

GENERAL MEMBERSHIP MEETING

CUPE 2357

February 25, 2025

In Attendance: Erin Grant, Cynthia Steeves, Francine Meledoro, Joanne Howell, Patricia Kazadi, Tori Murray, Nicole Lavigne, Jess Oakman, Chantal St, Louis-Malboeuf, Alexa Durie, Crystal Francis, Madison Jones, Laurence Ruest, Ola Audej, Heidi Pierunek, Olga Makhoul, Kelly Oliver, Gudrun Desjardins, Mary Lebeau, Jessica O'Leary, Tara Malloy-Wilkinson, Kelly Russ Mahoney, Erin Zeleny, Donna Lambert, Sue Keats, Tanya Ladurantaye, Heather Fortin, Valerie Brophy, Debbie Couto-Ferreira, Amalia Koutakos, Merlin Mendoza, Sharon Boudreau, Amelia Deslauries, Heather Jessmer, Elizabeth King, Gena Morrow, Carole Sutton, Jackie Muldoon, Becky Willemsen, Kylie Mahoney, Patricia Brinkselle, Lisa Marcantonio, Maria Savasta, Emily Ross, Kellie-Anne Mathieson, Fiorina Borrello, Nina Povylius-Simpson, Michael Jarrett, Cathy Heer, Effi Cooper, Jacqueline Foran, Tiziana Tirabasso, Patricia Thompson, Dawn Kasperek, Colleen Kirkup, Melissa Oppedisano, Tracey Thompson, Linda Ellsworth, Sara-Jane Stewart, Elizabeth Shanahan, Kim Widenmaier, Diana Wilkinson, Nicole Holmes, Andrea Mailhot, Doug Besharah, Jaime DeMarchi, Victoria Anstett, Montana Frost, Shannon Appleby, Diana Brigilo, Nicole Meyer, Wendy Hache, Melanie O'Rourke, Jennifer Forbes, Katherine Nault, Linda Lim, Saadia Siddiky, Kelly Ketel, Kerry Clarke, Lisa O'Connell, Susan Gogo Brown, Kerry Reynolds-Wallace, Kristina Willman, Kerry Scott, Leslie Schilevert, Hannah Fernandez, Kelly Nixon, Judie Guscott, Vanessa Major, Sonja Henderson, Shaunna Lavergne, Nicole Szeideman, Liz Shanahan, Lisa Eagen, Kristen Fulton, Kim Starr Sadler, Janice Shand, Jackie Muldoon, Heidi Maglaras, Amanda Karas, Clara Winer, Ivany Roderos, Laurie Chorich, Samantha Alexanian, Wendy Burton, Brittany Turner, Linda Immetsburger, Kelly Blais, Josee Caron, Kim Woods and Justin Dore

Call to Order

6:38PM

Role Call of Officers:

Cynthia Steeves - President

Joanne Howell - 1st Vice President

Francine Meledoro - 2nd Vice President

Patricia Kazadi - Interim Secretary Treasurer

Erin Grant - Recording Secretary

Reading of Equality Statement

Land Acknowledgement

Voting on New Members and Initiation

- None at this time

Reading and Approval of Minutes - presented by Erin Grant

- No discussion on the previous minutes.

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

2nd: Jess Oakman

Motion carried.

67 for

Matters Arising from Minutes of the Last Meeting

- No questions or discussions on the previous minutes

Treasurer's Report - presented by Patricia Kazadi (Financial information has been redacted. Members can contact the Executive Board for this information.)

- All bills are paid and up to date
- Balance as of today in our Everyday Business Acc is \$
- The Locals GIC Account which will mature in December 2025 is currently sitting at \$
- Locals Total Assets as of Today are \$
- You are in a good financial position

Motion: To approve the treasurers report as presented - Patricia Kazadi

2nd: Crystal Francis

In Favour: 64

Motion carried.

Communications/Correspondences - presented by Erin Grant

- First call for the CUPE Ontario Division Convention in May.
- Information about Advanced Voting in the provincial election

Executive Board Report - presented by Cynthia Steeves

To start my report tonight, it is with great disappointment that we need to discuss the recent difficulties we have faced with our employer. As you know, we have been engaged in trying to add the EarlyOn workers to our current CA or get a new contract for them for almost a year now, and despite our best efforts, we have made little progress.

The employer has been intransigent in their position, refusing to meet our reasonable requests for disclosure on main items to move this process along for the EarlyOn workers. They have also engaged in a number of unfair labor practices, against our EarlyOn members.

This situation is unacceptable, and we will not tolerate it any longer. We have tried to resolve these issues through multiple meetings both formal and informal, but have not been able to move forward.. Therefore, we made the difficult decision to take the next step and file a complaint with the Labor Relations Board against the employer for Unfair Labour Practice

We believe that we have a strong case, and we are confident that the LRB will rule in our favor. However, we need your support to win this fight. We are stronger in numbers, I urge you to attend all union

meetings, rallies, fill out surveys when you receive them and participate in any E-actions that the local sends you.

Together, we can stand up to the employer and demand that they respect our rights. We will not back down to an employer who is choosing to be a bully and openly and blatantly practice union bashing. We need to hold the employer accountable. They need to recognize the value of your work and the union is here to ensure a better future for all of us....but power is in numbers, not just 5 Exec Board Members, site leads and stewards.

Lastly, it is important that you reach out to the executive or a steward if you feel something is not right or you have questions.

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

2nd: Wendy Hache

For: 74

Against: 1

Motion Carried

Committee Reports

Grievance Report - presented by Cynthia Steeves

Open Grievances

- Duty to Accommodate:
 - Settled and withdrawing
 - New grievance filed on February 14th, the employer has violated the MOS
- Discipline Process:
 - Step 1 Response received January 13th
 - Step 2 Response received
 - This file may be going to arbitration
- Discipline:
 - Grievance Meeting held - awaiting employer response - union asking for Expectation letter over Reprimand, agreed to Probation extension.
- FAE/Medical Note Reimbursement:
 - Filed - however changes during bargaining may be a better option.

Grievance Arbitrations

- Tutor:
 - Closing Arguments on January 16th, 2025, and scheduled for March 12th, 2025
- SEL/Mental Health Worker
 - March 25th, 2024, May 10th, 2024, Sept.6th, 2024, September 11th, 2024 and set to take place on October 17th, 2025, November 28th, 2025 and December 3rd 2025
- Vacation Leave/Paid Vacation Mat.Parental Leave
 - National Servicing Representative, Justin Dore, to file.

- JJE 2022 -
 - Ready to settle, then the employer added more stipulations to the MOS that the union does not agree with. National Servicing Representative, Justin Dore, will respond.
- Discrimination
 - Step 1 Meeting held, Step 2 Meeting held October 8th, Next meeting October 28th - with Employer response to union's proposal.
 - *Member removed from Perm. Accommodation - File going to Ravenlaw*
 - *** ARBITRATION Dates - July 24th/25th 2025 - To be confirmed ***

Withdrawals/Abevance

- RTW - Criminal Charges - Abevance, until criminal proceedings complete.
- Member Grievance- Withdraw
- JJE TOR #6- Withdraw without P&P
- Member Grievance- Withdrawn - Individual/Policy
- Tech Change - Withdrawn
- St.Juan Diego - Withdrawn

Secunder: Jess Oakman

No discussion on the report.

In favour: 77

Opposed: 3

Motion carried

Steward Report - presented by Francine Meledoro

- Melissa has returned from maternity leave. She has taken on one family of schools from our current Stewards: Patti, Nicole, Tori and Jess. Melissa will support St. Matts, All Saints, St. Paul and Holy Trinity family of schools. If members prefer to reach out to the Steward they were previously in contact with, that is acceptable.
- A few of the questions and concerns the Stewards have been responding to are:
 - Snow day
 - Breaks
 - PD days
 - Which day to use when wanting to take time off
 - Injuries: who to contact
 - Unqualified members and their duties
- Unqualifieds Duties and Restrictions
 - When hired, Intermittent Student Support workers are provided with a list of what duties they are expected to do and what duties they are not allowed to do.
 - We know and understand that they are doing the duties that they should not be doing, however Principals should be cracking down on it. Principals are aware of their duties and choose to ignore it. This concern has been brought up with the employer many times.
- Site leads:

- In the coming weeks Stewards will be reaching out to make sure the members at your school have their personal emails updated with us.
 - Currently, when we receive a personal email to be added, there is no place to enter your name. Unless your email has your name in it we don't know who it belongs to. We are in the process of going through our email base as we are quickly approaching bargaining. Any and all bargaining information is not shared via your school board email and only via your personal email, we will begin to remove emails that we do not know are members.
 - If you don't already have a personal email address with us that has your name in it, we are asking that you create a new one please. If you do have a personal email with us that does not include your name, please send us your new email along with the one we currently have so we can replace it in our base and you do not receive double the emails.
- Keep an eye on your board email between Feb 21 and March 7 as payroll will be sending out a letter regarding the Bill 124 payout. If you wish to have the lump sum broken down into its correct year then you will fill out the letter and submit it along with your taxes. If you choose not to then when you complete your taxes this year the full lump sum will be submitted under 2024 employment income tax.
 - We encourage you to reach out to your financial advisor for more information to suit your personal tax situation. All questions and concerns should be directed to payroll or us the Executive and not to the Stewards.
 - Just a side note that tomorrow night, at 6:30pm, the Public board will be streaming, live, their Special Board Meeting. During this meeting, families that will be affected by the Ministries cut to the Education system leading to the proposed closing of 39 spec ed classes, which is roughly 400 students, will be speaking against the closing of the classes. If the public board goes ahead and closes these programs, we could see an increase in enrollment next year.

Secunder: Tori Murray

No discussion on the report.

In favour: 71

Opposed: 5

Motion carried.

Health & Safety Report - presented by Joanne Howell

- We are continuing to see violent incident reports being filed, however, we do know that some members are not completing these reports for various reasons such as no time to fill them out, nothing will happen anyway, my principal told me not to etc. Please fill out these reports whenever an incident occurs. Also just a reminder that there is a third step in order for the incident to be considered completed. After your supervisor submits their report, you still have to respond. This is where you are able to say that you "weren't debriefed" "no safety plan exists" etc.
- You also have the right to fill out the Safe Schools form which can be found on the staff portal. This form can be used when you are involved in an incident or you have witnessed an incident. The principal may tell you that there are "mitigating circumstances" so you are not to fill it out. This is incorrect under the Occupational Health and Safety Act.
- If you are hurt in any way, please also fill out the Accident Report form at bare minimum as this would be your paper trail if you needed to file a WSIB claim at a later date.

*** IF IN DOUBT FILL IT OUT***

- Just a reminder that you do not need to provide any medical note until you have been absent for more than 5 days, unless you are on the attendance management program and have been given a letter by your principal/HR letting you know that you are on this. There is usually a meeting prior to this happening and the Union should be informed. If you receive a letter like this please reach out to us to make sure that we are aware of it.
- Members are also being asked to provide an “active treatment plan” Cynthia will address this later in the meeting under new business.
- Anything medically related is to go to the Wellness department not your principal. Please do not overshare information with your principal. For example, if you are going to be off for a medical procedure for 3 days, you do not have to tell Wellness nor your principal any details, just that you will be off for 3 days.
- Return to work meetings continue to be attended by myself or other executive members as they come up. Some are related to WSIB claims and others are accommodation meetings. Some of these are quick meetings as they are straightforward while others are more complicated and may take more than one meeting. I am dealing with one member who has been off on WSIB for more than a year now and this is still not resolved as they are still suffering from their workplace injury. Most WSIB claims are related to concussions but this is not the only type of claim filed. If you are or have seen a medical practitioner for a workplace injury, you need to make sure that you have completed all the necessary forms, let your principal/supervisor know as well as fill out Form 6 on the WSIB website.

Secunder: Sonja Henderson

In favour: 79

Opposed: 1

Motion carried

Elections or Installations - presented by Interim Elections Officer - Nicole Lavigne

- Term Secretary Treasurer position.
 - Nominee: Patricia Kazadi
 - Nominated by Maria Savasta
 - Patricia Kazadi has accepted the nomination
 - Patricia Kazadi is acclaimed to the position and recites the Oath Of Office.

Unfinished Business

There is no unfinished business at this time. -Cynthia Steeves

Secunder: Nicole Lavigne

In favour: 58

Opposed: 3

Motion Carried.

New Business

School Visits - Update & Review

- The Executive Board has been trying to make it out to all school and work locations in our board. They have been very successful. Thanks to everyone for making it so successful. I really want to thank you for coming in early and showing up. We want to hear from you. We know that after school is not the greatest time. Members are tired, there are extra curricular activities and commitments that you need to rush too.
- Visits will continue into March and April. We have had to reschedule some visits due to weather and illness.
- The March schedule will be coming out this week.
- New swag has arrived and we will be ordering more Thermal Mugs
 - If members have any ideas on swag, please email the Executive Board and let us know your ideas.

Union Involvement/ Engagement

Bargaining Committee

- Again, ties in to the previous Executive Board report, we are better in numbers.
- We need to start getting ready. We will be assembling our bargaining committee at May GMM.
- There will be one spot available for a member at large and one spot for an alternate. The alternate will be attending all bargaining meetings, but will be at all bargaining table meetings with the employer. The alternate will only attend bargaining table meetings with the employer, if another bargaining committee member is unable to attend.
- Bargaining committee members are there to bargain for the whole local, not just their classification.

Engagement

- It is important to attend union meetings.
- We hear that you want all meetings all virtual, but the bylaws limit us to one virtual meeting per year. We may try to make one meeting hybrid. We are looking into it. But we will be keeping two meetings, per year, in person, very important to still meet face to face.
- We do know that some members report back to the employer. This behaviour only hurts our cause and the union members.
- The employer is watching and they are trying to slash and ax away any benefits we have.

Member Committees

- We need to start building our committees
- Please consider becoming involved on these committees.
- There is potential for some book offs, however, the majority of the meetings will be in the evening.
- At the March Executive Board meeting, we will be sitting and preparing the information to distribute to you.

Provincial Election

- Only 6% of Ontario voted in early polls, down from 10% at the last election.
- Get out and vote! Make an educated vote.
- Do not get swayed by the polls. Nanos polls are in the back pocket of the PCs.
- You know the state of Ontario's health care, and the state of education in the province.
- Voter apathy is very high, provincially, and high federally.
- Doug Ford, slipping in the polls. He is only talking about tariffs and the economy.
- Voter registration cards, not in the mail. Just need to show your id with your address at your local polling station.
- The newly elected Ontario provincial government will be the government who we will be bargaining with.

New LOUs (Letter of Understanding)

Educational apprenticeship with Mohawk college.

- Similar to the Queens education partnership
- This is for Educational Assistants - due to shortage.
- Unqualified EAs who are amazing, and who are already in the system. Those are the people they are going to capture. They have to pay for their own tuition, but they can still work at the OCSB while learning virtually.
- The union was adamant that these apprentices get experience, during their practicums in each of the following:
 - mainstream school - elementary and high school
 - 4 week placement at a McHugh program
 - 4 week placement in a DE unit.
- This program is being put in place to foster and train the next generation of EAs, but have to ensure that it's an encompassing practicum experience..

Hiring Permanent EAs outside the staff in process

- The employer will be hiring 12 permanent, qualified EAs outside of the May staffing process.
- HR will be hiring these EAs, not principals.
- The intention is retention of EAs now, rather than lose them to the public board.
- When hired, they will stay at the school they are working at, currently as terms for the rest of the school year.
- In May, these new hires will be made surplus and they must go through the staffing process in May.
 - These new mid-year permanent hires will only be allowed to choose their schools in round 5, just before the jobs are released to casuals.

EDP supervisors - Working between shifts

- EDP Supervisors work split shifts in the am and pm, with 3 hours in the afternoon when they are not working.

- They wanted to know why they could not work at their schools, who are short staffed? The employer did not want to pay their overtime.
- In the end, they will be able to work between shifts at their school only.

Take a Hike Program

- We are not sure if it is going to go forward any more, in talking with the employer this afternoon, things have changed.
- The Take a Hike Program has been successful in BC and the employer wants to start a program here.
- It is for at-risk youth, a lot of outdoor activities, and components.
- The program has a teacher, a mental health worker and one child and youth worker.
- As you know, the OCSB does not have Child and Youth Workers. So to take on this program, they would have to create a Child and Youth Worker position.
- If this does get off the ground, we will get back to you on it.
- It's a good program and the employer really wants to take it on.

OTIP Retirement Workshops

- CUPE 2357 has a paid partnership with OTIP.
- We get a lot of emails asking about retirement workshops.
- There will be OTIP retirement workshops, on March 25 in Kanata and on March 26 in Riverside South
- A new workshop will be happening on April 7th, with the location to be determined. We will share the information when we know.

OSBCU Convention

- The OSBCU convention is In Ottawa this year, at the Westin
- The convention takes place, March 18-21. The Executive board will be attending. However, it is still business as usual. We will be attending meetings, answering questions and responding to emails.

Understaffing Campaign

- OSBCU is starting an Understaffing Campaign, and some local CUPE unions in our area were asked to do some round table discussions. Our local was not asked. This was concerning as we are the largest in the area.
- Members might hear Cynthia on some news media.
- Depends on how they are going to push out the campaign

Building Stronger Locals Conference

- Building Stronger Locals Conference will be attended by Cynthia, Francine, and Nicole Lavigne.

- This conference will provide education on how to build a stronger local, have a stronger presence with the government

SafeSchools.ca Website

- OSSTF has begun a campaign for safe schools. This is the public board's union.
- The understaffing campaign is what OSBCU is taking on. Understaffing leads to unsafe schools.
- Notifying your elected officials - Strongly encourage you to be political activists. It comes from the front lines. We need to get more parents involved. Parents do not know what is going on in the schools. Unqualifieds and supervisors teaching inside their schools.

Violence Reporting

- Violence reporting - very important.
 - A lot of red tape around it. It's very political.
 - I get your emails, your letters from schools that are experiencing high incidents or violence.
 - Local issues - but a provincial issue.
 - Know that we are hearing you.

Active Treatment Plan Requests

- We found out a few weeks ago that the Wellness department has been asking some members to submit details of their active treatment plan.
- This is something the employer has no right to ask.
- The union has informed the employer that they will not be asking our members for active treatment plans.

Multiple FAE Submission Requests

- The employer is targeting members on mental health leave, by asking them to submit multiple FAEs
- Sometimes Doctors are charging \$125 for one FAE.
- We are hearing that the employer is not reimbursing members beyond the first \$40.
- Please reach out to the union if this is happening.

Info Session - 2025/2026 vacation Pilot (5+ days) - TBD

- The vacation leave vacation pilot project will be happening again this year..
- The only change is that there will be two submission dates.
- An employer memo will be coming out before March Break
- We will hold a SMM to discuss it with members.
- This vacation pilot project is only to address members who want to take vacation for 5+ days.

- The SMM will be held on March 17th. The union is busy in March and this was the only date we could make the meeting for.

Member's Personal Emails

- We will not be taking any more emails without a member's first and last name.
- When we receive emails like " ilikepandas@gmail.com", we don't know who you are.
- It is difficult to monitor our email lists, without full names of the members.

Powerschool Breach:

- On the OCSB website there is information about free, two year services for identity and credit protection for employees, due to the Powerschool Breach.
- It is strongly recommended, especially for those who have been with the OCSB for more than 15 years.
- Members can go to the OCSB website for more information on how to sign up.

Good of the Union

Winner of a CUPE 2357 Thermal Mug:

- Nina Povylius-Simpson
- Melanie O'Rourke
- Samantha Alexanian

Adjournment

8:15pm