



## LOCAL 1165 EXECUTIVE MEETING MINUTES

### Zoom Meeting

Thursday July 4, 2024. 6:30 PM

**Call to order: 6:30 P.M.**

**1. Roll call of officers**

Trevor Russell, Catherine Taggart, Lisa Corris, William Mollison Jr,  
Keith Russell, Tim O'Brien, Jeanne Mailloux, Mark Leblanc  
Regrets: Kelly Veinott  
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 Keith Russell to  
accept June's minutes as presented with the two edits as discussed, and the  
missing reports from the Executive.

Carried Unanimously

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

Motioned by Catherine Taggart and seconded by Keith Russell  
to accept the Secretary-Treasurer's report as presented.

Carried Unanimously

**7. Communications and bills**

**8. Executive Committee Reports**

**President Trevor Russell**

*- I attended a follow up spring staffing meeting for Cupe 1165-2 on July 10, 2024.  
Staffing for the 2024 school year is now complete.*

*- I received a call from a member who has been off work on medical leave and  
their STD has run out. Trying to get the member returned to work, but the  
employer is insisting on a medical form that has not been agreed to. There are  
multiple grievances that are being filed regarding this situation.*

- I received calls from two other members whose STD was running out. They both have been waiting for return-to-work meetings with the employer for a while.
- I attended a grievance meeting on Aug 13, 2024. We were able to get some movement on some of the issues that are outstanding.
- We have received copies of the collective agreements for 1165-1, 1165-2, and 1165-7. We are in the process of vetting them for errors, but we should have copies of the agreements that can be shared with members soon.
- I attended a staffing meeting on Sep 4, 2024, to discuss change in hours for a shift.
- I have had many discussions with vp's about the issues that are ongoing.
- I booked the auditorium at WFSS for our upcoming GMM.

### **VP Jeanne Mailloux**

*The final week of June, our local was involved in Contract Negotiations with Sodexo. We also worked on an updated contact and email list to get the information to our members.*

*We were able to come to, what we believe to be, an acceptable contract.*

*We were able to get a very positive contract for our members.*

*We are presenting this to our members on July 8, at 5 pm, for Ratification.*

*We feel the members will accept this new contract. January 01, 2024 through to December 31, 2026.*

### **VP Keith Russell**

*Still working on Mileage issues for members it appears to my knowledge everyone is currently up to date Finance struggling to get payments out in a timely manner.*

*Emailer the Manager of Facilities and operations regarding late payment of mileage and reminder that shift premiums need to continue for Maintenance staff during July and August I did not receive a reply.*

*July 2nd attended a staffing meeting with the President and the V.P C.M W meeting went well without surprises.*

*July 2nd Attended a Grievance meeting regarding Grievance #1165-02-2024-04 Issues with Easy Connect*

*July 3rd Attended a RTW For a member the employer will not be returning the member to work even with a Clear FAF the employer is requesting a non agreed upon medical form for further medical. I contacted the National Rep on this matter and was informed to file a central dispute on the matter was also informed to email the employer rejecting the request and asking the employer to return the employee to work. This member was put on leave for medical reasons from personal observations from the FSS and not from a medical event the Employer is violating the member human rights and the terms of the central agreement.*

*July 4th attended the plant appreciation day During the 1 hr for CUPE I spoke to members about vacation allotments and to look into them and make sure they received the correct amount for the 23/24 school year.*

*I addressed the importance of checking paystubs to make sure they are correct Overpayment/underpayment has been a big issue this school year.*

*Members had question around casual seniority article 9.06 A,B and the adjustment of seniority when required hrs are not met within the 6 month period.*

*When are these being looked at and by who? Currently H.R. is doing this before awarding posting.*

#### **VP Kelly Viennott**

*Happy sunday afternoon happy long weekend, The month of June was very quiet.Did not get any phone calls.Did not talk to anyone I will say it again quiet at the front*

#### **VP Tim O'Brien**

*Since our last executive meeting, a few members have expressed concerns about their rate of pay not reflecting any updates since the retro payment. On June 26th, I discussed this issue with another executive member and learned that the employer had updated the rate of pay by going back to previous years up to the current date. I have since informed members of my findings.*

*Additionally, there have been inquiries about the travel mugs that members were supposed to receive. This concludes my report.*

#### **VP William Mollison Jr**

*104 phone calls*

*6 fss meetings*

*12 in person meetings*

*53 emails*

#### **VP Lisa Corris**

*On June 10th, the OCT Staffing Committee met with the Employer to discuss the 2024-25 School Year. We are pleased to report that Staffing is now complete for the OCT Group and there will be no bumping. The OCT Group did experience the loss of the .5 Virtual School Secretarial position; and the .5 PLAR Central School Secretarial position, that was temporary, has been made permanent. There is no change to the overall OCT FTE complement.*

*Job Postings: Temp/Perm continue. OCT is experiencing unfilled postings; these postings have also been posted external. All Temp postings for this school year ended as of June 27 2024; and the Employer is interviewing for other open perm. postings.*

*I continue to support various members with their rtw; LTD; job posting inquiries; mileage*

*reimbursement; Bill 124; members seeking what their wages should be; Collective Agreement inquiries - particularly, where is our 2022-26 Contract.*

*Grievances: On July 3rd, the President and I met with the Employer to discuss a grievance on job postings and another on Vacation allotment carry over due to extenuating circumstances; OCT has a number of open grievances.*

*I listened in on the H&S work refusal webinar offered by CUPE Ontario, "Health and Safety Forum – Navigating the Right to Refuse Unsafe Work".*

## **9. Reports of committees and delegates**

*- Staffing/LMM*

*Staffing meetings 01 and 02 have been completed*

*1165-07 reached agreement*

*- Health and Safety*

*As Co-chair for Workers on the MS-JHSC, I have been involved in the Violence Prevention Planning for the PD in August. Unfortunately, Casual members do not get paid for attending.*

*On the H&S Portal under e-learning, members can access the Vector Training modules, e.g. Asbestos; Office Ergonomics; Lifting; and other modules that are beneficial to our health and safety.*

*CUPE Ontario offered a Work Refusal webinar. This webinar was informative to understand the right to refuse unsafe work; what is unsafe work; the process.*

*Members being asked to work with chemicals without proper PPE*

*- Grievance Committee*

*Employer not ready to respond to active grievances*

*- Bargaining Committee*

*Tentative agreement for 1164-07*

*1165-01/02 contract completion coming soon*

*- Cupe EWBT*

*- BIPOC (Black Indigenous People of Color) Committee*

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

*Call for elections coming in October*

#### **11.Unfinished business**

*- Hoodies for the executive / Embroidery Options / Digitizing*

*VP waiting for call backs from company*

#### **12.New business**

*-Executive Members on leave*

*Member will not be addressed until conclusion of investigation*

*Contact information for Executive Team needs to be more accessible*

*-Purchase of Laptop for Executive Vice President*

*Motioned by Jeanne Mailloux and seconded by Tim O'Brien to purchase a new laptop for an executive member to utilize to a maximum gross cost of \$1200.00.*

*Carried Unanimously*

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

*- Personal appeals*

*- Donation to PADDLE Program \$250.00*

*Motioned by Keith Russell and seconded by William Mollison Jr. to donate \$250.00 to the PADDLE Program*

*Carried Unanimously*

*- Passing of a PSIS student*

*Motioned by Catherine Taggart and seconded by William Mollison Jr. to donate \$150.00 in the memory of Darius Pamajewon to the Howard/Darius Pamajewon Children's Fund*

*Carried Unanimously*

*Motioned by Catherine Taggart and seconded by William Mollison Jr. to donate \$450.00 to Children's Aid Back to School Drive of Parry Sound.*

*Carried Unanimously*

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

*September 21, 2024, North Bay 9:00/10:00 a.m.*

## **15.Adjournment**

*Motioned by Jeanne Mailloux to adjourn the meeting, seconded by Tim O'Brien at  
8:28 PM.*

*Carried Unanimously*