

GENERAL MEMBERSHIP MEETING

CUPE 2357

May 31, 2022

Virtual Google Meet Platform

Webinar Attendance: Cynthia Steeves, Joanne Howell, Erin Grant, Heather Fortin, Carolyn Roberts, Alex Vavro, Lisa Gordon, Kailee Jackson, Emilia Maisonneuve, Adele Stubbert, Lisa Marcantonio, Kim Widenmaier, Catherine Hanlon, Lisa Macgregor, Tori Murray, Patricia Kazadi, Jess Oakman, Genevieve Lajoie, Michelle MacDonald, Jill O'Malley, Shelly Bradley, Kerry Clarke, Kristen Fulton, Cathy Ebenhoeh, Shelley McLaughlin, Kellie-Anne Mathieson, Aisling O'Brien, Susan Rowbotham, Wendy Hache, Tracy Magagnin, Nicole Lavigne, Jennifer Pelletier, Brenda Johnson, Patricia Walsh, Gundrun Desjardins, Donna Lambert, Catherine Iverson, Penny Simpson, Heather Jesmer, Jaime DeMarchi, Liz Shanahan, Chantal Ouellette, Pauline Powell, Avilla Ollivierre, Melissa Oppedisano, Liam Cromey, Amalia Koutakos, Jason Sedlar, Aaron Do, Sarah Hong, Ann-Marie Butt, Cindy Kendrick, Laura Padulo, Jessica O'Leary, Natalie McLeod, Jessica Sheahan, Kaitlin Black, Lisa Reitano, Nicole Fulton, Linda Cunningham, Suniya Nur, Elizabeth King, Nicole Craig, Cynthia Dallaire, Alex Vuong, Sharon Boudreau, Pramod Mehta, Cathay Heer, Kelly Russ-Mahoney, Tara Malloy-Wilkinson, Lisa Reitano, Kaitlin Black, Vanessa Major, Kim Jimmo, Dawn Kasperek, Sarah Hong, Kerry Clarke, Kim Sadler, Christine Smith, Katherine Nault, Ann-Marie Butt, Lindsay Cook, Victoria Kirk, Jennifer Bachhuber.

Did not sign in but voted in the polls: Rudina, Najia

Call to Order

6:35 PM

Role Call of Officers:

Cynthia Steeves - Acting President

Joanne Howell - Vice President

Erin Grant - Interim Recording Secretary

Reading of Equality Statement -

Land Acknowledgement -Joanne Howell

Voting on New Members and Initiation

- None at this time

Reading and Approval of Minutes - presented by Erin Grant

- Executive motion was passed to extend the President's term on a one time basis
- FAE Denials by the employer
- Reviewed the results of the local bargaining survey
- Spoke on importance of member engagement - the entire membership is the union.
- Mobilization Initiatives: Letter to the Premier, Bill 124, New Brunswick Education Worker gains.
- School visits plan
- Obtaining legal services for the local
- Website update
- Job evaluation - external consultant
- Virtual Academy plans
- Emergency unqualified EA and RECE booking limits
- Special leave days change

Motion: To approve the previous minutes as presented - Erin Grant

2nd: Melissa Oppedisano

Motion carried.

Matters Arising from Minutes of the Last Meeting

- No questions or discussions on the previous minutes

Treasurer's Report - presented by Joanne Howell

- Bank balance as of today: \$(Financial information redacted as per the executive motion passed on March 21st, 2023 at the Executive Board meeting. Cupe 2357 members can request this information from the executive.)
- All bills are currently paid to date
- Currently have 1051 full time members and 791 part time members, as the end of the school year approaches, we are seeing an increase in the number of retirements and that is reflective in our employee numbers.
- As of the last statement, the GIC balance is : \$(Financial information redacted as per the executive motion passed on March 21st, 2023 at the Executive Board meeting. Cupe 2357 members can request this information from the executive.)
-

Motion: To approve the treasures report as presented - Joanne Howell

2nd: Lisa Marcantonio, Kristen Fulton

Motion carried.

Executive Board Report - presented by Cynthia Steeves

- The Executive Board has been very busy since our last GMM, we have had various provincial deadlines to meet with structure tests (letter to the premier), now the selfie campaign that will be spoken about in more depth later in the meeting

Member Care Increase for Storm

- The unexpected storm further impacted our schedules and required us to shift priorities as an Exec board. An emergency amendment went out to the Member Care Fund committee to solely address the impacts of the storm on various members. Guidelines were established - the main one being, the member had to be without power for 4+ days or major structural damage to your property to access any funding. Also the Member Care Fund budget line was increased by drawing money down from Conferences/Conventions, which due to Covid has been an underused budget line the last 2 years. We have capped the funding at \$(Financial information redacted as per the executive motion passed on March 21st, 2023 at the Executive Board meeting. Cupe 2357 members can request this information from the executive.)
- or 4 days after full power is returned to Ottawa. We feel as a committee this is fair and fiscally responsible in order to preserve and grow this important fund. To date, we have given out close to \$(Financial information redacted as per the executive motion passed on March 21st, 2023 at the Executive Board meeting. Cupe 2357 members can request this information from the executive.)
- in financial support.

Post Storm Emails/Board Communication

- I would like to take this opportunity to address some emails we received after the storm, in relation to the employer's communication/response to the events. We feel given the circumstances the employer was quick and very good at communicating information to all staff - albeit there is always room for improvement. As for the emails - we had a few members who were upset that they were expected to report to work because their school/department regained power but others could stay home because their school did not have power.....the mindset of "We all work or nobody works" is not realistic or feasible for a multifaceted organization like the Ottawa Catholic School Board. There is the business side, the school "brick and mortar" side and the infrastructure side - who were working during the height of the storm assessing damage all weekend.
- The CUPE office did not lose power and was open on Tuesday, when the OCSB closed all the schools. We need to remember to be supportive of each other and rally together in times of need/crisis not cause division amongst the ranks.

Strike Preparedness

- On June 1st the Executive Board, stewards and mobilizers will be attending an evening meeting with the OSBCU on Strike Prep - Strike pay, picket captain training dates, maximum strike readiness will be topics of discussion.

OSBCU Conference

- The Executive Board will be attending the rescheduled OSBCU convention in Windsor, ON next week, the office will still be open but in a remote sense. If you need anything, please email the Exec email and someone will get back to you ASAP. All Return to Work meetings will still happen as well as Round 1 of EA staffing.

Queen's Park Letter Delivery

- On June 23rd Cynthia and Erin will be going to Queen's Park for the OSBCU media junket to reveal the banner signatures of Members from across Ontario, there will then be a press conference with Laura Walton, President of OSBCU and we will also deliver the letters directly to the Premiers Office.

Summer Office closure

- The CUPE 2357 office will be closed for Summer Vacation from August 10th to 19th.

Checking Personal Emails over the Summer:

- Please make sure you are checking your emails more frequently this summer for any bargaining/strike Prep information,

Motion: To approve the Executive Board Report as presented - Cynthia Steeves

2nd: Kristen Fulton, Patricia Kazadi

Motion carried.

Committee Reports

Steward Report - presented by Joanne Howell

The stewards have been keeping busy since our last GMM. They have been answering questions regarding:

- The role of an RECE and being left in the classroom alone,
- Working with diabetic students - What are the expectations? Increased workload for all
- Caregiver days and what can be used if they have already used those,
- Sick leave,
- Vacation leave.
- General leave of absence
- X/Y leaves
- The lack of supplies or supplies refusing to do programming or toileting.
- Redeployment of the "floater" EAs.
- Staffing processes for RECEs as well as EAs
- OA concerns
- Increased workload for all staff
- Harassment issues

On top of all of this, they have also been part of the Mobilization committee.

Grievance Report - presented by Cynthia Steeves

- ***Sick Leave Policy Grievance - Minutes of Settlement established***

Key Points- If a Member is off sick at the end of the year but returns to full FTE in September, there is no 11 day waiting period to have your sick leave refreshed. If you do not return to your full FTE, you will still be accessing your sick leave bank from the previous year and will not be eligible to have your sick days refreshed until you return to your full FTE and work eleven (11) days in a row.

- ** All paid days are considered days worked. For example, a sick day, a vacation day, a bereavement day, and a special leave day, etc are days in which a member would still receive a wage.. Therefore, they are considered days worked and would count towards the eleven (11) days needed to receive the refreshment of sick days for the school year.

Open Grievances

- Tutor Positions
 - The Executive Board feels that these daytime tutor positions should be CUPE jobs
- Duty to Accommodate
- Recognition:
 - In relation to Mental Health Workers and SEL Itinerant role. This grievance is moving to Arbitration with a date set for March 2023

Grievances to be Filed

- Recognition:
 - Casual Admin Assistant positions (4)
- Definition of Term Employees:
 - Agreed terms on "Continuous Service" and "Break in Service".

Grievances Withdrawn

- Discipline Process
- Paid Sick Leave (refusal of access to it)

Health & Safety Report - presented by Joanne Howell

- A reminder to continue to fill out the accident reports and violence incident reports as needed.
- After an incident, taking some time for yourself, getting a bandaid, or speaking with a colleague to help calm yourself down - are all considered first aid. Please check off the box on the accident/violence reports if you have done these things.

Mobilization Committee & Members Care Report - presented by Erin Grant

Mobilization Committee

- The Mobilization Committee met virtually on April 6th and in person on May 4th. During those meetings the committee made plans and discussed best practices in achieving our goal of collecting 981 sign letters to the premier. To date, we have 902 sign letters. We need 79 more signed letters to reach our goal. Committee members were presented with a Generational Diversity in the Workplace discussion and then group work and brainstorming on how to engage our membership based on their generational classifications took place.
- Introduced and began the new photo petition campaign, this campaign has a goal of 70% of our membership, which will be approximately 1145 photo selfie uploads. There is a QR code to help you upload your picture easily. This code was sent out to all members on our email mailing list.
- The Mobilization Committee has attended one of two (2) OSBCU update meetings, to launch the Photo Petition Campaign. The photos of all 55,000 Ontario Education Workers will be compiled in a photo composite to be displayed behind Laura Walton, during press conferences, and at the bargaining table.
- The Mobilization Committee continues to be busy and dedicated to engaging and mobilizing the membership in preparation for the upcoming contract negotiations.
- School Visits took place on April 19th. Teams of two (2) made up of Executive and Mobilization Committee members, visited 26 schools. Schools were selected if that location did not have the opportunity for a Mobilization Committee member to connect with the Cupe members working there. During the informal visits, conversations were had with members about upcoming contract expiry, letter to the premier, Bill 124 and wage restraint, the cost of a decade wage restraints forced upon Education workers, New Brunswick Education Workers gains during their past contract negotiations. Mobilizers also confirmed members' personal email addresses and were directed to try and confirm a Site Lead for each school on the visit. The school visits were well received and the teams answered several member questions.

Member Care Committee:

- Due to the devastation of the storm on May 21, we have been getting a large number of requests for access to the funds.

- The MC committee met on May 26 and voted to increase funds allotted to this, in order to help our members.
- To date, \$(Financial information redacted as per the executive motion passed on March 21st, 2023 at the Executive Board meeting. Cupe 2357 members can request this information from the executive.)
- in grocery store gift cards have been purchased to help our members in need and will be sent in the inter office mail to those members.

Elections or Installations - presented by Patricia Kazadi

- 1st Vice-President
 - Joanne Howell nominated by Erin Grant
 - *Accepted and acclaimed to 2 year term 1st Vice President*
 - *Oath was stated*

Unfinished Business

- At this time there is no unfinished business.

New Business

2021 Audit

- Trustees were in the office on May 11 and 12, 2022 to complete the Cupe 2357 2021 Audit.
- The following are recommendations the Secretary Treasurer received on:
May 12, 2022.

Trustee Report May 2022

We would like to thank the Executive for welcoming us to the CUPE office to perform the audit for 2021. Francine, thank you for organizing the documents. They were very easy to access this year.

As the world becomes more digitalized we are challenged to answer the trustee checklist questions without concerns arising. The major challenge is with payments made by credit card and pre-authorized payments. The by-laws command that all expenses are substantiated by an expense voucher. This is not happening. We hope that the union is able to reconcile these challenges. The following recommendations are suggested as ways in which to bridge the gap between the paper world and the digital world.

Issue #1

Expense vouchers are not submitted for all expenses.

By-law SECTION 6 - FINANCIAL STATEMENT AND AUDIT The Executive Board shall ensure each year that by the first regular meeting after the close of the fiscal year the Local Union Trustees shall examine the books and records of the Union and shall report as to the correctness and accuracy of the previous year's financial statements of the Union and shall ensure that every member receives a copy of the trustee's audit. **The Local shall operate on the voucher system to record all amounts paid**, covering expenses for travel, per diem, accommodation, etc., for officers and members and properly covered by receipts. No payment shall be made with respect to such claims until such time as an authorized officer of the Local approving payment signs the voucher. **All expense vouchers shall be signed by the President and one other member of the Executive board.**

Trustee concern

- No expense voucher is currently submitted for charges made on the credit card. Credit card charges are consequently not subject to the authorization required in the by-law as described above. The concern is that it can result in unintentional expenditures of the locals' money on items that have not been approved under the by-laws, by executive or the members.
- No expense voucher is currently submitted for WSIB quarterly remittances.
- No expense voucher Ottawa & District Labour Council

Trustee Recommendation

- Use an expense form for all expenditures that will allow for transparency and understanding by trustee auditors and the members. Ensure that the following information is included on the voucher:
 - o Location of meeting
 - o Purpose of meeting
 - o Original invoice
 - o Signature of person approving the expenditure, usually the president (pre-approval at a meeting or within the by-laws of the local.
- Develop a credit card policy that would ensure transparency of expenditures. This could address pre-authorized payments etc.

Issue #2 Honorariums are currently being paid to members, however T4s are not being issued as recommended by the trustee checklist.

Trustee concern Trustee Checklist 6.7 c) If an honorarium was paid to an individual, then in accordance with the Income Tax Act, the local is responsible for withholding and remitting income taxes, EI, QPIP, and CPP/QPP payments to the government. The local is also required to issue a T4 at year-end. Were the proper remittances made? They were not.

Revenue Canada allows individuals to receive honorariums separate and aside from the reimbursement of expenses for a "volunteer" position such as being on the Executive of a local union. If the union does not pay these required remittances, and Revenue Canada or Revenue Quebec performs an audit, then the union and/or the individual receiving the money would be held liable for paying the remittances, along with any penalties and interest.

Trustee Recommendation

Recommendation The local should be deducting and remitting income taxes, EI, QPIP, and CPP/QPP on any honorarium paid to members and/or the Executive. The

Local must also prepare a T4 at year-end. The Secretary-Treasurer should contact the nearest district taxation office to receive more information.

Issue #3

Trustee Concern

For the first part of the year (2021) the vouchers were *not* completed in accordance with bylaws (Section 6. Signing officers) Once the new CUPE2357 voucher was implemented vouchers were all completed in accordance with the bylaws and recommendations in the Trustee checklist. **Considered Resolved**

Issue #4

Trustee Concern

The trustees were not able to confirm that expenses were limited to \$(Financial information redacted as per the executive motion passed on March 21st, 2023 at the Executive Board meeting. Cupe 2357 members can request this information from the executive.)

per month. **By-law Section 10 Duties of officers**

The President shall: Be allowed necessary funds, not to exceed \$(Financial information redacted as per the executive motion passed on March 21st, 2023 at the Executive Board meeting. Cupe 2357 members can request this information from the executive.)

monthly, to reimburse herself or any offers for expenses supported by vouchers, incurred on behalf of the Local

Recommendation: Use of an expense voucher for all expenses.

Issue # 5:

Trustee Concern:

Two cheques made out to CUPE Ontario that had only one signature.

One cheque was signed by the person who was receiving the funds. There was a second signature on this cheque.

Trustee Recommendation: The majority of the cheques were signed according to the by-laws. The trustees recommend that the executive continue.

Lisa Macgregor

Pauline Powell

Jaime De Marchi-Calvi

May 12, 2022

- On May 16, 2022 the Secretary Treasurer emailed the following response to the Trustees:

Trustee Audit Recommendations/Responses 2021

1. This recommendation was put forward during the last audit, 2020. The Executive has spoken as a whole and with the former President, and it was decided that this would double the work as we feel the VISA bill stands as its own voucher with the itemized purchases and transaction/posted dates. We even further itemize every purchase as per budget line on the ledger.

We do agree that we need to put a credit card policy in place and will do so when we next do a Bylaw revision in the Winter of 2023.

In regards to not having expense vouchers for WSIB and Ottawa & District Labor Council, these are affiliation fees and don't require vouchers. Affiliation fees are clearly stated on the ledger.

We will also bring to the attention of the bylaw committee some areas to clean up/add language we currently have in Appendix "B", under Executive monthly expenses, so that it is more clear how monies are reimbursed via this Appendix.

2. The Executive Board will reach out to other Cupe locals in the area as well as speak with our National Rep in regards to moving forward with this matter. We feel that these positions, steward and trustee, are volunteer roles and up to each individual to claim at their time of taxes. T4/taxes: "volunteer" Steward roles: volunteer Trustee roles: volunteer. We will address this via a Bylaw Amendment.

2. In the fall when the Trustees came in to complete the audit for 2020, one of the recommendations was to have the expense vouchers be completed in accordance with the bylaws. Immediately after the audit the Executive Board changed the expense vouchers to reflect what is in the bylaws and trustee recommendation. Resolved. In the fall we changed the expense form after the trustee report for 2020. This issue is considered resolved.

4. The local, more so the President does not use Section 10- Duties of Officers - "Be allowed necessary funds, not to exceed \$100 to reimburse herself or any officer for expenses incurred". The local uses a voucher system at the end of every month for Exec Expenses and is approved by the Secretary Treasurer and President (VP - if voucher is for President) Any purchases made over July/August when just the President is in the office - we would then use Section 10.

5. The week of April 4 2022, Scotiabank called the office and spoke with Joanne Howell, VP, to inquire on the cheques that were made out to CUPE Ontario. The cheques were cashed with only one signature and the bank needed confirmation to release. Cheques will be double checked moving forward to ensure there are two signatures at all times to avoid these discrepancies.

Francine Meledoro, Secretary Treasurer, Cupe 2357

- During the evening on May 30 2022, the Trustees emailed a report in response to the May 16th Secretary Treasurer's response and requested to read this report to the membership at the May 31 GMM.

Trustees Report - Presented by Pauline Powell

Trustees Report to the Membership

Presented at the GMM held May 26, 2022

Prepared by:

Pauline Powell

Lisa Macgregor

Jaime Demarchi

The trustees went to the Cupe 2357 office on May 11 and 12th 2022 to perform an audit of the financial records for 2021.

After completing the Trustee Checklist provided by Cupe National the trustees presented their report to the President and Secretary-Treasurer. Five issues were raised by the audit process. Due to Covid, the previous audit for the year 2020 was held in the fall of 2021. One of the issues raised during this audit had been raised previously. It had been corrected and is considered resolved. Cynthia Steeves and Francine Melodoro sat with us, and we had a discussion around the issues raised. We felt confident that our concerns would be addressed in a timely fashion.

On May 16th, Francine emailed the trustees a written report in response the trustees report of May 12th. We have concerns that the written report does not reflect that our biggest concern will be addressed in a timely fashion.

As a result, we would like to call the memberships attention to Issue # 1 of our report. Expense vouchers are not submitted for all expenses.

Please note that all expenses does not include affiliation fees and remittances.

A significant number of expenses are paid by the Cupe 2357 credit card. Expense vouchers are not completed for these expenses. Cynthia did inform us that she felt the way the visa bill is reconciled by Francine is sufficient and that creating an expense voucher would double the work. The way it is reconciled does not allow for the trustees to readily have the information that is required on an expense voucher. We did discuss creating an expense voucher that would be specific to the credit card reconciliation.

We followed up with a phone call to Linda Marcoux at Cupe National. She directed us to the Financial Officers handbook. On page 20 of the handbook, it is clear that

expense vouchers which include specific information relative to the expense be completed for all expenses except affiliation fees and per capita . See an excerpt of the relevant information below:

A completed expense voucher will include:

- *Name and address of person getting the money (the payee)*
- *Date of expense*
- *Reason for expense*
- *Signature of the person asking for payment*
- *Support documents, such as an invoice or original receipts*
- *Copy of the motion authorizing the expense, and the date of the membership meeting when the vote took place.*
- *Payment approval signature; the local's President must approve all expenses before they can be paid*
- *Date of approval by the President*
- *cheque number*

Expense vouchers allow the secretary-treasurer to ensure proper financial controls, and for the trustees to verify that expenses were authorized and paid the way they should be.

Use expense vouchers to process all payments, except for the per capita payment and affiliation fees.

We feel strongly that the executive must make the changes that allow transparency of the credit card expenses prior to Winter of 2023 as indicated in their response.

The 1st Vice President, Joanne Howell read out the Secretary Treasurer's response to the report received on May 30, 2022

Secretary-Treasurer Response -Re: Trustees Report to Membership

Concern

1.) Concern of Bylaw Amendments not being done until Winter 2023

Secretary-Treasurer Response: In our initial response to the Trustee recommendation that was provided to the membership yesterday, Winter 2023 was used as a tentative date, we will endeavor to complete Bylaw Amendments before then, but Bylaw Amendments are a lengthy process, so do not just happen overnight.

We were taking into consideration that in the fall the President and Executive will be busy with bargaining and other strike preparedness activities/obligations and we may not get to a full Bylaw revision until late fall/early winter.

2.) Executive Concern of Report to Membership - "Expense vouchers are not submitted for all expenses"

Secretary-Treasurer Response - Expense vouchers as per our Bylaws in relation to ALL cheques being written from the local's bank account are submitted accordingly.

As has been practice for the local since the inception of having our CUPE 2357 Business Visa,(2010 receipts are submitted for every single transaction with a budget line delineation written on the receipt,so that all expenditures can be accounted for as per our approved yearly fiscal budget.

We will be in our next Bylaw revision, implementing a Credit Card policy, that help to address the Trustees concerns with reporting expenditures on the CUPE 2357 Visa.

In 2019 this recommendation was brought forward by the Trustees in the Audit Report, Sherry Wallace (President CUPE 2357) at the time and Joanne Howell (Secretary-Treasurer at the time implemented this recommendation, it was noted that it created double the work and that the Visa bill itself should stand as the sole monthly Expense voucher and itemized receipts with budget delineation continue to be submitted.

The current President (Cynthia Steeves) and the Exec board intend to address this issue via a Bylaw Amendment and a CC policy in the near future.

3.) Response to "A completed expense voucher will include:"

- **Name and address of person getting the money (the payee)** - On the submitted receipt

- **Date of Expense** - On the submitted receipt

- **Reason for Expense** - Written on receipt, along with what budget line to code it under

- **Signature of the person asking for payment** - Not realistic for a Credit Card Transaction, how is that possible with online purchases or POS purchases??

- **Support documents, such as an invoice or original receipts** - Already being done, original receipt submitted for all Visa transactions

- **Copy of the motion authorizing the expense, and the date of the membership meeting when the vote took place,** - As per Page 19 in the Financial Officers

Handbook, this step is only taken if the local does not have any Bylaws in place. Local 2357 has Bylaws in place.

- **Payment approval signature, the locals President must approve all expenses before they can be paid,** - This is in reference to cheques being written and the President signing the Expense Voucher. Only the President and 2nd VP hold a Visa card right now, for any and all expenses on the Visa over \$200 we follow Article 7 (b.) Voting of Funds which states:

All expenses and bills over two hundred dollars within the budget shall first be approved by a majority of the executive. No sum shall be voted for the purpose of a grant or contribution to a member or any cause outside CUPE, except by a notice of motion given in writing and dealt with at the following membership meeting.

- **Date of approval by the President** - In relation to Expense Vouchers being written for cheques. We can add this piece to our yet to be developed CC policy, for when the 2nd VP makes purchases using the Visa

- **Cheque Number** - Not Applicable, it is a Visa transaction

We thank the Trustees for their work in completing the 2021 Audit for the local.

Bargaining Notice::

- OSBCU will put in to the Government of Ontario notice to bargain on June 3, 2022, which is 90 days before our contract expiry.

- When notice is filed for Central bargaining (Government of Ontario), simultaneously local bargaining is also filed (OCSB)

Strike Vote:

- A date for our Strike Vote has been set. **September 14, 2022** at the EY Centre.
- This vote will be in person, there will be no electronic voting.
- It is **VITAL** that all CUPE 2357 members attend and vote. The greater the number of members who attend and vote - the more power we start out with going into negotiations with the stronger we will be facing the government and the employer.

Strike Fund:

- Having a Strike fund is part of strike preparedness.
- In the event of a strike, members who strike for the required 4 hours per day will be eligible to receive a strike pay of \$60 per day from Cupe National and \$20 per day for Cupe 2357. These payments are tax free.

Strike Readiness:

- Executive, and Mobilizers will attend a Strike Preparedness meeting with OSBCU on June 1, 2022.

Strike Accommodation Form:

- A strike accommodation form will be provided to members, hopefully before the summer months.
- Accommodations will be respected if you already have an accommodation with the OCSB.
- If members can not stand and walk on the picket line for four (4) per day. You can bring a lawn chair and sit with your placard. This will be considered your four hours worked.

Cost Share:

- This is the first time that we will have submitted a request for a Cost Share from Cupe National. A cost share will help pay for strike preparation, readiness and mobilization efforts such as:
 - Paying for advertisements
 - Robo calls
 - Book Offs
 - Swag

Legal Fees - Executive Motion:

Motion Purpose: To move forward with creating a budget line for legal services,

Motion Reads: The CUPE executive board is requesting membership approval to create a budget line for legal services in the amount of \$(Financial information redacted as per the executive motion passed on March 21st, 2023 at the Executive Board meeting. Cupe 2357 members can request this information from the executive.)

annually, since our last GMM we have met and have had to use Ravenlaw, particularly Jessica Greenwood on 2 separate legal opinions and we have a very solid case moving to Arbitration on March 23rd, 2023 in regards to the Article 2- Recognition. We feel this budget line will get more movement on various files from the employer, in fact it already has since April, 2022.

Secunder on the motion as read: Pattie Kazadi

Motion carried.

Staffing:

- Round 3 of RECE staffing is open. Round 1 & 2 went smoothly.
- Round of EA staffing opened yesterday. Please read all instructions carefully, once members submit their choices, there is no going back. The deadline for applying to seek and increase has passed. The only way for an EA to get an increase is to apply by putting your name on the transfer list in April.

GMM Meeting Format:

- According to our bylaws, and as long as public guidelines permit, next school year only one GMM will be virtual. We will plan to have that meeting in February when the weather is poor.
- The Executive Board looked into hiring a company to run the virtual part of our GMMs so that we could supply a hybrid meeting format. The least expensive company quoted us a price of \$2000-\$4000 per meeting. The Executive Board feels that this is not an efficient use of the locals funds.

Timeline of Meeting Dates for 2022-2023 School Year:

- STRIKE VOTE: September 4th, 2022 - EY Centre
- GMM : September 28, 2022
- SMM: October 2022
- GMM: November 23, 2022
- Ratification of Contract: January/February 2022
- GMM: February 22, 2022 (Virtual)
- GMM: May 24, 2022

OTIP Paid Partnership:

- OTIP is an insurance broker who services education workers in Ontario. There is a paid promotion in which Cupe 2357 will enter an exclusive agreement with OTIP.
- We are required to add a link and logo to the end of our member newsletters, and add

the logo and link to our website.

- In the spring, if we have fulfilled our obligations, OTIP will pay the local a sum of funds that are calculated based on the number of members we have. The local will be able to decide what to use the money for.
- The Executive Board met with OTIP representative, Scott Westlake on May 25. He calculated that our local would get a pay out of approximately \$19, 000. The payout will be in June 2023. These funds will be placed in a separate bank account and have a separate line in the local's ledger.
- Other locals have used their payout to:
 - Boost their strike fund
 - Donate to charity
 - Fund member initiatives
 - Add to member care funds

CUPE Website Launch::

- Cupe 2357 website with the new additions and updates will be launched in mid-June.
- There will be new links, updated information and resources.
- The website will be a valuable resource for members to access to get their answers.

Good of the Union

On behalf of the Mobilization Committee, Erin will complete a draw for 3 winners of those who have signed in for attendance this evening for CUPE 2357 swag.

- Winners:
 - Dawn Kasperek
 - Tara Malloy- Wilkinson
 - Donna Lambert

Adjournment

8:36 pm