

# GENERAL MEMBERSHIP MEETING

CUPE 2357

November 29, 2022

6:30pm

**In Attendance:** Cynthia Steeves, Joanne Howell, Erin Grant, Nicole Lavigne, Elizabeth King, Heather Fortin, Patricia Kazadi, Melissa Oppedisano, Wendy Hache, Terry Donegan, Jill O'Malley, Jess Oakman, Tori Murray, Jessica Sheahan, Amanda Kelly, Pamela Harling, Heather Jesmer, Sonja Henderson, Cathy Hanlon, Drahomira Stehlikova, Jenna Lofaro, Toni Hoffe, Adele Stubbert, Valerie Schock, Antonietta Crea, Jennifer Forbes, Lisa MacGregor  
Joined via Google Meet: Francine Meledoro

## **Call to Order**

6:32 PM

## **Role Call of Officers:**

Cynthia Steeves - Acting President

Joanne Howell - Vice President

Francine Meledoro - Secretary Treasurer (joined via Google Meet until after the acclamations)

Erin Grant - Interim Recording Secretary

**Land Acknowledgement** -Joanne Howell

**Reading of Equality Statement** - Erin Grant

**Executive Motion:** I move to amend the agenda as presented to move the acclamations, Secretary Treasurer's report and budget to after the reading of the Equality Statement. - Cynthia Steeves

Seconder: Jill O' Malley

All in Favor

All opposed

**Motion carried.**

## **Nominations, Elections or Installations:**

Acclamations: - Presided over by Elections Officer - Patricia Kazadi

2nd Vice President - Francine Meledoro as nominated by Heather Fortin.

- Francine accepted the nomination and stated the oath of office via live google meet

Recording Secretary - Erin Grant as nominated by Joanne Howell

- Erin accepted the nomination and stated the oath office.

**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.)
- National and Local Strike Fund account: \$(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
- Banks have been changed as of the end of October. We are now banking with TD bank. The only thing that is left at Scotiabank are the Visa Cards. Once things calm down we will be going to close them and collect the \$(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.) security hold - which will then be deposited into our Operating budget line.
- About strike monies: We have 10 weeks from the end of the political protest to have our trustees complete an audit on the strike funds. The report will then be sent to the National Secretary Treasurer's office.

**Motion:** To accept the Treasurer's report as presented. - Joanne Howell

Seconded - Jessica Sheahan

Questions or discussion on the Treasurer's Report:

When do the trustees have to do an audit?

They will have to do an audit in 2023.

All in favor

All opposed

**Motion carried**

**Budget 2023** - Read by Joanne Howell

Please note: (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.)

1. Affiliation Fees - **\$ No Change**
2. Salaries - **\$ No Change**
  - a. This budget line will stay the same, as there will not be as many full time book offs, even with wage increases we feel this amount is still sufficient.
  - b. We have also taken into consideration the benefits, and deductions that come off on top of salaries as well.
  - c. A bylaw amendment will be put forward at a future GMM to go back to the 1st VP and 2VP sharing book off time. (1 week on and 1 week off)
  - d.
3. Operating Expenses - **\$**
  - a. Increase of \$last year and an increase of \$ this year
  - b. Accounts for the anticipation of a new office space, operating cost increase with inflation - Google Business, Office supplies etc.
4. Special Purchases - **\$**
  - a. We will have OTIP money to aid in this budget line

5. Executive Expenses - \$
  - a. This is increased because we have been getting close to the \$ limit this year and want to create a buffer.
6. Bargaining Expenses - \$
  - a. We will only be finishing up bargaining in 2023.
7. Grievances/Arbitration - \$
  - a. The OCSB is showing that they want to push disputes toward arbitration and that comes with a higher cost.
8. Committee Expenses - \$
  - a. This is mostly covering the cost of printing materials and refreshments/food bought for committee meetings.
  - b. We have quite a few Gift Cards. We will be using them for this purpose, if necessary.
9. Conventions - \$
  - a. Conventions will be moving back to in person events, that will require hotels, flights etc again.
  - b. We have costed the upcoming OSBCU Convention and Cupe Ontario conventions to come up with the increase needed. Budget for this line before the pandemic was \$
10. Conferences - **No Change**
11. Education - \$
  - a. Moving to in person sessions
  - b. No virtual training available before June 2023
  - c. Spring school happening in Feb 2023 in Toronto
12. Contributions/ Donations - \$
13. Other - \$
  - a. This is honorariums for Exec board, Stewards and Trustees
  - b. Anticipating having fewer stewards in the new year.
14. Mobilization Committee - \$
  - a. No mobilization in the new year, as we will be out of bargaining.
15. Member Care - \$
  - a. We have various gift cards on site now ,about \$ worth that can be used for members if needed.
16. Legal - \$
  - a. This is a new line that was added via a motion in 2022.
  - b. We have already used legal twice for legal opinions, and there are two upcoming arbitrations that legal will be used for.

**Proposing an increase to the 2023 Budget of \$**

- \$ of this increase is for legal fees
- Operation cost
- Conventions and Education costs will rise due to the return to in person sessions and conventions.

We are required to pass the budget yearly at the November GMM.

**Motion: Cynthia** - The Executive Board is recommending an increase to the 2023 Budget in the amount of \$ for the reasons given in the 1st VP's (Joanne Howell's) presentation.

Secunder: Jill O'Malley

Any Questions or comments on the motion as presented?

Questions:

Q: You (Executive) are so busy. Why are you decreasing the VP book offs in office?

A: Every other week there will be 3 people in the office, and I do not feel that in a non bargaining year that there should be three book offs in the office. This will need to be amended in the bylaws to be worded to state that the person who is taking on the role/position where the book off is needed, will be the person to be booked off, executive members will be booked off as needed. The bylaw committee needs to meet, then the bylaw amendments need to pass at a GMM meeting, after which the bylaw changes will be sent in to Cupe National for their approval. The 1st VP will stay a full time book off for the rest of this school year and we are anticipating that September 2023 is when the halftime book offs for VPs will commence. We need to be cognizant of how the membership's money will be spent as mentioned earlier there is not enough work in the office in non-bargaining years to substantiate three executive members booked off in the office every other week.

Q: What if the ratification vote is no? Then we could possibly need to bargain next year as well. Should that be reflected in the budget?

A: Cupe 2357 does not have to budget any cost for central bargaining. We only pay for local bargaining. Currently, local bargaining has been happening on OCSB property and the employer has been paying for lunch. So the local bargaining costs have been minimal.

Q: When does the fiscal year run?

A: Cupe 2357 Fiscal year is January to December

All in favour accepting the budget as proposed

All Opposed

**Motion Carried**

### **Voting on New Members and Initiation**

- Four new members were initiated tonight, and read the oath. Welcome.

### **Reading and Approval of Minutes** - presented by Erin Grant

- Trustees audit was presented
- Secretary- Treasurer response was provided
- OSBCU to put in notice to bargain on June 3, 2022 and local bargaining is also formally filed at that time with the OCSB
- Strike Vote date was set for the EY Centre on Sept 14th
- Informed the membership what strike payments will be for a 4 hour shift - \$60 from Cupe National and \$20 from Cupe 2357 for the first 10 days.
- Strike Readiness/Preparedness meeting with OCBCU on June 1 for Executive and Mobilizers.
- Strike Accommodation form to be provided in the summer for members to fill out. Members can bring a chair to sit in of they cannot complete the 4 hours of picket duty

- Cost Share Informed the membership that we have applied for a cost share.
- Passed a motion to create a budget line for legal services.
- Staffing - spoke about the RECE and EA staffing that was on progress
- GMM Meeting format - according to our bylaws, one meeting will be a virtual meeting. Most likely it will be the Feb meeting, due to the unpredictability of the winter weather.
- Timeline for meeting dates for the 2022-2023 school year
- OTIP Paid partnership - you will see articles and links attached to member updates, social media and newsletters.
- Cupe 2357 Website update - updated links, information and resources

**Motion:** To approve the previous minutes as presented - Erin Grant  
 2nd: Nicole Lavigne

### **Matters Arising from Minutes of the Last Meeting**

- No questions or discussions on the previous minutes

All in favor accepting the minutes as presented.

All Opposed.

**Motion carried.**

### **Executive Board Report** - presented by Cynthia Steeves

- The Repeal of Bill 28 is a huge victory.
- Central bargaining - waiting on the ratification vote before taking the next steps. We have been busy preparing for the political protests, and strikes, keeping the membership up to date and informed.
- Ratification vote is taking place now - in new business we will talk about the ratification process. The reality is that we are in a majority provincial government, you are free to vote how you want - but we are not going to get much more from this government. Erin has been sending any new emails, or requests to have the voting credentials email resent to members.
- You may have seen in the news this afternoon that Bill 124 has been struck down as an infringement on our rights and freedom of association and collective bargaining. This means that Cupe can seek a remedy for the 2019-2022 CA. The government has said that it will appeal this decision, meaning that if members see a remedy, it may be some years later.
- Ottawa District Labour Council - labour appreciation night was held on November 28th. There were many other labour unions present. It was Cynthia's pleasure to accept the Labour Activist of the Year award on behalf of Cupe 2357. The award was given to Cupe 2357 for leading the way in the fight against Bill 28.
- Currently and going forward we will be focusing our attention on local bargaining with the OCSB.
- If the tentative central agreement is ratified, then CUPE 2357 members will not receive their raise until after the local collective agreement has been ratified as well.

**Motion:** To approve the Executive Board Report as presented - Cynthia Steeves  
 2nd: Pattie Kazadi

Discussion or Questions - none

All in favour

All opposed

**Motion carried.**

## **Committee Reports**

**Steward Report** - presented by Joanne Howell

- Three of our stewards attended the National Sector Conference with the Executive as this was held in Ottawa this year.
- The stewards have been very busy over the last little bit with regards to the political protest November 4th and 7th. Stewards were changed to picket captains during this time. They attended training for picket captains and attended multiple meetings as well as calling members during the phone banks put on by OSBCU. I would like to thank them for their efforts during this time.
- They have also been assisting members with questions regarding supervision schedules, insurance questions, RECE questions and a few other issues.

**Grievance Report** - presented by Cynthia Steeves

Grievances Filed - Sick Leave for Casual Terms.

- Two separate grievances have been filed for this issue.
- Casual members accepted a term position for a year. During the first three months they used sick time. Then the members resigned from the position and the employer has come back to take their wages to repay the sick days they've used.
- These members are low paid, and it does not state anywhere - not within the acceptance letter, or in the CA that members would have to pay back any sick time taken if they resign from the term.
- Currently this is a step one grievance.

Arbitration - Friday, December 2, 2022 for the Tutor Grievance.

- To make the Tutor Positions Cupe jobs.
- It is likely that this will go to arguments.
- We will have a lawyer from Raven Law at the arbitration with us.
- There are witnesses lined up to speak - former Cupe 2357 Presidents Sherry Wallace and Alison McSheffrey - to state that CUPE 2357 had no knowledge of any former tutor positions.
- Cynthia has been given witness prep training by the lawyer as well.
- There are a lot of tutors in OCSB, and the OCSB is arguing that we have had tutors in the board since 1998
- The OCSB has been creating positions, but making them non-affiliated. Seemingly to not make CUPE stronger.
- There was a grievance filled over the Summer Student, who was doing the work of an OA, and the Assistive Technology Assistant being Cupe jobs. Cupe won those grievances and they are now CUPE affiliated jobs.

Arbitration - March 22, 2023 for SEL Itinerant Grievance

- The board reduced the workload of the SEL Itinerant EAs, and majority of that workload given to the newly created Mental Health Workers
- Cupe believes that Mental Health Workers should be CUPE jobs as well

There are two open grievances on accommodations

**Health & Safety Report** - presented by Joanne Howell

- There continues to be numerous reports of violent incidents filed out on a daily basis.
- Remember that the Form is NOT considered completed until the member has responded to their supervisors final comments.
- Members can also refer the form to the violent committee. The committee will review and respond to you.
- Even if members take a few minutes, after a violent incident, to gather your thoughts, have a cup of tea etc. This is first aid. It is mental first aid. Please indicate on the form to show that first aid was needed.
- If you were injured, seek medical aid, let your supervisor know, and let the Dr know that it was a workplace injury.
- Slips and falls. It's that time of the year when slipping on icy surfaces is happening frequently. Make sure you are filling out an accident form and submitting it to your supervisor.

**Mobilization Committee & Members Care Report** - presented by Erin Grant

Mobilization Committee:

- A lot has happened since we last met in May 2022.
- Mobilizers and picket captains have been busy communicating and mobilizing members in preparation for the political protest of Nov 4 and 7. They signed in members, kept morale up and managed the lines, they emptied out vehicles, set up lines and packed them all away again.
- These same members were preparing to do it all over again for Nov 24. Currently we are in a holding pattern until we hear the results of the ratification vote.

Member Care Report:

- The \$10,000 in grocery gift cards that we have received from OECTA will be used for our Member Care fund, for members who are facing hardship. You will see this reflected in our 2023 budget where we have decreased the funds in the Member Care line
- If after Dec 6th the Tentative agreement has been ratified, the \$(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.)
- that was set aside for a hardship fund will be returned to the Strike Fund. At this time, no monies have been distributed from this fund, as the employer did not hold back any money from member's pay cheques for the Nov 4th and 7th political protest days.

Discussion on \$10,000 worth of Gift Cards:

- Exec Question: If the Tentative Central Agreement is ratified on Dec 5th, should we give some of the gift cards to support school for the Christmas season - \$3000?
- Member suggestion: They should stay with our members, since some of our members are having to use the food bank. Students and families have already started to be supported at this time by the school community.

- Member Suggestion: Executive could send out an email to Cupe 2357 membership for members to inquire about getting a card.
- Executive Suggestion: Should it work how we have our Membercare guidelines, currently? Principals would contact the Union about a member in hardship. Member Response: Not all principals are aware that some members are using the food bank.
- Decision: We will keep \$3000 for Cupe 2357 members. Members will need to fill out the form that we created for the Hardship Committee. The Hardship Committee will then review the applications and make a decision on who will be issued grocery cards.
- This will only happen if the Tentative Central Agreement is ratified. If the tentative agreement is not ratified, and the potential for Cupe 2357 members to be out on a strike again is possible, the grocery cards will be kept to support our members who are out on the picket lines.

### **Elections or Installations** - presented by Patricia Kazadi

- 2nd Vice-President
  - Francine Meledoro nominated by
    - Accepted and acclaimed to 2 year term 2nd Vice President
    - Oath was stated
- Recording Secretary
  - Erin Grant was nominated by
    - Accepted and acclaimed to a 2 year Recording Secretary Term
    - Oath was stated

### **Unfinished Business**

- No updates or information of unfinished business.

### **New Business**

- Budget 2023 - done
- Local Bargaining Update
  - We have an upcoming date of Dec 12 for Local Bargaining, this is the only date the employer has given us, so far.
  - Cupe 2357 has a new Nation Rep Jeannik Gallant - she is a lawyer, which is a huge bonus to our local.
  - Since we have added a legal line to our ledger, and accessed legal opinions, the employer has been sitting up straighter and taking Cupe more seriously.
  - Everyone knows who Cupe is now, after the victory over the Ford government and rescinding of Bill 28.
  - Tutor arbitration - The employer is surprised that we are taking a hard line. The scope is that they should be Cupe jobs. They are doing the job of an Educational Assistant.
  - We have asked for more bargaining dates in Jan 2023. We are awaiting dates from the employer.



- Erin and Francine will be back to their schools on Jan 9th.
  - Cynthia is away Jan 12-21, so no bargaining will be happening during that time.
  - The union has put forth a lot of proposals - going to take maybe until April before the local collective agreement is ratified.
  - Some of the proposals that the union submitted have to do with the EA and ECE staffing process, new school opening, allowances, grievance procedure.
  - There is a lot of language clean up that happens during local bargaining.
- Ratification Vote - Yes or No (Outcomes to both and next steps)
    - If the tentative collective agreement is ratified, the union will be focusing on local bargaining. Once local bargaining is ratified, then members will see their wages/salary increased.
    - If the tentative collective agreement is not ratified the central bargaining team will return to the bargaining table again.
    - Question - What are the teachers asking for?
    - A: The teachers, we believe, are asking for smaller class sizes?  
Smaller class sizes = services
- **Motion:** To remove affiliation with the Ottawa District Labour Council from the agenda. -  
Cynthia  
Secunder: Jessica Sheahan
- All in favor  
All Opposed.
- Motion Carried:**
- OTIP Paid Partnership
    - We are in an OTIP paid partnership, you will notice added links, and literature from OTIP in members' updates and on our social media.
    - Will be receiving about \$(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.)
    - at the end of the year for completing the requirements of this partnership.
    - This money can be given back to the members, to beef up our member care fund or used for special purchases
    - Still requires two signatures to access these finds
    - These funds will be part of a separate account.
  - OSBCU Convention - March 27-31 in Toronto, ON
    - The union has received the first call for the OSBCU convention Toronto
    - A couple Members at large used to attend conferences and conventions with the Executive. However, with the shortages of staff, this may not happen this time.

- The union will probably not be putting out a call out, but maybe if the staffing changes in the new year.
  
- **Motion:** I move that two members at large can go to the OSBCU Convention in Toronto from March 27- 31 with the Executive. - Jessica Sheahan
  - Secunder - Tori Murray.
- All in Favor:
- All opposed
- **Motion carried.**
  
- Bill 124 - Ontario Superior Court of Justice has struck down Bill 124. This paves the way for unions, affected, to go after the government for back pay. This will take years before seeing any back pay, should the unions win.
  
- Strike pay - There are still people who have not gotten paid. But no one has had their pay taken away from them. Everyone will get paid. Perhaps there will be cheques written for people

**Good of the Union:** Two \$50 Pc gift cards

Jill O' Malley

Lisa MacGregor

**Adjournment**

8:00 pm