

## General Membership Meeting ~ October 23, 2022

The General Membership Meeting of CUPE Local 218 was held at the CUPE Local 218 Office on Sunday, October 23, 2022 at 7:00 pm.

**Roll Call of Officers:** President - Brother Gibbs  
Acting Vice-President - Sister Boisvert  
Secretary-Treasurer - Sister Wilkinson  
Recording Secretary - Sister McDonald  
CUPE National Staff Rep Brother Willis  
Durham Region Lead Brother Hebert

**New Members:** None.

**(If yes, members to be sworn in by repeating the Oath of Membership).**

Moved by Sister McDonald, seconded by Sister Cope - that the minutes of the September 25, 2022 General Membership meeting be adopted as presented. **...VOTE CARRIED**

**Matters Arising:**

None.

### Secretary-Treasurer's Report:

Moved by Sister Wilkinson, seconded Sister Richards - that the Treasurer's Report for the month of August 2022 be adopted as presented. **...VOTE CARRIED**

No discussion.

### Correspondence:

1. Moved by Sister McDonald, seconded by Brother Marsh - that correspondence # 1- 4 be received and filed. No Discussion. **...VOTE CARRIED**
2. Motion by Sister McDonald, seconded by Sister Townson – that CUPE Local 218 donate \$200.00 to the Canadian Cancer Society. Discussion whether this is the maximum amount. Yes, per our by-laws. **...VOTE CARRIED**

### Executive Reports

None.

### Reports of Committees & Delegates

**Sister Cope** reported for Educational Assistants, Catholic Board

- Concerns that some EAs are not following Safety Plans or using PPE - if injuries occur, WSIB may find fault, follow the safety plan; COVID cases are on the rise and supply shortages will worsen - if there is a safety concern, be proactive and speak with your Principal and have backup plans to ensure safety plans are enforced, you have the right to see and contribute to the safety plans; some staff are still not filling out the Violence Incident reports properly, if you are scratched state First Aid; still looking for EAs that had loved ones pass in the summer and were able to receive a paid leave during school months, Board needs past practice, or it will not continue, we are trying to reach out to retirees as well; first Ad Hoc meeting on Sept. 28<sup>th</sup>, the number of incidents are above 180 and coincides with Lisa's report, however, there were incidents with students who don't have an IEP – we questioned this and have concerns; PA day on Oct. 24<sup>th</sup> for EAs at their schools; our first Labour Management on Nov. 1<sup>st</sup>; had bargaining date on Oct. 19<sup>th</sup> set ground rules for local

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bargaining and the union and Board came to an agreement; also set dates to meet with our separate units in the board, so 4 dates set to exchange proposals; payroll grievance in abeyance as those 3 years and under will be resolved in the new year; JE requested in 2018 and Board disagrees and states not substantial changes, however, the pandemic has changed our jobs so we will resubmit with those changes and keep you posted; sign up for the OSBCU meeting on Oct. 26<sup>th</sup> at 11 a.m. and 6 p.m. at the Unifor Hall, to get updates on next steps and five days' notice – encourage your staff to attend.

**Sister Richards** reported for Educational Assistants and Outdoor Education, Public Board

- Very busy between the strike votes, preparation for strike and local issues; Labour Management at the end of Sept. with a number of items to discuss; we requested the Board send reminders to Admin and VPs with the updated “go to” guide for the hours of work, including breaks and lunches, supervision, bussing, toileting, eating and storage areas; around 90 postings that closed and the Board will go through and then they will switch to external postings; schools are extremely short on EAs and with new students arriving daily it's overwhelming, schools are asking for additional EA support - Principals are frustrated and telling EAs to contact their union; Oct. 24<sup>th</sup> is the Provincial Priority PD day and the government sets the agenda for the Board, it's the first time in two and a half years that there will be a supply EA orientation day - for almost 100 new supplies to give info on H&S including reporting, PPE, safety procedures, what modules they have to complete and two ISS Leads (Spec. Ed. Officers) will be speaking about different types of classes and procedures and Sister Lesperance and I will be on hand to answer any questions; since Sister Lesperance retired we have a new H&S rep, Sister Stephanie Dezsi; grievance meeting for a supply who was unjustly terminated, waiting on the formal response and then we'll look at next steps; our scope for bargaining hasn't been agreed to, but we have a first date to exchange proposals; next date for bargaining early next month; I wish Brother Montgomery well on his new adventure and welcome Brother John Allan as Chair.

**Sister Dantas** reported for Brother Morris, Secretarial/Clerical/Technical, Catholic Board

- First Labour Management meeting is Oct. 25<sup>th</sup>; 2 grievances to be filed and formal notice has been given, we have not yet moved to Step 1; working from home policy has not been received yet; the past week has had many postings with a 1.0 Administrative Assistant and many 0.5 positions that close on Wednesday; we are gathering information from members re: DSTS asking Administrative Assistants to do the work for them, and we are looking into this.

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

- Oct. 12 Labour Management – Elementary schools not eligible for part-time clerical were limited to only 70 hours of casual clerical – the Board will review this after the holidays, we've asked secretaries in that spot to speak with their Principal and the Principal should speak with their Superintendent, who will pass the info along, if there is a concern – on Friday I got a call from Landon in HR, the Board took the Sept. 30<sup>th</sup> numbers from the Ministry and an additional eight schools were allocated part-time clerical; many postings went external (if a member holds a part-time of 24 hours or less, they can combine two positions, but it cannot be more than 24 hours/week); lots of questions about the strike, picketing hours and locations – there are meetings on Wednesday, October 26<sup>th</sup>; first bargaining date with the Board is October 24<sup>th</sup>.

**Sister McDonald** reported on behalf of Brother Hebert, Facilities Services, Catholic Board

- The workload committee met with the Board to finalize the adjustment to the schools that either lost square footage or gained square footage - schools affected have been notified and

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custodians should be starting on Oct. 24/22; had Labour Management this past week, discussed shift premiums, uniform vouchers, lieu time for schools that are shorthanded, daycare coverage in the summer, and we discussed custodians being denied vacation during Christmas break – if you have been affected by this, please send us an email so we can follow up with the Board.

**Brother Watts** reported as the Returning Officer for the Election

- After I volunteered for the position, CUPE National suggested a committee so the two other persons on the Elections committee are Brother Arias and Sister Paziuk, and I find their judgement to be above reproach; the reason for a committee is that normally the Returning Officer would make the decision, but if it becomes an issue/conflict we can have a democratic approach which will provide transparency.
- Brother Gibbs thanked Brother Watts as it is not an easy position to take on as it is a daunting and stressful position, so thank you.

**Sister Fair** reported for Trustees

- Trustees reviewed the financial books this month and found them to be in order.

**Motion** by Sister Fair, seconded by Brother Watts – that the Trustee's report for the period of January 2022 to June 2022 be accepted. **...VOTE CARRIED**

**Sister Fair** reported for Health & Safety, Public Board

- Thank you for allowing me to attend the online certification for JHSC last week.
- Many Violent Incident reports for EAs since the beginning of the new year – remember to report. If you don't, the union doesn't know you've been hurt and we can't record it.
- There have been several injuries within the EA and Custodial/Maintenance units - be aware of your surroundings – some of the injuries are accidents, some could have been prevented; be mindful of proper footwear as well as non-slip soles with different floor types in schools; with the weather turning and leaves coming down, ensure you check sidewalks for cracks and put in a work order/paint them for a tripping hazard; look out for large branches that could be a hazard for tripping in the snow; check your winter equipment and ensure it's working properly, and be careful on roofs with wet/slippery leaves.
- Question with respect to safety in custodial are we still following COVID protocols in school with respect to children vomiting in class or blood, urine, etc. We used to have the children leave the room and clean and disinfect it. The answer is it's kind of wishy washy. I spoke with Brother Mills, and I was told that cleaning protocols are still in place, even though other protocols are no longer in effect. Custodians are still to clean desktops and the touch points.

**Sister Boisvert** reported for OSBCU

- The OSBCU Executive and Regional Leads met today, it's important to go back to schools and have conversations with members to sign up for the Wednesday meeting at any site (11 a.m. or 7 p.m.); there are other locations as long as you sign up when you get there (example: Toronto); we are nearing the end of the "No Board" Report, we need to be prepared; reach out to your CUPE members and have conversations and ensure they have the link to the meeting, and reach out to your MPPs and Trustees – we need to keep up the pressure.
- Two virtual Zoom meetings Monday at 11 a.m. and Tuesday at 6 p.m. These are to tell everyone to have conversations, we need high participation. Sister Walton will be giving information regarding the strike, legislation and going back to work. We don't want members to have second-hand information – we want all questions and answers to go through Sister Walton.

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- If you are a strike captain, attend the strike captain training. Brother Hebert will have a separate meeting with the Strike Captains to share information.
- Further discussion ensued.

### **Elections/Nominations:**

None

### **Unfinished Business:**

None.

### **New Business:**

None.

### **Good of the Union:**

Sister Wilkinson stated that ten (10) persons submitted applications for the five (5) scholarships for \$1,000.00.

Grace Morgan – parent Bev Morgan  
Christine McNeil – parent Rachel McNeil  
Connor Tourout – parent Linsey Tourout  
Barbara Souduk – parent Melania Soudouk  
Britney Boisvert – parent Carrie Boisvert

Question from the floor regarding what we are doing about Violence against staff.

Brother Gibbs indicated that it is a campaign we've been trying to get going. Sent surveys to EAs (both Boards) to prioritize the top items in the workplace. Met with the Chairpersons and all H&S reps to start the rollout, then COVID hit. The process slowed down, but during COVID, we did correspond with Trustees and Administrators re: our concerns, but it has been slow rolling it out. Hopes are that once we are through the election/bargaining, we'll get back on it. We will meet with Chairs and H&S reps to get it out there. The Board wants to work with us, as well, OCHU, ETFO and OSSTF want to be a part of it. We started with our EAs in CUPE 218, and word got out and others want to join in. Want to ensure that if we share, we are also benefiting from it for the work and time we have put in.

Member from the floor added - in 2017 the Board put out videos to complete online. H&S ergonomic videos for EAs and the expectation was they would complete the videos as they needed the certificate.

Brother Gibbs asked where did that get us? He stated he is concentrating on all units, not just one unit. We need to hold the Board accountable, not just 30 minutes during your day to complete a video – that's just to cover them in the event of an event. Sister Boisvert and Sister Cope put out videos on how to fill in incident reports properly. Further discussion ensued.

### **ADJOURNMENT:**

Motion made by Brother Morrison, seconded by Brother Nixon - that the meeting adjourn. The meeting adjourned at 7:59 pm.

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President

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Recording Secretary