

OPSEU Local 4101

General Membership Meeting

Virtual Meeting

Feb 16, 2022

Call to order	Stephan Lemaire, seconded by Kate Anderson
Statement of respect	Read by Stephan Lemaire
Introduction of LEC	Stephan Lemaire Guests Lisa Debransky, Staff Representative OPSEU
Adoption of Agenda	Adoption of agenda moved by Stephan Lemaire and seconded by Prasun Sharma- carried.
Approval of previous minutes	Move to accept minutes by Stephan Lemaire and seconded by Karine Dulude- carried.
Business arising	Will be covered in reports of officers. Elections for Regional conference- in Kingston, March 19 Elections for Convention- Hybrid model Toronto/online April 6-7-8
Treasurer's Report	Elaine Giles – presented a report and budget for next year. Balance as of Feb 16, 2022 is \$100,583. Outstanding expenses (Door prizes, president laptop, zoom membership, secretary laptop, Dues for labor council, parting gift for Cam Manson, president cell phone allowance, mailing expenses, mileage paid for GMM) are \$8,465, which leaves a balance of \$92,118. Audit for July-Dec 2021 done Feb 16 by Jo-Anne OBrien and Mimi Ngassum and all in order. Motion to accept the Treasurer's Report as presented moved by Elaine Giles, seconded by Stephan Lemaire- carried.
Report of Officers	HCCSS- Stephan Lemaire: There is no update on the Ontario Health teams at the moment- focused on the pandemic. Our local lost ~50 members with CHEO merge. Previous president, Cam Manson is one of them- that team has shifted to having OPSEU representation as well, as another local.. HCCSS– Shari Greenhorn – 14 grievances on file right now and 9 are going to arbitration in July 2022. A few of them are concerning the vaccination policy. Reinforced to work within your hours and not to work for free – stressed that work/life balance is important. Reminder about workload form.

	<p>Carefor – Pam Hodge – one grievance that is moving to arbitration in July 2022. Collective Agreement ends March 31, 2022; have not done a demand set and Staff Rep will have to send notice to bargain 90 days beforehand. They will have to have a vote for the bargaining team as well. Unsure about availability of staff representative from OPSEU. Allied Health changing pension plan to HOOP- need to see if other union members (CUPE, ONA) agree to the change</p> <p>Connexions – Kate Anderson – Team is down a nurse practitioner. Need to reelect a steward. New policy about covid booster coming. Collective Agreement expired in March 2021 but usual OPSEU staff rep on leave- asking for clarification on when negotiations could take place?</p>
<p>Reports from committees</p>	<p>Communications Committee – this committee has not met since the last GMM.</p> <p>Bylaw committee has not met.</p>
<p>New Business</p>	<p>Election of Regional Meeting delegates and alternates March 19 @ 4Points in Kingston President automatically attends (Stephan Lemaire) Need to elect: 4 delegates, 2 alternates</p> <p>Nominations are as follows:</p> <p>Delegates Stephan nominated Kate A- declines Karine D nominated Shannon H- declines Stephan nominated Elaine- accepts Shannon H nominated Annie Bohne- accepts Prasun nominated Shari- declines Matthew Claxton nominated Nanda Kumar- accepts Shannon nominated Karine D- declines</p> <p>Alternates Elaine nominates Mimi- accepts Annie B nominates Jennifer Blaise- accepts</p> <p>Stephan, Elaine, Annie, Nanda are going to Regionals. Mimi and Jennifer going as alternates.</p> <hr/> <p>Elections for OPSEU 2022 convention Hybrid model- in person or teleconference (virtual) April 6-7-8-9 Metro Toronto Convention Center Need to elect 3 delegates, allowing 3 alternates</p>

	<p>Nominations are as follows:</p> <p>Delegates Stephan Lemaire automatic attendance- accepts Karine D nominates Jessica D- accepts Shari G nominates Kate A- accepts Shari nominates Annie B- accepts but then offers to be an alternate Pam H nominates Felix Henry- not present Stephan nominates Prasun- accepts</p> <p>Alternates Annie B accepts nomination Stephan nominates Jennifer Blaise- accepts Stephan nominates Nanda- declines Kate nominates Elaine- declines *Elaine nominates Mimi- accepts (addendum)</p> <p>Stephan, Jessica, Karine, Shari are going to convention- Annie, Jennifer and Mimi are going as alternates</p> <p>*Addendum to convention elections: Due to miscommunication in the election of Mimi Ngassam as delegate, LEC has voted on adding an alternate for convention attendance. Mimi has agreed to be an alternate rather than delegate</p>
	<p>Pandemic update <u>Class action grievance to revoke Bill 124</u>- if overturned, there is language in collective agreement to renegotiate salary/benefits. Annie Bohne: <u>When can we start having F2F team meetings?</u> Shannon H states they are reconfiguring Labelle office to better accommodate F2F meetings. Rhonda M: <u>asking about retention bonus from ministry for registered nurses in other work environments</u>- no additional information Jessica D: <u>asking if Bill 124 is revoked, is the renegotiation for additional compensation retroactive if allowed?</u> Would have to be included in the negotiations of collective agreement as addendum at the time. Katherine W: <u>Inquiring where Ontario Health teams is at for having salary parity across all HSSCC?</u> That work still ongoing Annie B: <u>Vacation quota per team- is that in our collective agreement? Is it manager discretion?</u> It is the employer's determination, usually 25%. <u>Mileage- can we track it from home? Due to hybrid model?</u> You can't track it to the office or your first visit as that counts as "traveling to office time" where most don't get paid. Mileage visit-to-visit should be claimed/paid. Ride home should then not be claimed. C4 mileage works as follows: any travel time to visits exceeding 25kms, you can claim anything over.</p>

	<p>Julie Beaudoin: <u>Is mileage covered to go to the office just to get PPE?</u> Yes</p> <p>Jo-Anne O: <u>Asking about overtime vs flex? Are they recorded? Any stats on teams?</u> Flex is a choice, you can decline. Overtime is imposed, IF it's declined by the employee, you can leave and then they have to differ the task or find someone else to do it.</p> <p>We now get Family Day off, leaving us with 2 floats.</p> <p>Reminder on how to reach the president- presidentopseu4101@gmail.com</p> <p>Will send out survey to assess general interest in holding GMM meetings during the week vs virtual vs weekend moving forward.</p>
Adjournment	<p>Motion to adjourn meeting moved by Shannon H seconded by Matthew Claxton – carried.</p>

Minutes recorded by Jessica Dionne, Secretary Local 4101