

January 23, 2022 GMM Meeting

The General Membership Meeting of CUPE Local 218 was held on Sunday, January 23, 2022, at 7:05 p.m., on-line.

Present: Vice-President – Brother Hebert
Secretary-Treasurer - Sister Wilkinson
Recording Secretary - Sister McDonald
President - Brother Gibbs - Regrets

New Members: None.

Moved by Sister McDonald, seconded by Sister Cope - that the minutes of the November 28, 2021 Executive meeting be adopted as presented. **...VOTE CARRIED**

Treasurer's Report:

Moved by Sister Wilkinson, seconded by Sister Richards - that the Treasurer's Report for the month of November 2021 be adopted as presented. **...VOTE CARRIED**

Correspondence:

1. Moved by Sister McDonald, seconded by Sister Boisvert - that CUPE 218 correspondence numbered 1-5, be received and filed. **...VOTE CARRIED**
2. Moved by Sister McDonald, seconded by Sister Cope - that CUPE 218 donate \$500.00 to the CUPE Local 1630 Strike Appeal. **...VOTE CARRIED**
3. Moved by Sister McDonald, seconded by Brother Morris - that CUPE 218 donate \$500.00 to a member of CUPE Local 218 that is struggling financially while being off sick. **...VOTE CARRIED**
4. Moved by Sister McDonald, seconded by Brother Slater - that CUPE 218 allow the Executive members, or alternate (from their unit) to attend the OSBCU being held March 21-25, 2022, either in Windsor, ON or virtually. **...VOTE CARRIED**
5. Moved by Sister McDonald, seconded by Sister Petty - that CUPE 218 allow the Executive, or designate from the Chairperson's unit, to attend the Ontario Division Convention being held virtually from April 26 - 30, 2022. **...VOTE CARRIED**

Committee Reports

Brother Montgomery reported for Custodial/Maintenance, Public Board

- Update on arbitration for overtime grievances, have four dates coming up. Finish up our side and our legal will cross-examine the Board side, possibly after two more dates may have a decision.
- Using casual custodians for PPE sorting at Maintenance Centre, may file a grievance, it depends on outcome of the overtime arbitration.
- Mediation with the Board for a member – not happy Board's offer, now going to arbitration. Probably in March.
- Huge fight with the snowstorm trying to get Board on the ball with every other Board in the region – DDSB was the last to notify Custodial/Maintenance they could go home with pay.

January 23, 2022 GMM Meeting

- Looking into the Summer Friday make-up for the two snow days – may be given two days extra to make up this lost Summer Friday time.

Sister Petty reported for Office/Clerical/Technical, Public Board

- Have several people inquiring about retiring and there are many questions they have. Visit the CUPE website section on retirement for answers with documents and information.
- When communicating with the Board, don't assume that the union is made aware of your conversations with the Board. Any questions/concerns, send an email to your rep or myself.
- A few members were over paid, need to set up a repayment schedule with Payroll. Everyone should check their pays (especially part-time secretaries that had a reduction of hours). Reach out to your rep.
- We have a grievance in regarding the Privacy breach on behalf of the affected members.
- OSBCU classification forum is on February 15th from 6 pm – 8 pm for the Office/Clerical/Technical unit and Feb. 22 from 6 pm - 8 pm for the IT unit. This is an opportunity to meet with other CUPE locals.
- Saturday, January 29th from 9 am – 4 pm the elections will be held using Simply Voting.

Sister Aaron reported for LINC/ESL, Catholic Board

- LINC/ESL was told to teach remotely to January 26th and adhere to all COVID protocols when we go in.
- January 12th first Labour Management meeting – Brothers Gibbs and Hebert attended to support us. Discussed correction of the seniority list (many errors), and no seniority list for Night School and Supply Instructors. Board does not recognize casual staff as part of the bargaining unit. The union asserts that they are, as this year they are paying union dues. Sending to the Board the names of Night School/Supply Instructors to verify through Payroll, if dues are paid. Trying to resolve prior to bargaining.
- Trying to get training for supply instructors on D2L and Zoom – they are being asked to use these platforms and they don't know how. Instructions/videos to be sent to help.
- Two instructors have been waiting almost a year to get onto OMERS.
- Interpretation of CA for "Expression of Interest". Can supervisors change our classes and blocks from morning to afternoon, or vice versa? Have heard that it's a matter of logistics. The Board can ask where the interest is, but at the end of the day the Board cites which classes instructors will teach.
- LINC/ESL postings had discrepancies, some had no job titles. Also asked to post jobs internally first – no wording in the CA. Board says can't discuss in L/M, only in bargaining. Brother Gibbs indicated to the Board that unionized positions are usually posted internally.
- It's been nearly 2 years since we ratified in February and no one has seen the contract. The Board said it was signed off and sent to our National rep, but it was not signed, so it was sent back to the Board. Still waiting.
- Our supervisor hired a new supply instructor, and I've explained everything about the union, so he should be in touch with the union soon.
- No grievances.

Sister White reported Con. Ed., Public Board

- Sister Batterink has retired and I'd like to take a moment to acknowledge her hard work and wish her all the best. As a result, there is an opening on the committee.
- Job Evaluation (JE) pay equity is done and members entitled to retro received the pay in December.
- No grievances – there was an issue settled at the informal stage.
- Labour Management on Wed., Jan. 26th (the second L/M meeting of the school year).

January 23, 2022 GMM Meeting

Brother Slater reported for Facilities Services, Catholic Board

- Happy New Year.
- Good news on two grievances (letter of discipline and a member fired on last day of probation) – met with the employer and letter dismissed and member got their job back.
- Staff shortages – members are overworked and when offered overtime only offered ½ of the time required to get the tasks done – if you are short contact your SQS and CUPE rep.
- New area maps – well received so far – if questions talk to your SQS and CUPE rep.
- Chief or designate please keep an eye on your PPE levels and order through OMAC – follow-up all orders with an email to your Supervisor and Principal or Vice-Principal.
- No new Labour Management dates.
- Step 2 grievance re: change of summer hours for the last two summers.
- Thank you to our Custodial/Maintenance staff for your professionalism, hard work and dedication. We are proud to represent you.

Brother Morris reported for Secretarial/Clerical/Technical, Catholic Board

- Thank you to all the members who have been in the schools for the past three weeks (Admin. Assistants, EAs, Custodial/Maintenance).
- Vacation lottery under new terms (only Elementary for a total of 25 days, max. 5 days per person). Secondary Admin. Assistants can take vacation when they can be covered.
- Staffing issues – has been suggested that our members may be asked to go to other schools, or cover in the classroom – not our jobs. If pressed, do it if you feel safe, but under protest and notify the CUPE office.
- Discussions in L/M around kindergarten registrations – memo out soon – same process as in 2020, verbally collect information over the phone and may verify with physical proof in May.
- Members are burnt out as well as absences due to COVID
- PA day on the 21st, Board agreed to let us work from home (last PA day they wouldn't).
- Issue with the Terms signed for the Collective Agreement, but get grievance signed and sent off.
- Car allowance should be have been raised by percentages, per Central agreement - Jacqui looking into it, but is having trouble getting an answer.
- One grievance at Step 2 meeting in January – Board not within timelines – want to expedite it to Step 3 – no response yet.
- Board looking into buying technology for members (many desktops no camera, no microphone). If members are at school and using tech virtually, they are limited.

Sister Richards reported for Educational Assistants, Public Board

- Some EAs are happy to be back and some not for additional time off. Many concerns regarding safety, PPE and ventilation. Many staff just want to be back with the children in the schools. If you have questions, contact Sister Lesperance, H&S rep for EAs. Thank you for the work that you do.
- Privacy breach – CUPE filed a grievance on behalf of members.
- Postings came out in December, some flipped to external, mostly 0.5 and most have been filled.
- Friday was an elementary PD day and there have been a number of complaints about the new format – MyPD. Many find it hard to navigate. We'll be taking issues to Labour Management in February.
- Grievance to the Board – regarding lunchroom supervisors being used as supply EAs, there

January 23, 2022 GMM Meeting

are concerns with H&S for all.

- Board did hire supply EAs in December and still hiring. Hopefully it will help with shortages, especially with retirees and resignations.
- Watch what you post or reply to on social media sites (Facebook, etc.). The Board can find information and you can be disciplined.
- Any questions/concerns, please reach out to the rep for your area, information is also posted in the newsletters and posted on the CUPE website portal.
- It will be a tough round of negotiating Centrally and Locally. We need all members active and signed up. Many ask what the union is doing about it, but you are the union. The union is only powerful if we are all together, get involved.

Sister Cope reported for Educational Assistants, Catholic Board

- Happy New Year, and I thank the members who have been working with students over the past 3 weeks. You make the Board look good.
- Thank you to the EAs (100 of 300) who took part in the technology EA survey – I've been trying to get tech into your hands for over 17 years. We were able to show the Board we need the tools to do our jobs. Thank you to Sister Wilkinson and my committee for the help with questions/charts and Excel. The report, with all the data collected, that was presented by Brother Gibbs to the Board may prove that we need tech.
- Through the L/M process we proved with staff shortages that EAs are covering duties at the beginning and end of the days and supply hours have increased from 6 hours to 7 hours – Board agreed to pay supply EAs for a 7 hour day during COVID restrictions to the end of the year.
- Board is finally hiring (after 20 years) with additional funding and has interviewed for 45 EA positions.
- Job Evaluation - the Board is denying a substantial change – but we go above and beyond and we need to stop doing it if it's the only way to get them to see what we do.
- Sulp day – the Board agreed for Jan. 21/22 to cancel the day, if the member agreed.
- Labour Management on March 30th.
- Ad Hoc meeting on Feb. 26th.
- Sat on a Review Committee for Spec. Ed. – one meeting took place and we were placed in groups for tasks. On Jan. 23 – the groups will give a report on what they have learned.
- Two EAs filed harassment against a Principal. Had an informal meeting before Christmas. This week we are meeting and hope to have a resolution. Speaking on it because a number of EAs have reported harassment by Principal or PST – you need to have your voice, fill in the form and we will support you. Don't be afraid to bring out issues – many EAs fear reprisal. Contact the CUPE office and we'll help you fill in the forms.
- Step 2 grievance for some EAs that require accommodation to work from home. Board is overdue and missed the deadline. Still pursuing a resolution.
- Grievance re: Sick Leave during pandemic – we came out on top and those that lost S/L had it given back in the form of top-up days. Waiting for the Board to sign the Memorandum of Settlement (amended as only had PCR test and we needed to have Rapid Test added).
- If you have an absence due to COVID and questions on how to report, please reach out to myself, or Sister Boisvert.
- N95 masks only given one mask/day as they last 40 hours, use medical masks outside.
- Rapid test kits, not everyone has received them as there are supply issues – Centralized EAs don't have them, PCR take home kits only given out if have symptoms at work.
- Board still has not signed off on our Collective Agreement.

January 23, 2022 GMM Meeting

- Central EAs deployed on Mondays and Fridays due to absenteeism being high, are being sent to schools for EA shortages and the schools are not always aware.
- Be careful when using/posting on social media as members have been called in.

Nominations and Elections

Steward, Public Board - Continuing Education

Sister Tierney – does not meet the 50% attendance (Sister has submitted a letter)
Email will be sent out to the unit for other nominations

Steward, Public Board - Custodial/Maintenance

Brother Scott Freeburn – does not meet the 50% attendance
Email will be sent out to the unit for other nominations

Unfinished Business:

None.

New Business:

None.

Good of the Union:

Brother Hebert mentioned the elections for Secretary-Treasurer and Recording Secretary, being held this Saturday (Jan. 29th) from 9 a.m. to 4 p.m. Please participate and vote.

ADJOURNMENT:

Motion made by Brother Hebert, seconded by Brother Montgomery - that the meeting adjourn.
The meeting adjourned at 7:50 pm.

Vice-President

Recording Secretary