



**LOCAL 1165 DRAFT GENERAL MEMBERSHIP  
MEETING Minutes**

**Almaguin Highlands Secondary School**

**Cafeteria / Staff Room**

**Saturday January 27, 2024, 10:00 AM**

**Call to order: 10:26 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 Catherine Taggart to approve the minutes with changes date and missing reports*

*Carried Unanimously*

**6. Secretary-Treasurer's Report**

*Motioned by Catherine Taggart and seconded by Keith Russell to approve the December financials*

*Carried Unanimously*

**7. Communications and bills**

*Zoom \$12.18 Monthly*

**8. Executive Committee Reports**

## **Lisa Corris**

Listened in on "CUPE Cast Episode 31 - Accessible for who?"

<https://podcasters.spotify.com/pod/show/cupe-ontario>

*"Exploring the importance of accessibility in the workplace, focusing on the AODA Act and discussing disability rights, health and safety measures, creating an ability-smart workplace, and the Duty to Accommodate. The episode also highlights the political parties' response to the AODA alliance's questionnaire to addresses barriers, and an interview with Brenda Cervantes, a member of the Workers with Disabilities Committee and how CUPE Ontario, is committed to keep workers informed and empowered."*

*Supported OCT VP-N re: education courses - Intro to Stewarding;*

*As part of Central Agreement LOU FTE OCT Protected Complement, I scrutinized the OCT FTE, as requested by OSBCU;*

*I scrutinized/cross-referenced the November 30, 2023, OCT Seniority List - followed up with missing members - and emailed errors/omissions to HR/President;*

*Met with the Employer, President, Member to finalize a grievance for OCT re: loss of wages;*

*Have welcomed new members and followed up with their Application for Membership.*

*Job Postings:*

*I have followed up with HR on Job Postings, and have heard from Members on job postings;*

*OCT is seeing postings filled. Currently, OCT has three active postings - 1.0 Temp. Library Clerk; 1.0 Perm. IT Intermediate Customer Support Tech. and 1.0 IT Temp. Intermediate Customer Support Tech.*

*Member Support:*

- *assisted a member with their LTD application;*
- *continue to support a member through their return to work;*
- *responded to a member's inquiry about the interview/hiring process;*

- *had a member reach out as an applicant to a posting, was given an interview but was not the successful applicant, resulting in the employer hiring externally. Members can keep in mind following an interview they may not be successful with, they may request a debrief from the Employer to see where their strengths and weaknesses were;*
- *I had a member reach out re: applying for a temp. position;*
- *This is all good, members are encouraged to get to know their Collective Agreement; to identify situations that may be a violation of the collective / know their rights.*

*I communicate with other members of the Executive.*

### **Jeanne Mailloux**

*This month included distribution and collection of surveys for bargaining.*

*Constant conversations with Management due to issues with members.*

*Schedules going up late, rectified for the present.*

*Members complaining about reduced hours.*

*Internal bickering.*

*Health and safety issues.*

*Product going missing.*

*The work environment is not a pleasant one.*

*General unhappiness and frustration of our members as a whole.*

### **Keith Russell**

*I had Phone calls from the custodial maintenance V.P east and west looking for some advice on a few situations of concern.*

## **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

*FTE numbers confirmation in progress*

- Health and Safety

H&S - Report from Lisa Corris:

*On December 6th, 2023, the NNDSB JHSC had their meeting; Draft Minutes are now posted on the H&S Portal; some of the discussion topics; Violence in the Workplace - hand-held radios have been purchased for all schools; the Third Party Investigation Report for PSHS is now complete and shared with all stakeholders; First Aid & CPR training will be taking place in the spring;*

*Cust/Maintenance will be receiving training on sharps disposal and working at heights; Part 1&2 Certified Training for JHSC Members is in place;*

*The JHSC Terms of Reference expire as of March 2024. The next Terms of Reference will cover 2024-2029. William Mollison Jr, JHSC, sat on the pre-draft committee; which was presented and reviewed for editing by the full JHSC on January 12th. The 2024-2029 Terms of Reference have been passed on to Senior Admin. for their review. William Mollison Jr, Mike Crepeau, and Lisa Corris, represent CUPE 1165 [01&02] on the JHSC.*

*OSBCU has provided a communication on Asbestos. Asbestos discussion will need to be added to the agenda for the next MS-JHSC meeting, scheduled for March 6, 2024.*

- Grievance Committee

*Making progress in closing off filed grievances*

- Bargaining Committee

*Contract for 1165-02 finalized and with employer*

*Meeting set for 1165-01 to finalize*

- Cupe EWBT

- BIPOC (Black Indigenous People of Color) Committee

Mark Leblanc step up to act as chair of committee

## **10. Nominations, Elections, or Installations**

### **11. Unfinished business**

- *Bargaining*

- *Website – invitation to membership*

*Upcoming invitation forthcoming*

- *Mugs/t-shirts*

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

*Notice of motion and special meeting forthcoming*

## **12. New business**

- 2024 Budget / Vote

*Motioned by Catherine Taggart and seconded by Tom Butler to approve the presented 2024 Budget*

*Carried Unanimously*

- Bill 124 Update

*Media attention is forthcoming*

- Workshops/Conferences

Secretary treasurer conference

OSBCU conference

## **13. Good of the Union**

- Personal appeals
- Donation in the name of the late Blaine Quist

## **14. Date of next meeting**

*May 25, 2024, 10:00 A.M Parry Sound High School*

## **15. Adjournment**

*Motioned to adjourn by Tom Butler and seconded by Kelly Veinott at 11:26 A.M.*

*Carried Unanimously*