

General Membership Meeting – January 28, 2024 via Google Meets

Roll Call of Officers: Vice-President – Sister Boisvert
Secretary-Treasurer – Sister Cope
Recording Secretary – Sister Petty
National Rep – Sister Douitisis

Regrets: President – Brother Gibbs – regrets due to death in family

New Members: Cassandra Fitzgerald Janice Maves
Christina Kennedy Judy Hunting
Dino Emilio Mazza

New Members sworn in with Oath of Membership

Land Acknowledgement Equity Statement

Motion – September 24, 2023 GMM Minutes be adopted as presented via email.

Moved: Sister Petty Seconded: Sister Richards Carried

Matters Arising: none

Note: October 15, 2023 GMM cancelled due to power failure.

Treasurer's Report – Sister Cope

- Tammy Graham (OSBCU) helpful in change over process from previous Secretary-Treasurer (Sister Wilkinson)

Motion – September 2023 Treasurer's Report be adopted as presented.

Moved: Sister Cope Seconded: Sister Pollock Carried

Motion – October 2023 Treasurer's Report be adopted as presented.

Moved: Sister Cope Seconded: Brother Hebert Carried

Motion – November 2023 Treasurer's Report be adopted as presented.

Moved: Sister Cope Seconded: Sister Fair Carried

Motion – December 2023 Treasurer's Report be adopted as presented.

Moved: Sister Cope Seconded: Brother Gillis Carried

Discussion:

- what's considered "gifts and donations" – retirements and donations

Communications – Sister Petty

Motion – correspondence 1-7 be received and filed.

Moved: Sister Petty Seconded: Sister Brown Carried

Motion – CUPE 218 purchase sponsor ad in the Remembrance Magazine for \$299.00.

Moved: Sister Petty Seconded: Brother Hunter Carried

Motion – CUPE 218 donate \$1000 to CUPE Local 2614 Port of Quebec dock workers.

Moved: Sister Petty Seconded: Brother Raby Carried

Motion – CUPE 218 donate \$1000 to CUPE Local 2815 Videotron LTEE

Moved: Sister Petty Seconded: Sister Dantas Carried

Executive Report – Sister Boisvert

- January 15 and 16 Arbitrator sat Bill 124
 - still waiting decision
- Dennis and Carrie met with DCDSB re: Bill 124
 - made clear expectation MOS be followed
 - discussed new rates of pay
 - reviewed list active employees
 - DDSB wouldn't meet until decision made
 - employers have 120 days after decision to make pay outs

Discussion:

- not sure when to expect arbitrator's decision, perhaps mid/end February
- encourage all past members/families (retired/moved/passed away, etc) reach out to union with current contact info

Committee Reports

CB Linc/ESL Unit – Sister Gill

- no grievances
- still waiting for training on SFE
 - members still finding own supplies, then letting Cathy know
- LMM – April 17
- PD March 8 – hoping SFE training

PB Con Ed Unit – Sister Brown

- 1 personal grievance at step 2 resolved
- ROE's not being sent to Service Canada within 5 calendar days
 - members waiting month+ for ROEs submitted
 - DDSB to process permanent staff sooner as of March Break
- committee meeting – January 15
 - 1 committee member resigned end of December
- supply shortages – admin not putting call out in advance for absences
- union not made aware of postings as per L13.01
- LMM February 27
- member denied access to SEB
 - no grounds for grievance, CA doesn't provide for SEB for parental leave

PB EA Unit – Sister Dezsi

- LMM in December – ongoing unfilled positions
 - 626 supplies but 20-30 unfilled positions/day
 - solution – posting went out for supply EA
 - board hired designated supplies because of ongoing issues
 - only 10 positions posted in November, board now realized should have been 35
 - concerns LRS's used as EA's – contact union when this happens
- supply EA's work same hours/job of staff being replaced including bussing
- 2 personal grievances at step 2
- 2 personal grievances awaiting arbitration dates
- 2 policy grievances
- committee position vacancy Sue Wilkinson retired

Discussion:

- when to expect new seniority list?
 - as per CA board to provide by March 31
 - will add to LMM if not received

CB EA Unit – Sister Bosley

- LMM – January 12, next LMM March 20
 - 232 supplies on list, 80 in LTO positions
 - board looking to add EA college placement students to supply list
 - board would consider paying supplies to take BMS on PD days
 - union hasn't been invited to on-boarding of new hires in long time
 - board's response – not holding on-boarding, new hires straight to work
 - suggested hold meetings online with CUPE to meet new hires

- LTO's in lengthy positions can request technology from admin
- board looking to hire FT EAs in February, don't have numbers
- new sign in to SFE via Microsoft, members to enter shift hours
- Grievances – 1 at step 1, 8 at step 2, 3 at step 3

CB SCT Unit – Brother Morris

- 2 active grievances
 - 1 policy job posting SCT-3095-23-C
 - last summer posting out July 6 with last day work July 7
 - past practice employer to discuss with chair concurrent posting if reason to believe no internal applicants
 - generally, union agrees without p & p with condition internal applicants evaluated first
 - board offered in future to endeavour to inform not acceptable as Article 14 requires 5 working days for internal posting prior to being posted externally
 - 1 unjust discipline SCT-3096-24C
 - member disciplined, moved from posted position, threatened termination
 - still waiting board's response
- work from home final policy for non-school based staff
 - up to 2 days/week
- elementary vacation lottery held January 10
 - only 5 eligible applied, draw not necessary, all approved
- LMM – general discussion

Motion – grievance SCT-3095-23-C proceed to arbitration

Moved: Brother Morris

Seconded: Sister Fair

Carried

PB OCT Unit – Brother Nembhard

- LMM – January 15 – outstanding matters since previous LMM
 - increase in violent incidents stemming from poor supervision
 - behavioural student left in office without proper supervision
 - added to list of items awaiting response
 - review of secondary clerical duties to streamline and align duties
 - committee to be formed to gather info, survey will evolve
 - rumour DDSB@home may end, enrollment diminishing
 - decision dependent on enrollment over next 2 years
 - no info on possible PD, last PD was pre-covid

Motion – OCT-7025-23P, OCT-7026-23P, OCT-7027-23P proceed to arbitration.

Moved: Sister Boisvert

Seconded: Sister Dezsi

Carried

Discussion:

- employer imposed blackout during vacation period against provision in CA

CB FS Unit – Brother Hebert

- 2 grievances in abeyance - duty to accommodate and vacant positions
- 2 grievances for acting chief - 1 at step 2, 1 at step 3 later February
- sat step 1 grievance – member not paid OT at own school – successful member to be paid OT
- 3 grievances going to arbitration
 - daycare coverage – meeting February 21
 - weekend permits, security checks – still awaiting dates
- all chief custodians met January 26 with management at OMAC
 - discussed cool system (daily work input system)
 - < half member inputting work
 - supervisors will be monitoring more often
 - will start nightly inspections at schools February
- LMM – January 9
 - vacation time memo out February
 - vacation submitted by first week in March
 - need to be submitted on time so as no delay like last year
- met January 12 to finalize CA, sent to board

Discussion:

- questions re: disinfecting changes
 - can't complete cool without disinfection
 - note on cool yes/no if disinfecting completed

Motion – Grievance FS-2139-23C proceed to arbitration.

Moved: Brother Hebert

Seconded: Sister Townson

Carried

Discussion: member didn't get interview for posting even though currently doing job

PB CM Unit – Brother Allan

- 3 bomb threats recently, 2 at high schools, 1 at elementary
 - 2 cases schools evacuated
 - usually lead walks with emergency services unlock doors
 - not custodial job, management job, if lead feels unsafe, do not do it, evacuate with rest of staff
- grievances too many to list
- met with employer in December discuss 15 grievances
 - waiting to hear back on most
 - ones that board replied will likely go to arbitration

- filed about 10 more since mid December
- 7 more going to step 2 February 8
- workload and transfer committees met with employer
 - new electronic version of transfer list to be rolled out
 - members can see name/position - can add/delete name to/from school
 - committee recommended paper trail for at least another year as back up
- issue similar schools inconsistent staffing
 - board insists daytime to complete same workload as nighttime working in empty building
 - board feels acceptable to clean classroom during recess/lunch
 - class returns next day to full garbage/dirty room as next cleaning time is 10 am
- complaints from casual custodians re: new hiring practice, basically job competition
- new hiring process for leads and acting leads
 - practicum for advancement (test) – form of hiring, union has no input as limited language in CA – filed grievance
 - testing based on modules completed at beginning of school year (WHMIS, Health & Safety, Working at Heights Training, Ladder Issues)
 - as of mid December, 30% custodial staff not completed mandatory modules
 - 70% minimum to pass
 - only written if moving up pay grade, not if lateral move
 - inquired bringing back mechanical course
 - 8 years or less must write test
 - employer determined 8 years as mid point of seniority
- weekend permit issues
 - permits submitted for minimal people in building and 100's people in reality, people going everywhere in building
 - parents and children verbally abusive to staff
 - permit holders must adhere to board policy and procedures
 - supervisor always on duty – don't engage, contact monitoring and let know if need someone onsite, follow up with own supervisor and cc union
 - need members to make complaints – management willing to cancel permits

Discussion:

- are teachers aware of cleaning procedure?
 - no, email admin/teacher, cc union if issue and make aware of new cleaning procedures
- clarify – test only required if moving up pay category
- 8 or more years in lead don't have to write test
- postings only posted when positions become available
 - if aware of vacancies let union know

Trustee Report – Sister Fair

- Sisters Fair, Townson and Kennelly met Oct 3

- reviewed books Jan 1 -June 30, 2023, found in order

Motion – Accept books as reviewed.

Moved: Sister Fair

Seconded: Sister Condron

Carried

PB CM H&S – Sister Fair

- slip, trips, falls down this year – be mindful of footing
- head injuries up – bumping head when bent over to standing
- use benefits – physio, massage, etc.
- contact union if concerns
- send medical documents to union

CB EA H&S – Sister Condron

- Safety plans – need to be current, separate plan if riding bus
 - take school cell on bus
 - risk assessment prior to field trip
 - NORI (notification of risk of injury) if risk of workplace violence
- 577 incident reports since September
 - delay in submissions as Principals not approving
 - let union know if completing
 - check first aid and complete parklane if injured (ie. cut, scrape, bite, got ice, etc)
- work refusals – MOL called in
 - if student eloping regularly, vehicular risk assessment needs to be done
 - immediate response back-up
 - need proper fitting PPE
 - under OHSA has right to refuse unsafe work
 - reach out to admin if no resolution contact union

PB EA H&S – Sister Townson

- admin not submitting reports
 - contact union if haven't heard from EA team
 - check forms online to see if submitted by admin
 - ask for debrief/safety plan
 - right to refuse unsafe work
 - input included in safety plans
 - don't use personal phone on bus – driver contacts dispatch to contact school
 - active work refusal for unsafe work – proud of those members
 - if injured (bitten, kicked, struck) have admin complete parklane
 - if parklane not done, send admin email with details and cc: Brandy

- complete WSIB exposure forms if skin is broken
- reports completed on work time
- take breaks and lunch – don't answer walkie calls

Discussion:

- VI #'s - September to January – 1549
 - 147 sought medical

PB OCT H&S – Sister Petty

- 2 VI's submitted in December involving students
- 2 VI's not yet submitted as debrief not completed
 - contact Allison if you don't hear from her
- OCT should also be included to reading student briefs
- take your breaks/lunch

Unfinished Business – none

New Business

Motion – CUPE 218 donate \$500 to Sara Short.

Motion: Sister Petty Seconded: Sister Dezsi Carried

Discussion – Tracy Gillespie emailed personal appeal for Sara, diagnosed cancer, contracted E-coli, husband on LTD.

- amount falls within Bylaws

Motion – CUPE 218 allow all executive and committee bargaining reps to attend the OSBCU Convention March 24 – 28.

Moved: Sister Petty Seconded: Sister Townson

Amendment: CUPE 218 allow all executive and unit committee members (bargaining and stewards) to attend the OSBCU Convention March 24 – 28.

Moved: Sister Dezsi Seconded: Sister Dantas Carried

Motion – CUPE 218 donate \$200 to Teresa (EA).

Moved: Sister Currie Seconded: Sister Townson Carried

Discussion – Sister Currie to submit member’s name via email as member’s situation is still under investigation (children’s father was murdered).

- nominations and elections postponed until February GMM
 - education, bylaw and social committees

Good of the Union:

Sister Boisvert – thanks to all who attended

- summary of reports – we need to stand up for our rights
- safety, working conditions, treated by employer
- stand together, strong, united


Adjournment

Motion – to adjourn meeting.

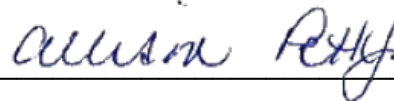
Moved: Sister Boisvert

Seconded: Sister Dezsi

Carried



President
Vice-President in Brother Gibbs absence



Recording Secretary