

## General Membership Meeting – March 17, 2024 – CUPE Union Hall

**Roll Call of Officers:** President – Brother Gibbs  
Vice-President – Sister Boisvert  
Secretary-Treasurer – Sister Cope  
CUPE National Staff Rep – Sister LLewellyn  
Recording Secretary – Sister Petty

**Regrets:** none

### Equity Statement and Land Acknowledgement

**New Members:** none

### Minutes of Previous Meeting:

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

Moved: Sister Petty

Seconded: Sister Townson

Carried

### Matters Arising:

- Social Committee vote – Scott Hunter had not attended 50% so Jennifer Currie acclaimed to position
- previous Treasurer's Report - question re: Phones and Internet cost is per month
  - union 365 storage, communication hub, website, software, 5000 emails available, data management (web content), IT support
- costs may have been under Office Expenses with previous Secretary-Treasurer

### Treasurer's Report – Sister Cope

**Motion** – February Treasurer's Report be adopted as presented.

Moved: Sister Petty

Seconded: Brother Cameron

Carried

### Communications – Sister Petty

**Motion:** - correspondence numbered 1 – 9 be received and filed.

Moved: Sister Petty

Seconded: Sister Dezsi

Carried

Discussion: National working on wording re: virtual meetings and if voting can take place during virtual meeting

**Motion:** - grievance CM-5354-24P (Written Warning) proceed to arbitration.

Moved: Sister Petty

Seconded: Brother Gillis

Carried

Discussion: member disciplined, straight to written warning and removed from acting leads list.

**Motion:** - grievance CM-5358-24P (Policy, Acting/Leads Practicum Tests) proceed to arbitration.

Moved: Sister Petty

Seconded: Brother Cameron

Carried

Discussion: test and interview to apply to acting lead or full-time lead position

### **Executive Reports – Sister Boisvert**

- Bill 124 update – met with both employers, will follow guidelines with payout by June 8
- both creating email address for former employees to update information
- share info with former members we know

### **Committee Reports:**

#### **CB EA – Sister Bosley**

- ad hoc February 27 - incident reports received months after incident
- next PD day April 8 - am in home school, pm wellness session
- next board meeting March 18
- next LMM March 20
- HR reviewing seniority list
- St Anne official opening new addition March 5
- SEAC meeting March 5 discussed student demographic survey (April 22-26) and 2024/2025 budget consultation via thought exchange

#### **PB EA – Sister Dezsi**

- LMM March 4
- 4 positions external, one requires catheter care
- only 5 qualified applicants for EA2 position
- surplus list expected end of April/early May
- now have 638 supply EAs
- still 20-30 unfilled positions
- issue of some EAs being told student safety plans are last resort, or no longer a thing
- employer to send SERT bulletin outline when student safety plan is warranted, needs to be in place if required, EAs to be part of plan
- job description outdated (from 2006), hasn't been updated since job re-eval
- no general bus/lunch/yard supervision, contact union
- no attendance support program, if called into office with admin, should only be as supportive conversation, if more than this, contact union

#### **CB LINC/ESL – Sister Petty on behalf of Sister Gill**

- PD day March 8 - first training on Avenue, to be continued on next PD day April 8
- reminded employer training on paid time
- no grievances
- next LMM April 17

#### **PB Con Ed – Sister Petty on behalf of Brown**

- LMM February 27, employer acknowledged gap in job descriptions, will look into adding job duties/responsibilities to future postings
- CNC designate in charge not paid for hours when supervisor absent
  - told not necessary as DCE admin in building to provide assistance

- October 2022 LMM minutes management acknowledged CNC designate in charge could not be DCE admin as qualified CNC staff required, so to be paid higher rate
- will grieve if member not paid at higher rate
- hold and secure February 27, stabbing/robbery on John St bridge
  - suspects tried to gain entry but doors locked due to repeated requests
- March 4 Indoor Environmental Quality Investigation for office workspace
- 4 new ESL classes by end of March, posting out late February
- next LMM April 16
- no grievances

**CB SCT – Brother Morris**

- 3 grievances going to arbitration, 1 moving to step 3, 1 policy at step 2
- DSTS bus passes - problem with QR code printing
- told sick leave gratuity payout could take up to one year, waiting response from finance
- notices going out re: attendance management program but not aware of any meetings
- Dwyer bomb threat - VP asked secretaries to help search, no real info from members
- next LMM April 30

**PB OCT – Brother Nembhard**

- member in smaller units experiencing off-loading of duties, gathering info in case JE
- casual clericals in LTA's not eligible to apply to internal postings
- board updating process to input part-time secretarial hours
- T4A slips available in OTIP website
- LMM March 21
- OCT Committee looking for additional member

**CB FS – Brother Hebert**

- 2 grievances in abeyance
- sat 2 grievances for acting chief, one moving to step 3, other at step 3 waiting on response
- filed 5 personal grievances for proper coverage weekend permits
- 3 grievances going to arb – all-purpose position, weekend permits, security checks
- still issues supplies not arriving in timely manner, let union know
- vacation requests due March 2, if not submitted, do so asap
- CA sent back to union with some corrections to be made

**PB CM – Brother Allan**

- employer asking for extensions on couple of grievances
- met with employer regarding Lead/Acting Lead test grievance
- new electronic transfer list rolling out near future, provide real-time listing
- if in lead or acting lead must complete testing or will be removed

