

## General Membership Meeting – April 28, 2024 – CUPE Union Hall

### Safety Score Project – Roman Pavlyk and Alex Baletskyl

- engagement campaign – public – parents, students, community
- safety score – working title
  - enhance awareness of increasing incidents of violence
- platform – rank schools by safety based on answers
- public shame / praise board – best 3 / worst 3 schools
  - strengths and weaknesses of each school
  - engaging public ie. parents, students, community as well as staff
  - QR codes, social media
    - provocative hooks
    - public and private reviews
    - stickers/banners/posters/bus shelters
  - to members – very specific details ie. safety plans, safety person, etc.
    - will get input from union on these questions
  - result could be geographical, school overview
  - gathering stories / reviews – will allow for anonymous responses
    - moderation process via platform (language, situation, etc.)
- questions to [roman@severion.ca](mailto:roman@severion.ca) or severion.ca

### Discussion:

- how will employers allow this?
  - removed from board, ratings similar to Yelp
  - constructive criticism
  - can't disallow, independent platform operated by Severion
- QR codes – easy access for students to report on staff they don't like or make accusations
  - all comments to be validated
  - will moderate and manage as best as possible
- presented to OSBCU Area 4 President
- CUPE 218 owns campaign
  - cost to start owned by CUPE 218
  - other unions can participate
  - fee to join will help cover cost
- building momentum for next round of bargaining
- platform can bring awareness to community regarding what is actually happening in schools around violence/safety/staff shortages/working conditions/etc.
  - parent voice gets more attention than worker voice
- concern about scammers using QR codes – Roman to think more about this
  - could have ID embedded within code

**Roll Call of Officers:** Acting President – Sister Boisvert  
Secretary-Treasurer – Sister Cope  
CUPE National Staff Rep – Sister Llewellyn  
Recording Secretary – Sister Petty

**Regrets:** Brother Gibbs – on sick leave

**New Members:** none

### **Equality Statement**

#### **Acknowledgement of Indigenous Territory**

#### **Acknowledgment of Statement of Recognition of the UN International Decade for People of African Descent**

### **Minutes of Previous Meeting:**

**Motion** – the minutes of the March 2024 GMM be adopted as presented.

Moved: Sister Petty

Seconded: Sister Dezsi

Carried

**Matters Arising:** none

### **Treasurer's Report**

**Motion** – the March 2024 GMM minutes be adopted as presented.

Moved: Sister Cope

Seconded: Sister Pollock

Carried

Discussion:

- wages to employer not consistent
- board does not always invoice every month

### **Communications:**

1. **Motion** – CUPE Local 218 receive and file correspondence numbered 1 – 7.  
Moved: Sister Petty                      Seconded: Sister Fusco                      Carried
2. **Motion** – Grievance EA-2061-23-C be allowed to proceed to arbitration.  
Moved: Sister Petty                      Seconded: Sister Townson                      Carried  
Discussion: breach of privacy, member contacted CAS, parent was given access to report with member's name, member was asked to be removed from classroom.
3. **Motion** – executive members be allowed to attend the CUPE Ontario Convention May 28 – June 1.  
Moved: Sister Petty                      Seconded: Sister Dezsi                      Carried

4. **Motion** – CUPE 218 cover the additional cost of Snoopy and face painting at the Wonderland summer social event, if at the time of the event there are sufficient numbers to support, at a cost of \$150 ea.  
 Moved: Sister Petty                      Seconded: Sister Pollock                      Carried  
 Discussion: July 6, 6 tickets/member, email to go out to members with information, cost to include admission, buffet lunch, parking, etc.
  
5. **Motion** – CUPE 218 cover the cost of the welcome packages for members participating in the Golf Tournament on September 21.  
 Moved: Sister Petty                      Seconded: Brother Gillis                      Carried  
 Discussion: bylaws state cost up to \$1000
  
6. **Motion** – CUPE 218 support Durham Pride by purchasing up to 50 member to participate in the parade at a cost of \$253.25.  
 Moved: Sister Petty                      Seconded: Sister Townson                      Carried  
 Discussion: can have > 50 attendees at discounted cost
  
7. **Motion** – CUPE 218 purchase flags, both inclusive and CUPE 218, for the local at a cost of \$859.73.  
 Moved: Sister Petty                      Seconded: Brother Hunter  
 Amended cost \$1053.05 – dowels were not included in total cost  
 Moved: Sister Dezsi                      Seconded: Sister Bisnauth                      Carried  
 Discussion:
  - 1 large inclusive flag 36 x 72, 25 – 12 x 24 inclusive, 25 – 12 x 24 black
  - flags will be used for all occasions to represent CUPE 218
  - only own 1 large regular flag
  
8. **Motion** – to have a nomination at the next GMM to add one Con Ed member to the bargaining committee.  
 Moved: Sister Petty                      Seconded: Sister Fusco                      Carried  
 Discussion: no motion needed, notice only as not increasing size of committee
  
9. **Motion** - Sister Condron be allowed to attend the Golden Horseshoe round table event as the Health and Safety representative for the Catholic Board.  
 Moved: Sister Petty                      Seconded: Sister Richards                      Carried  
 Discussion:

**Executive Reports:** Sister Boisvert

- information shared with local, caused Carrie to reach out to National Rep who had auditor come in to review books
- trustees to review books from July – December 2023 and report next GMM re: concerns brought to local

**Motion** – to accept Executive Report as presented.

Moved: Sister Boisvert                      Seconded: Sister Petty                      Carried

Discussion:

- why audit now when prior meeting told auditor too expensive/not necessary

- many member questions re: wages within local
- will share findings once reports received
- some members on Sunshine list for wages > \$100,000
  - President \$126,731.52
  - previous Secretary-Treasurer \$101,270.83
- bylaws not being followed
- bylaw committee meeting May 8
- bylaws clear on wages, President makes highest wage of local \$46.76/hr pre Bill 124 remedy
- other positions \$35.49/hr pre remedy
- \$64,000 as per bylaws don't reflect central bargaining increases
- members have right to ask questions, Carrie pressing for transparency
- need reports to determine if costs should be paid back to union
- out of pocket expenses also outdated, increased based on central language, will share at next GMM after bylaws meet
- no charge to local for audit
- for transparency, members should have been made aware of monetary changes based on central language
- after investigation will know if error on board's part or union
- Sunshine list only wages, not out of pocket/per diems

### **Committee Reports:**

#### **CB SCT – Sister Del Gatto on behalf of Brother Morris**

- 3 grievances going to arbitration
- 1 at step 3, 1 policy at step 2, 1 re job posting
- waiting on board response
- LTO payment issue for member
- check CUPE email re: classification meetings
- LMM April 30

#### **PB OCT – Brother Nembhard**

- classification meetings IT May 11, Clerical May 13
- next LMM May 15 – will discuss supervision in elementary
- members asked to go to schools other than home school
- inquires re: bill 124 payment
- dreaded “other duties as assigned”
- 4 grievances potentially going to arbitration

#### **PB EA – Sister Dezsi**

- thank you for allowing to attend OSBCU
  - congrats to Lori Richards, Area 4 Mobilizer and Jehan Bisnauth, Equity Rep
- LMM May 6 – toileting, surplus and transfers, supervision, etc.
- general supervision, bus, yard, etc. not in duties, CA L24.08, speak to union

- transfer list closed, successful candidates notified between April 29 – May 10
- if surplus notified by May 2
- employer hoping bill 124 payment in May
- thank you to those who completed locked space survey
- OSBCU classification forum EA/CYW May 7

**CB EA – Sister Bosley**

- seniority list sent back to HR for corrections
- SEAC meeting April 9, next May 7
- discussed pst meeting and will introduce new road safety checklist
- board looking for EA's for summer rays learning program July 2-26, 8:30 – 2:30, closing date for application May 2 by 4 pm
- next mental health steering committee April 18
- Adhoc May 15
- LMM June 5

**CB LINC/ESL – Sister Gill**

- LMM April 17
- very first grievance – at step 1
  - member LOA for anniversary of mother's death for special ceremony
  - denied as she has applied for several LOA's previous years
- 2 members issues enrolling with OMERs
- instructors training on Avenue to be used in September
- still no date for SFE training, were to have started September 2023
- LMM June 19

**PB Con Ed – Sister Brown**

- LMM April 16 – 5 CNC staff laid off effective June 21
- seniority list posted on March 19 – still a few errors
- issue with staff eligibility for bill 124 payments, Kristine to follow up
- unable to secure funding for ELT program, program cancelled indefinitely
- PA day April 8 – 2 new ILLS (Farsi) classes to start online
- need instructor for asylum seeker class
- literacy classes extended until June 21
- last day of school June 21
- summer school July 2-31 – posting out later this month
- thank you allowing to attend OSBCU
- 2 LTO positions to be posted as permanent positions later this week
- next LMM June 4
- OSBCU classification meeting May 15
- apply to ed postings not emailed to union as per CA L13
- reminder of heat stress with warmer weather
  - told blackout blinds too expensive
  - told can go to library but can't leave children so not an option

- know your rights / right to refuse unsafe work
- will address in next LMM

Discussion:

- ELT – FTE down one person
- met with OSBCU re: dispute with funding members
- board has to prove funding
- formulas don't reflect losing 5 positions, maybe 2
- if no answer file central dispute

**CS FS** – Brother Slater on behalf of Brother Hebert

- 2 grievance in abeyance for duty to accommodate and vacant positions
- sat 2 grievances for acting chief, 1 moving to step 3, other successful
- filed 10 personal grievance for proper coverage for weekend permits
- 3 grievances going to arb – all-purpose position, weekend permits, security checks
- vacation approval sent out end of March, contact committee if haven't heard back
- CA sent back to the board with final correction
- next LMM early May – issue with daycare coverage
- classification meeting May 9

**PB CM** – Brother Allan

- 50 grievances in all, met with employer to discuss many
- admin trying to use custodial offices for various reasons, recently concussion room
- still some issues at secondary during weekend permits, Christian Hajok showing up at some to view for himself
- great reply from membership re: painter apprenticeship program, certificate = red seal
- changes to maintenance management team
- new electronic transfer list presented last week
- school recycling program changing to single stream recycling – no need to separate
- classification meetings – custodial May 9, maintenance/trades – May 13 at 6:30
- grievance denied at executive level in February member did not receive letter in time to attend March GMM to present herself, grandmother passed away today so not able to attend tonight, member will attend May GMM to present her case

**Motion** – to extend the meeting.

Moved: Sister Boisvert

Seconded: Sister Pollock

Carried

**PB EA H&S** – Sister Townson

- today is National Day of Mourning
- 2683 VI reports submitted since September, only 211 parklanes
  - members need to tell admin to complete parklane for any/all injuries including mental health
  - exposure forms should be filled out for scratches/spitting/urine contact

- JHSC – working on extreme weather guidelines

#### **CB EA H&S – Sister Condron**

- 900+ incident reports, those are the incidents reported
- if told baseline behaviour, still report
- check first aid, do parklane
- read safety plan/notification of risk before working with student
  - separate safety plan/risk assessment for bussing/field trip
  - wear own PPE, not shared, needs to fit
- mental health/burn out – not our job to pick up slack for staff shortages
- right to refuse unsafe work, contact union

#### **Nominations / Elections:**

##### **PB OCT Bargaining Rep**

- Ramona-Lisa MacDonald – meets attendance requirement – acclaimed

##### **PB Con Ed**

- Darlene Tennant – does not meet attendance requirement – submitted letter

#### **Unfinished Business:**

- Ramona-Lisa MacDonald sworn in
- why are new CA's not available to members?
  - Carrie reviewed CA's while President off on previous leave, when he returned he didn't continue that work, now back in acting role and working with National Rep to get CA's completed.
  - 7 of 8 sent to boards
  - some delay due to Bill 124
- full report of audit/trustee findings for next GMM

#### **New Business:**

**Motion** – Due to the lack of working in our bylaws, CUPE 218 will pay an acting President the wage of the President's office while acting as President, backdated to the day they started in the role.

Moved: Sister Petty

Seconded: Sister Pollock

Carried

##### **Discussion:**

- President on leave beginning April
- only for interim while President on leave
- S-T calculated difference of \$11.27/hr
- union can support 6 full-time book offs
- wage as per bylaws
- retro to this leave beginning April

