

Members: Tracey Prokipczuk, Steve Mikalauskas, Paula Golding, Tara Pledge, Graeme Douglas, Melissa Mellor, Tanya Kowalewicz, Susan Lau, Kimberly Mikalauskas, Eric Harvey, Deborah Konig

Regrets: Greg Gagnon, Karen Finucane, Alan McKee

Required for Quorum: 8 plus (i.e. over 50%)

1. Call to order

2. Statement of respect (<https://opseu.org/information/statement-respect>)

- Kimberly gave statement of respect

3. Adoption of agenda

- Deborah/Tracey motioned to adopt agenda; Susan seconded

4. Minutes of previous meeting (Sept. 18/19)

- Tracey motioned to move the minutes from the previous meeting; Deb seconded

5. Current Business

5.1. Local 241 Organization

- Eric, Tara, Paula and Graeme to represent IAHS; ensuring everyone has signed union card
 - Tara needs list of people who need/have a signed union card; only Tracey has access; regardless, list is outdated*
 - Melissa suggested we send list to her – she will cross check and update
 - Tracey needs password to get into portal*
- Melissa representing Stoney Creek
- Fennell campus
 - Susan – card signing - whole of IT
 - Tracey – card signing - City school, Marketing, Recruitment
- Communication end is getting lost with regard to new employees and the union; what does onboarding for new hires look like?
- Deborah suggested adding “New to the College?” bulletin sign as soft outreach to new hires; Deborah will create and Tara will provide support

5.2. PT & App D Holiday Pay

- PDF posted on MyMohawk regarding holiday pay
 - Follow up with HR at UCC to discuss holiday pay – App D and Part-Time
 - Plan to back any grievances coming in from part-timers, despite that collective agreement does not back it; grieve ahead of time as information has been posted

5.3. HR Website Updates

- Progress has been made; documents are being uploaded onto website

5.4. HR Process Training

- Lack of clarity around who to go to in HR to have issues addressed; union becoming front line for answering HR questions
- Understanding why processes are taking so long to complete; e.g. PDF and pay increases

5.5. Local Dues

- PT local dues – moving to a dollar amount as opposed to a percentage re: accounting issues

- Accountant and trustees believe it is fair practice to issue dollar amount (\$2.25)
 - Part timers to be equally represented by union
 - Eric – keep focus on part-timers who are in low-hour, low-wage positions; provide consistent messaging to people regarding dues
 - Kimberly moved – Melissa/Eric seconded – all in favor + carried
 - Early February for a GMM to have this approved by collective*

5.6. Leaves (STD, LTD, WSIB, etc.) – updates

- Issue of members getting wrong forms for going off on a leave; delaying process of getting approved for leave; members getting threatened that they will have to pay back
- Find a way to hold Morneau Chapelle accountable in cases of mental health*
- Maintain contact back and forth with local 240; Seneca filing two lawsuits and winning

5.7. Grievances and Arbitrations – updates

- College-wide grievance – 5% with the part-timers; last remaining college fighting for this
- Arbitration just went through – settled before the arbitration
- Airport grievance

6. New Business

6.1. 2020 Budget – Follow up from discussions with Ted & Trustees

6.2. Communications / Secretary Officer Position Merge

- Discuss this merge at the next GMM and run it by the collective
- Eric moved, Steven seconded

6.3. Membership Cards

- Discussed earlier under Local 241 Organization

6.4. Google Drive Access

- Everyone having access to Google Drive; permissions to read and write notes

6.5. Cell Phone Plan Distribution

- \$25 for each of us towards data/cell phone costs; making personal phone number available to members is at the discretion of the LEC representative
- Melissa – standard day that this is paid out; up to representative to submit monthly form
 - Option to submit it every couple of months
 - Still under budget with this arrangement
- Paula moved, Susan seconded; all in favour + carried

7. Reports of Officers

7.1. President

- Going to second UCC meeting this Friday
- Emphasis on mental health

7.2. Vice President

- Nothing to report

7.3. Treasurer/Secretary

- Nothing to report

7.4. Communications

- Developing union package for new hires and make this available on the website or by other means; connect with other colleges or maybe big OPSEU to gather materials?

7.5. FT Unit Steward

- Working on the return-to-work; getting a member back to fulltime hours by the 25th

- 5/6 new hires which were held vacant for a time
- List of people who do not hold OPSEU cards – will work towards this over next few weeks

7.6. PT Unit Steward – VACANT (no report)

8. Reports of Committees

8.1. PDF – Reformation

- Pay increases taking up to 2 years to take effect

8.2. Health and safety

- Nothing to report

9. Adjournment - 6:51pm

- Susan motioned to adjourn; Steven seconded

Next meetings:

- Holiday Party – Friday, December 13th, 2019 – TBD
- Lunch & Learn in the new year?*
- Early February GMM?*