



LOCAL 1165 EXECUTIVE MEETING

Almaguin Highlands High School

Saturday March 23, 2024. 9:00 AM

Call to order: 9:35 A.M.

1. Roll call of officers

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

Absent: Catherine Taggart

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

Minutes to be carried forward to approve at next meeting after adding missing reports from VPCustMainE, VPCustMainW, and President.

6. Secretary-Treasurer's Report

Report to be carried forward to present at the next executive meeting.

7. Communications and bills

8. Executive Committee Reports

Jeanne Mailloux

The main focus this month was concerning bargaining. Arranged and held a member meeting on March 8, to discuss contract proposals.

Received input and feedback. Major emphasis concerning wage increases.

Attended a joint meeting with Jacky and Trevor, on March 14. We went through our

contract one Article at a time. Proposing housekeeping, updates and changes.

Contract exchange was originally March 20, changed to March 25.

Received new contract proposal on March 21 for review.

Proposal exchange now changed to

April 8.

Actual negotiations changed from April 9 and 10 to sometime in Mid June.

Still no resolution to outstanding grievance from Compass Era for Anita Morrow.

Our executive Chef resigned as of March 4.

Supervisors are now expected to do non contract work. Discussed with Trevor and Jacky. Tracking hours to create a grievance.

Members are still waiting on payroll correction for improperly paid stat holidays, as per contract, for Thanksgiving, Christmas, Boxing Day, and New Years Day. Originally discussed with Robb Philip, now passed on to The new Sodexo HR rep, Matilde.

Ongoing issues with management not following the contract in reference to scheduling. Making changes without notice. Underscheduling. Seniority issues. Resulting in many conversations with members and management.

Member morale is at an all time low when it comes to management.

Busy month on the whole.

Lisa Corris

Bill 124 - I fielded many questions from Members as it pertains to Bill 124 Remedy.

As a member of the OCT Bargaining Team, myself the President and Custodial/Maintenance VP-N attended a preliminary meeting on March 8th with the Employer re: Bill 124 Remedy.

I had a member reach out to the union on a situation that was outside of the secretarial job description re: toileting student(s).

I supported a member with their LTD; resulting in a grievance being filed. The Union and Employer met on March 19th to discuss the grievance. The member will be made whole.

I have followed up with HR on Job Postings, and the IT Customer Support Technician.

I have been reaching out to new hires, some in person, re: welcoming to CUPE 1165 and completing their Application for Membership.

I have been in communications with the President on OCT grievances, Bill 124 Remedy, and various other OCT issues, as well as discussions with other 01/02 Exec. members related to Union business.

We have a LMM meeting scheduled with the Employer on April 15th.

Tim O'Brien

A follow up from last month on new employee that I sent a welcome package twice.

I was at a meeting earlier this month at Head Office, where I ran into the new employee, and I asked if my welcome emails were received. The individual acknowledged that the emails were received, and the employee assured me the form will be filled out and send back to me. It has been another 2 weeks without any reply.

I have also been looking into available CUPE workshops that I am eligible to take. I am on a waitlist for an Online Workshop: Introduction to Stewarding (OLS) Parts 1 & 2 - Apr 13, 2024.

Keith Russell

On Feb 26/24 I was voted in by my peers on the executive to join the NNDSB JHSC
March 6 th, I attended MS-JHSC meeting Height training renewal was discussed for custodial maintenance staff whose certifications are expiring in April 2024

Discussion about proper PPE being provided to trained members while working at heights.

Sharps training over the March break for custodial maintenance (Teams)

Frist aid cpr training April 2024 provided for staff.

(Looking into Supervisor competency training for all supervisors and admin 24/25

The need for staff being trained for hold and secure situations.

I attended Bill 124 meeting with NNDSB along with the President and vp octw

Manager of H.R and the superintendent of business Schedule A's were discussed

along with the need of contacting current and past members.

The board aims to meet all bill 124 required timelines.

Several discussions with president around posting concerns (need for postings to be put out incorrect postings and postings incorrectly awarded)

Contact H.R about a posting that was incorrectly awarded.

Constant communication with H.R Administrator Employee Health and wellness regarding c/m members return to work and medical update and return to work.

Trevor Russell President

- I attended a meeting concerning bill 124 for both 1165-1 and 1165-2 on March 8
- I attended a grievance meeting with the employer for grievance #1165-01-2024-01 on March 19
- I double checked the schedule A's for 1165-1 and 2 for the purpose of agreeing to them with the employer for the bill 124 remedy
- I answered many questions about the bill 124 remedy
- I had conversations with the manager of HR about the members on admin.

Leave

- I have had conversations with the executive about the postings and issues that arise from them
- I represented a member in a meeting with management

9. Reports of committees and delegates

- Staffing/LLM

April 15, 2024, LLM meeting

- Health and Safety

Lisa Corris

MS-JHSC Meeting - March 6th

TOR renewal - status update

"In-house" initiatives/ Upcoming training - sharps/first aid/ergonomics

Will be meeting with MLITSD and TOR Sub-Committee on March 21 to discuss TOR Draft.

- Grievance Committee

1165-01 Filed Grievance Meeting Held

President expressed concern with HR performance

- Bargaining Committee

Upcoming Zoom meeting Sched A agreement

Ongoing bargaining for Sedexo Canada

- Cupe EWBT

New information coming in soon

- BIPOC (Black Indigenous People of Color) Committee

Mark Leblanc

I recently attended a presentation on racism microaggressions, at West Ferris Secondary School, which shed light on the subtle, yet harmful forms of discrimination experienced by marginalized communities. The session delved into the nature of microaggressions, emphasizing their detrimental impact on individuals' well-being and sense of belonging.

The presentation explored various examples of microaggressions, ranging from

seemingly innocent comments to more overt behaviors, all of which perpetuate systemic inequalities. Through thought-provoking discussions and real-life anecdotes, attendees gained a deeper understanding of how these microaggressions manifest in everyday interactions and contribute to a hostile environment for marginalized groups.

Furthermore, the session provided valuable insights into strategies for addressing and combating microaggressions effectively. By fostering empathy, promoting open dialogue, and challenging harmful stereotypes, individuals can play a proactive role in creating inclusive spaces and dismantling systemic racism.

Overall, the presentation served as a catalyst for reflection and action, inspiring myself to recognize my own biases and commit to fostering a culture of respect and equity in my personal and professional lives.

10.Nominations, Elections, or Installations

11.Unfinished business

- Hoodies for the executive

awaiting digitizing for CUPE logo

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

date for hybrid meeting upcoming

12.New business

- Bill 124 Update

Upcoming meetings expected

Start calculations

Still populating lists

- Workshops/Conferences

OSBCU 2024 - 6 executive members attending

CUPE ONTARIO – 4 rooms booked

VPOctE – attending online training

- Status/review of open Grievances

Meetings upcoming

- *Apprenticeship Program has not updates*
- *VPCustMainW expressed interest in attending staffing meetings*

13. Good of the Union

-personal appeals

Motioned by William Mollison Jr. and seconded by Tim O'Brien to donate to Black River Matheson and York University CUPE 3903 in the amount of \$200.00 each

Carried Unanimously

14. Date of next meeting

April 20, 2024, 9:00 A.M Zoom Online Meeting

15. Adjournment

Motioned to adjourn by Kelly Veinott and seconded by Tim O'Brien at 11:00 A.M.

Carried Unanimously