



**LOCAL 1165 DRAFT EXECUTIVE MEETING
MINUTES**

Zoom Meeting

Saturday February 24, 2024, 9:00 AM

Call to order: 9:09 A.M.

1. Roll call of officers

Trevor Russell, Catherine Taggart, Kelly Veinott, William Mollison Jr, Keith Russell, Lisa Corris Tim O'Brien, Mark Leblanc, Jeanne Mailloux.

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
approve January minutes as presented*

Carried Unanimously

6. Secretary-Treasurer's Report

*Motioned by Catherine Taggart and seconded by Keith Russell to
approve the January financials as presented*

Carried Unanimously

7. Communications and bills

Zoom monthly bill \$12.18

8. Executive Committee Reports

Jeanne Mailloux

Several conversations with members re inconsistencies in payroll.

Discussions with GM and Trevor.

Had a meeting with the head of Sodexo head of HR, Robb Philip. Including Trevor and Jacquie.

Statutory holidays were not paid out correctly as per contract.

As per discussion and contract, errors are being corrected. Not done as of yet.

Following up with Trevor.

Was able to discuss issues with our site.

Staff morale, staffing, poor or lack of management and other issues.

Discussion with Bappa re seniority re scheduling, again. Resolved for the moment.

Participated in one day of bargaining training Feb 23.

Spoke with Jacquie re contract negotiations. Have meeting on March 14 to hash out details.

Exchanging March 20, 2024.

Tim O'Brien

I had multiple members reaching out to me inquiring about Bill 124, I explained we are looking at late May to early June.

I have emailed a new CUPE Member a Cupe Greeting Email with the Application for Membership. A few days later I was at head office and saw the new member but was unable to speak with the member because he was on the phone for an extended amount of time.

A couple of weeks had passed with no reply to the greeting email I sent the member. So, I emailed the member a follow up with and await a reply,

If there is no reply soon, I will attempt to pay the member a visit at head office again.

Lisa Corris

A Casual Secretary was not receiving assignment calls through Easy Connect and assignments were going unfilled. As it turns out, this was a glitch with the program and the Employer - This matter has been resolved.

Between the OCT VP N and myself, we are welcoming new staff and getting the new hires to complete the Application for Membership.

I had a member inquire about student supervision; roles and responsibilities. It is important for OCT members to know that student supervision is not a core duty. This language is found in the collective agreement.

I supported a member with their application for LTD which resulted in having to reach out to HR to request their completion of the application.

I have had conversations with members re: Bill 124.

I assisted the President with regards to the adjusted Job Classification/Hourly Rate as it pertains to Bill 124 Remedy.

I have been supporting a member on their return to work. It is always good news when a member can return to work after their period of absence/illness and for them to know they have the Union to support them through the process.

Keith Russell

Feb 7/24 I provided a member with the E.A.P information after the loss of a child.

I spoke with H.R specialist regarding this member and the need of the member for possible longer period of time off ,the member was provided with the cupe medical form to be filled out and has been approved for medical leave.

I spoke with the manager of Facilities and Operations regarding F.S.S and Lead positions. (lead is now posted F.S.S are now permanent) We had a discussion about a possible upcoming disciplinary meeting for a member and union representation for the member.

I am currently working with 2 members who didn't fully complete benefits enrollment try to get them the health benefits they currently only have dental.

I continue to be in contact with the H.R return to work specialist regarding members of O2 on medical leave or returning to work.

Phone call from member who has been placed on administrative leave informed them I cannot provide details at this time, several members have also been inquiring I have informed them that we cannot speak on the matter.

Reached out to H.R coordinator regarding a closing date on the whitewoods posting it was showing a date of April 2 for closing

I have had several members inquiring about the Bill 124 settlement asking when they should see the money I have been providing the June 8 th date provided by the President.

I have been registered to attend the OSBCU conference March 24-28.

Casual members should be reminded to check easy connect settings on a regular basis some members have noticed locations being dropped off.

Trevor Russell

- I attended a meeting with the national rep and a vp to review the 1165-1 CA

- I attended a meeting with the employer to represent a member on paid administrative leave on February 1, 2024

- I attended a meeting with the HR administrator for payroll for Sodexo for 1165-7 on Feb 5, 2024

- I represented a member on paid administrative leave with the employer on February 8, 2024. The members will remain on leave until the investigation is completed.

- I attended a meeting with HR as a follow-up to a members administration leave on February 9, 2024

- I attended a meeting with the WSIB specialist for Cupe for Northern Ontario on February 9, 2024

9. Reports of committees and delegates

- Staffing/LLM

Increased FTE .5 Sec Laurention temp

- Health and Safety

Lisa Corris

February is Repetitive Strain Injuries month. It is important for members to recognize signs and symptoms of RSIs. CUPE Ontario sent out an excellent bulletin on RSI awareness.

MS-JHSC step down/vacancy: We want to thank Mike Crepeau who has stepped down from the MS-JHSC after many years representing CUPE 1165 01&02. -- It is imperative to have this vacancy filled by the next MS-JHSC on March 6th.

Keith Russell

Health and safety inspections issues need to be addressed

Motion provided by Mark Leblanc and seconded by Kelly Veinott to move forward with a vote / survey for replacement JHSC Rep.

Carried Unanimously

- Grievance Committee

Communications have taken place with regards to grievances

- Bargaining Committee

Historical members of last bargaining committee will be used

- Cupe EWBT

Having issue with initial sign on with members

- BIPOC (Black Indigenous People of Color) Committee

10.Nominations, Elections, or Installations

11.Unfinished business

- *Seniority List Extension*

Motioned by Mark Leblanc and seconded by Keith Russell to remove Seniority List Extension from unfinished business.

Carried Unanimously

- *Bargaining*

Motioned by Jeanne Mailloux and seconded by Tim O'Brien to remove Bargaining from unfinished business.

Carried Unanimously

- *Website – invitation to membership*

Motioned by Mark Leblanc and seconded by Keith Russell to remove Website – invitation to membership from unfinished business.

Carried Unanimously

- *Hoodies for the executive*

Jeanne Mailloux found local supplier

Waiting on digitizing sources

- *Technology to improve the hybrid/zoom meeting experience – (the OWL) Special meeting and vote to be setup by President and Recording*

Secretary

12.New business

- *Bill 124 Update / Next Steps and Timelines*

March 10, 2024 - Meeting with Employer

April 9, 2024 - GSN Benchmark Payments

June 8, 2024 - Payment to Members

- Workshops/Conferences

Recording Secretary Training

OSBCU

- Review of Bylaws – schedule and form committee

- Status/review of open Grievances

- VPoctN email clarification

Update and publish Executive List

- Language / Clarification around management performing member's work

Position has been filled, member will start next week

- Membership Demographic Lists

Email sent out to membership for update of contacts

13. Good of the Union

-personal appeals

Bylaws state Active members not family of members can receive donations

Black River Matheson strike support for the picket line

14. Date of next meeting

March 23, 2024, 9:00 A.M. Zoom Online Meeting

15. Adjournment

Motioned by Jeanne Mailloux to adjourn the meeting, seconded by William Mollison Jr. at 11:08 AM.

Carried Unanimously