from June to date reflected equally casual and permanent incidents/injuries in the Custodial/Maintenance Group and OCT Group - secretarial incidents. It is in the works for data to be better stream-lined as currently the Union President only receives notification when there is a report of lost time or critical injury.
- I have decided to step down as the MS-JHSC Worker Co-Chair, but will remain on the Committee. The 2023-24 CUPE members are: Mike Crepeau, William Mollison, Jr and myself, Lisa Corris.

11. Nominations, Elections, or Installations

Recording Secretary – Mark Leblanc *Acclaimed*

Vice President 1165-01 East – Tim O’Brien *Temporarily*

Vice President 1165-06 - *Vacant*

12. Unfinished business

Coffee Mugs

13. New business

Network Security for Meetings

Privacy issues with regards to using school Wi-Fi

14. By-Laws

JJE (joint job evaluation) Committee needs forming

Local by-law committee needs forming

15. Conventions, Workshops, and Conferences

Withdraw motion for increased budget

16. Good of the Union

Ten food banks we donate for November and December

CAS donation for November and December

17. Member open Floor

Member concerned about onboarding package/contact with union

Funding available to members for apprenticeships

Member volunteered to join the grievance committee

18. Date of next meeting

January 27, 2024, Almaguin Highlands Secondary School 10:AM GMM

19. Adjournment

Motioned by Kelly Veinott to adjourn GMM - Carried Unanimously

11:36AM

