

General Membership Meeting Minutes
CUPE 2357
November 26, 2025
Jim Durrell Recreation Complex (Ellwood Hall)

In Attendance: Tori Murray, Lisa Marcantonio, Andrea Rossignol, Linda Lim, Elizabeth Dunn, Lily Bernard, Nicole Lavigne, Francine Meledoro, Jackie Muldoon, Caryl Linden, Anjelika Rayner, Julie Vilon-Bertrand, Melissa Oppedisano, Casey Kapteyn, Kelly Braceland, Katherine Nault, Gudrun Desjardins, Colinda Lavalley, Michael Jarrett, Sandra Carranco, Tasha Taylor, Cynthia Steeves, Megan Werba, Shelanie Braganza, Victoria Anstett, Rose Asanji, Kim Widenmaier, Elizabeth King, Sami Pedram, Jennifer Doherty, Amanda Jamieson, Leah Sheridan, Heather Fortin, Anne-Marie Froeber, Tanya Nguyen, Andrea Stevenson, Fei Lan

Call to Order:

6:31 P.M.

Roll Call of Officers:

Cynthia Steeves. - President
Francine Meledoro. - 2nd Vice President
Nicole Lavigne - Interim Recording Secretary

Vacant - Secretary Treasurer
Regrets: Joanne Howell- 1st Vice President

Ancestral Land Acknowledgement: Read by - Francine Meledoro

Reading of the Equality Statement Read by Members at Large

Voting on New Members and Initiation: Read the Oath of Membership

- None

Reading of Minutes from Previous Meeting: Presented by Nicole Lavigne (Sent out November 21st, 2025.)

Corrections/Discussion: None

Motion: To approve the minutes as presented. Kim Widenmaier

2nd: Lisa Marcantonio

All Opposed: None

Motion Carried.

Matters Arising: None

Secretary-Treasurer's Report: Presented by Francine Meledoro

Secretary-Treasurer Financial Overview (Financial information has been redacted. Members can contact the Executive Board for this information.)

Current Status

All bills are up to date and paid. We have received the November salary invoices for full-time booked-off officers, and these will be paid accordingly.

Key Financial Metrics (As of November 26, 2025)

Category	Amount	Notes
Total Liquid Assets	\$\$\$\$	Includes all readily available funds.
Everyday Operation Account	\$\$\$\$	Funds available for routine expenses.
Secured Assets (Strike Fund)	\$\$\$\$	Matures December 31, 2025.
Total Assets	\$\$\$\$	Combined Liquid and Secured Assets.

Future Financial Planning and Concerns

Booked-Off Officer Salary Responsibility

It has come to the local's attention that we are responsible for the full salary of any booked-off member or officer whose release time is structured as a term position rather than day-to-day release when on sick leave. This presents a financial risk, as the local does not currently have a dedicated budget line for "emergency" replacement salary costs.

The Executive will review this critical issue at the December Executive meeting to establish a safety net or policy for covering these instances should they arise.

Union Dues and Financial Health

While the local is currently financially healthy, costs are continually increasing, and annual operational budgets are rising. Therefore, a bylaw amendment proposal for a union due increase will be necessary in the coming months to maintain financial stability and service levels.

- Current Dues: 1.5% of wages.
- CUPE Maximum: 2.5% of wages.

The Executive will review the potential increase and required percentage. Detailed information regarding a proposed dues increase will be made available and discussed at the February General Membership Meeting (GMM).

Strike Fund Status

The \$\$\$\$ in secured assets, which constitutes your strike fund, will mature on December 31, 2025. Upon maturity, these funds will not be re-secured. It is mandatory to keep the strike fund as liquid assets to ensure immediate strike readiness and the ability to distribute strike pay should the need arise.

Motion - To approve the treasurers report as presented. Elizabeth King
2nd - Heather Forton

Any Questions/Discussion- Should we lock it in for six months? (A) Not at this time-Strike Readiness, (Picket Captains, Strike Prep etc.) It is extremely hard to get a 6 month term.

All in Favour: ALL

Motion Carried

Communications: Presented by Nicole Lavigne

- First call for the OSBCU Conference March 24th-March 28th in Richmond Hill.

Executive Committee Report: Presented Cynthia Steeves

State of the Workplace and Member Support

The Executive Board recognizes and shares the serious concerns regarding the current state of working conditions across our system. We are highlighting the significant impact of burnout among our membership, which is a direct result of these conditions. This has led to a high volume of sick leave usage.

In response, the employer has become much more stringent regarding extended sick leave absences, creating additional stress and barriers for members seeking necessary time off. We are actively pushing back against unreasonable demands and supporting members through this process.

We have experienced a high volume of grievances filed with the employer over the past several months. While this indicates serious systemic issues, we are pleased to report that we have recently been able to move through some grievances more quickly and find resolutions, indicating some positive movement in our labour relations with the employer.

Member Mobilization and Engagement

School visits are continuing with our Member Mobilizer, Melissa Oppedisano. The core focus of these visits is to connect directly with members to emphasize the importance of member engagement and to ensure everyone is fully aware of the challenges and priorities we face, particularly with bargaining approaching this fall.

To enhance our reach and prepare for the mobilization required for bargaining, we are seeking a second Member Mobilizer.

Detail	Requirement
Commitment	Booked off half-time to start
Start Date	January
Logistics	Must have use of a personal vehicle
Availability	Must be available to work some evenings and weekends
Training	Paid training in Toronto on January 7th and 8th

Look for the job posting in the coming days. If you require more information, please speak with Francine immediately after the General Membership Meeting (GMM) concludes. She has the job description and can share it with interested members.

Legislative and Board Updates

Bill 33 has passed in Queens Park. At this time, we do not yet know the full extent of how this legislation will affect our board and our collective agreements. We are monitoring the situation closely and will provide updates as soon as clarity is established.

Our 1st Vice President, Joanne Howell, is on an extended medical leave until further notice. She is well and her absence is due to an elective surgery. We ask the membership to respect her privacy during this time. For any urgent Health & Safety matters, please email the executive. We are also monitoring Joanne's email for any important communications and will ensure follow-up is initiated promptly.

Holiday Wishes

On behalf of the entire Executive Board, I would like to take this opportunity to wish you all a very happy upcoming holiday season with your family and friends. Please take the time to relax and recharge your batteries if you are able to. We look forward to seeing you refreshed in the new year as we continue our important work together.

Motion: To adopt the Executive Report as presented. Cynthia Steeves
 Seconder: Gudrun Desjardins
 Discussion on the motion- None
 All in favour of adopting the Executive Report as presented: All
 All opposed: 0
 Motion Carried.

Reports of Committees and Delegates

Grievance Report - Presented by Cynthia Steeves

Open Grievances

- Job Posting - (Step 2 - going to Arbitration)
- Job Posting/Hiring Article 19:04
- Article 24:05 - MOS in the works (Nov.26th) / Committee will be established
- Communication/Date Request/Staffing - Policy (37 unqualified to qualified +mandatory training -Moving to Step 2 - MOS in the works as of Nov.26th
- Central C6 g. (Continuing to gather names and communicate with members affected)
- Sick Leave, Discipline - MOS in the works
- Job Descriptions/Job Evaluation - Policy - ER/Union working to remedy this file, multiple Job fact sheets sent out today to the incumbents. (Nov.26th)
- ESL - Job Posting (Being filled with a casual)
- Termination
- Sick Leave Refresh/Overpayment
- Attendance Support Letter/Chronic illness - MOS in the works (Nov.26th)
- Disability Discrimination - MOS in the works, once hours of work clarified from grievor

Withdrawing

- Sick Leave denial
- Retro Pay from JJE (former employee) once confirmation of payment on December 4th.

Grievance Arbitrations - Summary - 2 files finalized, awaiting 1 decision, 7 Arb. dates scheduled for 2026/early 2027

- Tutor -Waiting on Arbitrator decision.
- FAE Frequency- Arbitration date set - July 7th, 2027
- SEL/Mental Health Worker - Finalized - File Closed
- JJE 2022 - Finalized.
- Discipline Process- Arbitration scheduled for May 21st, 2026
- Job Posting - Arbitration scheduled for March 4th, 2026 (in person with Jewitt)
- Good Shepherd (Group) - Violence - Arbitration scheduled for September 1st, 2026
- Admin (Comms.Dept.) - Arbitration scheduled for June 17th, 2026 (Arbitrator - Archana Mathews)

- Summer School Admin Assistant & Con Ed Admin Assistant - Arbitration scheduled for May 5th, 2026
- PSW - EDP Program - Arbitration scheduled for April 8th, 2026
- Termination - Arbitration scheduled for December 2nd, 2026 (A.Tremayne)

Motion: To accept the Grievance Report as Presented: Cynthia Steeves

2nd - Melissa Oppedisano

Questions/Discussion: Member inquiring about where/how the grievances are filled. (A) Mostly coming from the wellness department or job postings for example. Inquiry on who is on the employer side of the table. C.S. explained which HR Officers and discussed the challenges they are facing.

All in Favour - All

All Opposed - 0

Motion Carried

Steward Report - Presented by Francine Meledoro

The Stewards have been super busy. Just a reminder that while you may contact them during the day, they are still working and most of their communications are done in the evening and weekend. As the Executive is extremely busy, we will sometimes forward your email to a Steward; it might not always be the Steward for your school but we try to filter the emails to the correct one.

Some of the questions and concerns that have been raised:

- Vacation
- Extending period of time off
- Toxic workplace and conflict amongst members
- Use of sick days-please ensure you are not fraudulently using your sick leave.
- Intermittent workers
- Violence
- Vacancies
- They sent out an email to notify me if you sit on your parent council. If your school has yet to do so please let me know who it is.

We have a new Steward, Lily Bernard who is your point of contact for the St Joseph, Sacred Heart and St Pius family of school. Jess Oakman has stepped down for the time being. The Stewards sent out the new list to all site leads to post on the Cupe board. In February there will be another slight shuffle as I have 1 other member taking the Steward training. Once they have been assigned their schools there will be an email sent to the Site leads with the change.

Again as mentioned before, if you feel more comfortable reaching out to a Steward that is not assigned to your school that is ok.

As you all know bargaining is around the corner which means there will be more emails coming out from your Steward. If you are a site lead you need to be

reading the emails and passing along the information to the members in your school or posting information on the CUPE board. That is the role of Site Lead.

As I mentioned the Executive is extremely busy so please make an effort to reach out to your Steward first. If the Steward feels that the matter needs to be raised up to the Executive, they will contact me.

Motion: To accept the Steward Report as presented. Lily Bernard
2nd - Andrea Rossignol
All in Favour - All
All Opposed - 0
Motion Carried

Health and Safety Report - Presented by Nicole Lavigne
As mentioned earlier by Cynthia, Joanne will be out of the office for some time. In the meantime Francine and Cynthia will be taking on the return to work meetings.

We are doing our best in communicating with the employer that the violence is sky rocketing and in turn so is staff burn out. We know that there is a staff shortage and we are turning to discussions about staff wellness and how we can care for those who are showing up everyday.

Motion: To accept the Health and Safety Report as presented. Nicole Lavigne
2nd - Anne-Marie Froeber
All in Favour - All
All Opposed - 0
Motion Carried

Elections, Nominations or Installations:

Presented by the Elections Officer -

- None at this time

Unfinished Business:

- None at this time.

New Business:

- ❖ Budget 2026
 - A budget summary was provided to the membership.

→ Executive Motion - 2026 Budget Report - Presented by Cynthia Steeves

Purpose of Motion:

The local is in a very healthy position financially, but we were over our approved budget of \$ for 2025 by roughly \$. The reasons for the overages are as follows;

- Extra Book off for transitioning of executive members as we foster a shadowing program in our office for a smoother transition of officers.
- Inflationary increase in Goods and Services that the local uses for various budget lines.
- Legal fees. We do not anticipate legal fees to be nearly as high for 2026.

Motion Reads: The Executive Board would like to put a motion to the floor to increase next year's annual budget (2026) by \$ to a total annual budget of \$ from \$

Motion: To adopt the motion as presented.

Secunder for the motion as presented - Kim Widenmaier

Discussion or Questions on the motion- Members inquired where the funds would come from (Everyday Banking Account) as well as an inquiry on whether union dues would be going up (As discussed at Oct GMM, we do see an increase coming as we currently have the lowest dues for a local this size)

All in favour - All

All opposed: 0

Motion Carried.

- ❖ Cost Share - L2357 Member Mobilizer Job Opportunity - East End
 - \$ waiting on approval- December 9th
 - Bringing in a CUPE 2357 Mobilizer to share the workload.
- ❖ Leadership Conference- Report to Membership
 - Break down of document "OSBCU Bargaining Priorities"
- ❖ Central Bargaining Priorities - Final
 - Wages, Job Security, Benefits, Workload and Staffing, Violence in the Workplace, Hours of Work, Paid Vacation Entitlements, Sick Notes, No Concessions, Other Items.
- ❖ Local Bargaining Survey Results
 - Only 718 Completed Survey's which is up from the 420 survey's completed in 2022.
 - Still a low number, but shows people are more engaged.
 - There is an issue as the majority of casuals do not know they are a part of the union.
 - Top priorities for EA's and RECE's were violence in the workplace, scheduling vacation in the school year, and expanding general leave.
 - OA's, LT's and DA's top priorities were the same as above, but in different orders of priority.
 - Elementary OA's top priority was Extra OA hours followed by the top 3 from other classifications but in a different order.
 - December 19th-local priorities are due to provincial.

- ❖ Bargaining 2026 Climate/Predictions
 - Members need to ensure their coworkers are aware that benefits are under attack. Cuts have already been made and premiums have increased, but more cuts/premium increases are likely..
 - Engagement is key! We need to show the province we are mobilized and ready to fight.
 - Possibility of the principal's new terms for STD.
 - The 120 days after your 11 would be paid at 75% IF approved. If applicant is denied, they can report to work ill or get paid 0\$

- ❖ OCSB Toileting Guidelines
 - Errors in the original policy document have been corrected. Some guidelines as what the executive has been sending out.
 - RECE's are not doing hands on toileting, but continue to prompt and support.
 - Qualified EA's should all be toileting.

- ❖ PD Day Planning/Communication
 - Collective Agreement - Article 24:05
 - Meeting in the works for March 2025 with Superintendent Sean Power to get this committee established.

- ❖ Duties outside of Job Description
 - "Other duties as assigned"
 - Be mindful of your job classification and the spectrum of added tasks assigned to you.
 - Let the executive know if members are being asked to do tasks drastically outside of the realm of their job description.

- ❖ Member Mobilizer - OSBCU
 - Two people to share the load. Melissa Oppedisano (West End) therefore new mobilizer will be primarily assigned to East End locations.
 - Must have a personal vehicle, be available to work some evenings and weekends, and be able to attend training in Toronto in January.
 - Applicants to reach out to Francine Meledoro for further information.

- ❖ Classification Meetings Report to Membership
 - General consensus of all classifications the desire for special leave to be revamped to general leave.

- ❖ OCSB Attendance Support Program - May 2026 (Provincial Mandate) School Board Cooperator Inc

- Provincial mandate to be in place by June 2026.
 - The next meeting to discuss the program is December 4th.
 - The request for a medical note may change from after 5 days to 3 days.
- ❖ Union Savings Sign Up Draw
 - Draw will take place December 12th.
 - \$500 Farm Boy GC, \$250 Farm Boy GC, and 2X\$125 Farm Boy GC.
- ❖ MOS- Unqualified Staff
 - The employer accepts applicants with a diploma in any field AND two years of consistent work experience as an EA.
 - Despite any possible frustrations, they are union paying members as well. Please be mindful.
- ❖ Unqualified Staff - Jobs ATE
 - Unqualified staff should not be accepting open jobs until after 7:00PM the night before the vacancy.
- ❖ Staff Evaluations - Probationary Period
 - HR is reaching out to principals to request information about how it's going.
- ❖ Probationary Period Extension
 - Extension of up to 60 days.
 - Principals are expressing their concerns about absenteeism and conduct.
- ❖ Parent Council at Schools
 - Spread the information by distributing the parent leaflet out.
 - Hand to hand contact. Face to face conversations are much more effective than social media.
 - Leaflets can be shared online, but not as effective.
- ❖ Bill 33- Passed in Legislature
 - Awaiting how this will affect OCSB Trustees.
- ❖ Member to Member Conflict
 - Becoming much more prevalent.
 - Looking into some training for stewards and site leads to possibly decrease the amount of formal complaints.
- ❖ United We Solve - CUPE 2357 Code Word Game
 - Teams of 4 CUPE members at your school. There can be multiple teams at one school.

- Code words will be shared on a monthly basis. Will be found in newsletters, emails from the executive, social media posts and given out at membership meetings.
 - To win, teams must collect all 15 words, and all members must be present at the May 21st GMM.
 - One team will be selected for the Grand Prize. (Valued at \$400)
- ❖ Recipe for Change
- Exchange your recipes.
 - Still accepting recipes to possibly create a CUPE 2357 Cookbook.
 - More information to come.
- ❖ Other

Good of the Union:

Winners: Lisa Marcantonio, Michael Jarrett, Sandra Carranco, Rose Asanji, Andrea Stevenson

Purple Power Prizes

Winners: Tanya Nguyen, Linda Lim

Adjournment:
8:47 P.M.