



LOCAL 1165 EXECUTIVE MEETING MINUTES

Zoom Meeting

Saturday April 20, 2024. 9:00 AM

Call to order: 9:04 A.M.

1. Roll call of officers

Trevor Russell, Catherine Taggart, Lisa Corris, Kelly Veinott,

Tim O'Brien, Keith Russell, Jeanne Mailoux, Mark Leblanc

Regrets: William Mollison Jr

Vacant VPN-OCT-1165-01, VP-1165-06

2. Acknowledgment of Indigenous territory

3. Reading of the Equality Statement

4. Reading of the minutes

5. Matters arising from the minutes

*Motioned by Mark Leblanc and seconded by Jeanne Mailloux to
accept February's minutes as presented with the inclusion of VP reports*

Carried Unanimously

Mentioned names need to be removed from VP reports

*Motioned by Mark Leblanc and seconded by Jeanne Mailloux to
defer March's minutes to remove names to non-specifics*

Carried Unanimously

6. Secretary-Treasurer's Report

*Motioned by Catherine Taggart and seconded by Keith Russell to
approve the February / March financials as presented*

Carried Unanimously

7. Communications and bills

8. Executive Committee Reports

President Trevor Russell

- I attended the OSBCU conference from Mar 24 to Mar 28
- We held a meeting on Mar 27 to discuss and agree to the schedule A's for both 1165-1 and 1165-2. I sent correspondence to the employer that we were in agreement with both pay schedules
- I sent correspondence through the national rep to the employer of 1165-6 agreeing to the pay schedule for that group for the purpose of the Bill 124 remedy
- The recording secretary and I updated the contact list for the executive and shared it with all the employers for Cupe 1165
- Exchanged proposals for bargaining for 1165-7
- I attended the labor management meeting held at the North Bay head office for 1165-1 and 1165-2 on April 15
- I attended a seniority list tie breaker so that the seniority lists could be shared with members of 1165-1 and 1165-2

VP Lisa Corris

I sat in on the H&S Forum webinar offered by CUPE Ontario on Connecting Work and Mental Health.

For six weeks, a member has been contacting HR trying to confirm their vacation allotment following their return to work. The member is still waiting on an answer. This member has now reached out to the Union.

I am supporting a member who has been trying to get a workplace accommodation/modification as it relates to their workstation, health and safety, ergonomics assessment, and physical health, and the delays they are experiencing with the employer.

I supported a member through the job posting process.

Job Postings: OCT had a member retire which created a permanent position; there have also been temporary positions. The Temporary Accounts Payable position remains

unfilled; it is on the third round with these last two rounds posted internal/external. We are waiting for HR to finalize the hiring process for IT Customer Support Technician. Members are always encouraged to apply for a position they are interested in.

The Secretary Treasurer, President, and myself attended a labour management meeting on April 15th with the Employer to discuss OCT issues around Job Posting/Job Descriptions; Temporary/Casual; IT; H&S communications and input for August H&S PD; Bill 124 - Employer to provide the Union with a list of retirements/resignations/deceased members since September 1, 2019.

Bill 124 inquiries continue; I attended a meeting with the CUPE group re: the Remedy Grid and what would be presented to the Employer. We have yet to have the final meeting to sign off on this.

The President and I had a follow up grievance meeting with the Employer to discuss the best way for the member to be made whole. Another meeting will be required.

I have had inquiries from other VPs; supported one another, as well as discussion with the President.

The March 31 2024 Seniority Lists were not provided by the Employer; I followed up with the President who contacted HR. HR emailed the lists to Members on April 15 2024. Members need to review them and report any discrepancy to the President by May 17th.

As OCT VP, I have noticed discrepancies; to be shared with the President.

VP Jeanne Mailoux

We exchanged contracts on April 8.

Due to miscommunication, a meeting will be scheduled in the near future to go over the minor changes put forth by Sodexo.

Bargaining is slated for sometime in June.

Several discussions with members in reference to up coming layoffs and bargaining.

Have not heard anything in reference to improperly paid STAT holidays from Thanksgiving, Christmas, Boxing Day, and New Years.

Supervisors, at main campus, are still doing non contract work.

The unit's retail business are now closed.

Most staff are on summer lay off now.

There are a fair amount of catering functions coming up.

Still waiting to hear about grievance from Compass Group Era.

Quiet month.

VP Tim O'Brien

Follow up from last month, I have received the application for CUPE Membership from the New Employee, and it has been forwarded to the Recording Secretary.

On April 13 th, 2024, I have completed the Workshop of Introduction to Stewarding (OLS) Parts 1 & 2. I have learned a lot in this all-day workshop, one of the many important topics is note taking, and a lot of it.

I plan on looking into taking more Workshops including any on Note Taking

VP Keith Russell

March 24-28 th 2024 I attended the OSBCU Conference

☐ Bill 124 was discussed and informed no extensions have been given.

☐ Apprenticeship program 1.5 million unspent

☐ Elections President Joe Tigani

☐ Secretary Treasurer Jason Corbiel

☐ 1st V.P Rod McGee

☐ Health and safety Rep Darren Larrivere

☐ Injured worker Rep Michelle Ohagan

☐ Equity worker Rep Jehan Bismouth

☐ 3Yr Trustee Eddie Pereira

☐ Area 6 V.P Mike Galipeau

☐ Area 6 Mobilizer William Moulison (congratulations William)

During the conference the conference I attended the (sick leave and our Collective agreement)

education session this was informative and clarified the sick leave language.

April 14/24 I attended the Labor management meeting Along with the President Vice President O.C.T.W and the Secretary Treasurer

☐ discussion around members off on administrative leave and investigations

☐ Posting timelines

☐ Finalizing of the C.A

☐ Seniority lists

☐ Return to work for members on sick Leave.

We were informed from the Manager of H.R these issues are being dealt with and we should see these issues resolved in the near future,

I had a member call about O.T and the wording in the C.A and past practices. We discussed the scenario and explained to the member that management was within I their rights and were following the C.A correctly.

I had phone Calls from both the custodial maintenance V.P East and West

I had Calls from the President to discuss matter.

I have received calls from members about postings Why they are taking so long to award/post jobs.

I had reached out to H.R regarding a posting that had an unusually long closing date, and it was corrected.

Call from Member that is in a temporary position and has been given permanent status the member is over 65 and was informed they can enroll in the benefits and omers I explained to the member it is there choice to sign up for benefits and do to there age they do not qualify for

omers and should speak to finance to make sure no deductions are made.

I am still hearing from members that their vacation allotments are incorrect I have informed them to reach out to H.R and have them verify them.

Member that did not receive there increase in pay on there anniversary date (Step 2) I had the member Email H.R Coordinator we are awaiting a reply.

Member informed me they were not receiving calls for work I asked the member to verify his selections in easy connect.

9. Reports of committees and delegates

- Staffing/LLM

Major issue coming up

Staffing is forthcoming with technical numbers

- Health and Safety

CUPE Ontario offered an open webinar to all members on April 14th re: Connecting Work and Mental Health. Description: Poor work management, organization, and design are examples of psychosocial factors that can contribute to occupational stress. Uncontrolled occupational stress increases the risk of mental and physical injuries.

This was an important webinar as mental health can impact and lead to other issues and injuries within the work environment.

- Grievance Committee

Meeting took place for 1165-1, 1165-2

Open grievances for 1165-1, 1165-07

- Bargaining Committee

1165-07 Exchanged proposals

June bargaining date 1165-07

- Cupe EWBT

Increase in package

Retired teachers plan agreement reached

- BIPOC (Black Indigenous People of Color) Committee

10. Nominations, Elections, or Installations

Call election for the fall – Early October

11. Unfinished business

- Hoodies for the executive

Jeanne will investigate Embroidery

- Technology to improve the hybrid/zoom meeting experience – (the OWL)

Notice for motion will be forthcoming for upcoming GMM

12. New business

- Bill 124 Update

Transportation payout finished

1165-01, 1165-02 moving forward with estimate

- Bill 124 Contacting / Tracking Plan

Non-current employee list needs to be completed and shared

Shared Spreadsheet creation forthcoming

- Exec Insurance Coverage

Yearly renewal May 13, 2024, comes with premium increase

Motioned by Catherine Taggart and seconded by Lisa Corris to continue with industrial alliance with our executive insurance coverage at the increased cost for 2024 for one thousand dollars

Carried Unanimously

- VPSodexo.cupe1165 email creation

Email created for VP Sodexo

- Workshops/Conferences

Introduction to Stewarding

SLS Notetaking

VPOctN workshops

Motioned by Tim O'Brien and seconded by Catherine Taggart to attend two workshops, Conflict Resolution on May 9-10, 2024, and Creating a Harassment free workplace on June 15, 2024

Carried Unanimously

President will investigate "in house" training for Exec Team

CUPE Ontario Conference May 28- June 1, 2024

Motioned by Jeanne Mailloux and seconded by Lisa Corris to send four delegates to CUPE Ontario Conference May 28- June 1, 2024

Jeanne Mailloux amends the motion to read sending four delegates and one equity seeking delegate.

Motion by Jeanne Mailloux and seconded by Lisa Corris to send four delegates and one equity seeking delegate to CUPE Ontario Conference May 28 – June 1, 2024

Carried Unanimously

Trevor Russell, Catherine Taggart, Tim O'Brien, Mark Leblanc will be attending the CUPE Ontario Conference May 28- June 1, 2024. One

more executive will be invited randomly to attend.

The lottery will be between Keith Russell, William Mollison Jr, Kelly Veinott

- Status/review of open Grievances

Health and Safety Grievances not being addressed by HR

13. Good of the Union

- Donation to Nate Sinclair Student from Chippewa

Motioned by Keith Russell and seconded by Jeanne Mailloux to make a donation in Nate Sinclair's name to Noha Strong Foundation.

Carried Unanimously

Motioned by Jeanne Mailloux and seconded by Tim O'Brien to make a donation of the same amount as our last donation to the same group to CUPE 1490. Black River-Matheson to support continued support for their cause.

Carried Unanimously

Motioned by Catherine Taggart and seconded by Keith Russell to approve 6 graduation bursaries in the amount of \$300.00 each

Carried Unanimously

Motion amended by Jeanne Mailloux and seconded by Kelly Veinott to include the number of Bursaries that will be given out

Carried Unanimously

-York Universities' TA's reconciliation

14. Date of next meeting

May 25, 2024, 9:30 A.M. In Person and Zoom Meeting Parry Sound High School

15. Adjournment

Motioned by Trevor Russell to adjourn the meeting at 11:49 A.M. April 24,

2024

Carried Unanimously