

General Membership Meeting – Local 349
Tuesday, March 9, 2021
Via Zoom

AGENDA

Call to order

Craig MacKenzie called the meeting to order at 5:05 p.m. Quorum was in order.

Land Acknowledgement

Andrea Murray read the land acknowledgement.

Statement of Respect

Craig read the statement of respect.

Adoption of agenda

A motion was made to accept the agenda with one change: move the part-time bargaining update to the end of the agenda. The motion was moved by Mary Jagert; seconded by Pat Stupka.

Adoption of previous meeting

A motion was made to accept the minutes of the last meeting. Moved by Cathy Torella; seconded by Leanne Power.

President's update

Craig thanked everyone for attending the meeting and acknowledged that the year has seen many changes. The big issue continues to be the reduction of hours for support staff. Craig said the support staff workload is at capacity. He's heard several people, including managers ask when hours will be reinstated. The grievance for full-time members is still outstanding and he hopes to have more clarity in a year.

Craig believes there will still be changes coming post-COVID and that the workplace has changed immensely. He encouraged everyone to think about what their schedules and new workplace will look like in the "new normal." He encouraged members to be proactive and talk to their managers about what opportunities there might be moving forward in order to help make their work/life balance better.

He also encouraged members to reach out to him or a steward if they have any issues or concerns. Craig noted that elections are still on hold by OPSEU.

Treasurer's report and adoption of budget

Joe Lauzon presented the proposed budget for 2021. Last year's expenses were down due to COVID-19 (fewer in-person events), so there is a larger surplus this year. A discretionary fund was added with \$5,000. He asked members to think about priorities the local can address this year, including ways the local can assist the communities in our catchment area with worthwhile projects.

A motion was made to accept the budget. It was moved by Joe Lauzon and seconded by Cathy Torella. Motion passed.

New members

Craig welcomed any new members. If anyone has ideas around engaging/supporting new members while we're currently remote please forward them to Craig. Ideas included having a regular lunch and learn for new members to explain some of the OPSEU benefits, terms and procedures; and include a FAQ on the website.

Reports of Committees

Part-time Hardship Fund: Angela Foster reported that to date the fund has reviewed 21 applications and given out \$4,400 with \$5,600 remaining in the fund. With the approval of the 2021 budget, the fund will now have \$10,600. Anyone who wants an application can email hardshipappliancept@gmail.com. Any funds remaining in the fund at the end of the pandemic will be donated to the Georgian Food Locker. Craig thanked everyone on the committee: Angela Foster, Cindy DiLuciano, Dan Kay, Danielle Neilson, and Jennifer Hann.

Health and Safety: Craig provided an example of how this committee can effect change. There was a concern from a part-time member who had an issue around vaccinations and clinical placement. This issue which was resolved. Craig thanked Adam St. Amant and Kevin Moriarty who are also committee members. He encouraged members to reach out to them if they have a health and safety concern.

Engaging student workers: Jake Chevrier and Donna Armstrong are looking at initiatives to engage student employees. They have revamped the scholarship form and are working toward making it an online process for easier access. They're also working ways to strategically marketing the benefits of being in a union and the best way to communicate these benefits to students. If anyone wants to help with these initiatives reach out to Jake or Donna.

Lunch and Learns: Craig reminded members that if they have any ideas around a future lunch and learn to reach out to him.

List of stewards

If anyone wants to be a steward, just reach out and we can make it happen. Here is a list of the current stewards:

Full-time

Becca Allan
Donna Armstrong
Jake Chevrier
Angela Foster
Anita Giffen
Kailey Hawkins
Kristen Jessup
Sylvia Lauterbach
Joe Lauzon

Craig MacKenzie (President)
Terry MacIsaac
Pat Manser
Kevin Moriarty
Andrea Murray
Elaine Murray
Allison Papenhuyzen
Tony Podziemski
Leanne Power
Michelle Rouleau
Adam St. Amant
Wendy St. Denis
Linda Taylor-Eddington
Cathy Torella

Part-time

Judith Bergen
Stella Booth
Cindy DiLuciano
Lisa Lavigne

Unfinished business

Nothing at this time.

Part-time bargaining update

Lisa Lavigne gave a brief report on the bargaining for part-time members. Members were offered an extension to their current contract; the bargaining team decided it was better to continue with the bargaining process. List of demands was good and in members' best interests. Looking at changes that are non-monetary that will create a strong collective agreement and more stability. Any wage increase would be capped at 1% due to Bill 124. Craig thanked Lisa for all her hard work as the Chair of the Part-time Bargaining Team. He encouraged full-time members to support the part-time members through the bargaining process. Lisa noted that the team is working on updates they can send to members. Members can also go to the OPSEU website for [bargaining updates](#). There's also a [Facebook page](#) and an [Instagram page](#). Lisa added that part-time members are encouraged to [fill in a survey](#) and they will receive a solidarity face mas. She also thanked everyone for their support.

New business

Nothing to add this time.

Q&A

Specific roles for stewards? Stewards can define their role as they bring a variety of skillsets to the local; they can support the local doing activities based on their unique expertise and interest. Craig added that a large steward body makes for better engagement, ideas and opportunities.
What does it take to become a steward? Any member in good standing can nominate another member (in good standing) to become a steward.

When does bargaining start for full-time members? The full-time collective agreement ends on Aug. 31, 2022 so demand-set and bargaining will begin January 2022.

Adjournment

A motion was made to adjourn the meeting at 6 p.m. It was motion by Lisa Lavigne; seconded Joe Lauzon, Motion passed.