



**General Membership Meeting  
October 18, 2023 5pm-7pm  
Chairperson Rahel Woldeselassie**

Prepared by J. Amaral

## AGENDA FOR WEDNESDAY OCTOBER 18, 2023 - Chairperson Rahel Woldeselassie

### **1. Reading of the Equality Statement – Jenn Wilson**

*Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.*

*As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.*

*Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.*

*Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.*

*Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.*

*CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.*

### **2. Acknowledgment of Indigenous territory – Kay Jones**

### **3. Roll call of officers – Jason Amaral**

Interim-President First Vice-President Rahel Woldeselassie  
Interim-First Vice-President St Michael's Hospital Site Vice-  
President Scott Vargas

Interim-St Michael's Hospital Site Vice-President Recording-Secretary Jason Amaral  
Secretary-Treasurer Michael Couto  
Providence Healthcare Site Vice-President Jenn Wilson  
St. Joseph's Health Centre Site Vice President Kay Jones  
Membership and Communications Officer Nadine Dawkins  
GDI Bargaining Unit Vice-President Gabriel Lopez  
SPC Bargaining Unit Vice-President Jamie Villeneuve  
Compass Bargaining Unit Vice-President Patrick Arriola  
3-Year Trustee Beverly Semple  
2-Year Trustee Marcian Cotter  
1-Year Trustee Hayat Monfaredi  
Equality Coordinator Cheryl Belgrave

CUPE National Representative Barbara Frey  
CUPE National Representative Janette Krajci  
Special Guest CUPE Nat Alex Medley

Quorum Reached. 50 in attendance



October 2023 GMM  
Participants.csv

#### 4. Adopt Agenda – Rahel

Motion to adopt the October 2023 GMM Agenda as read

Rahel 2<sup>nd</sup> Gabriel Lopez

DISCUSSION/AMENDMENTS

**NONE**

**Y** 14      **N** 0      **A** 36      **CARRIED**

#### 5. Voting On New Members

**NO MIGS (Members in Good Standing Form) Submitted in October 2023**

#### 6. Reading of the June 2023 GMM Minutes – Rahel

**Motion** to adopt the September 2023 GMM Minutes as published on the CUPE5441 website on October 16, 2023

Rahel      **2<sup>nd</sup>** Scott

*DISCUSSION/AMENDMENTS*

**NONE**

**Y** 14      **N** 0      **A** 36      **CARRIED**

**RAHEL CONCEDES CHAIR TO SCOTT VARGAS**

## **7. Matters arising From the September 2023 GMM Minutes – Rahel**

At this time the General Membership Meeting Agenda and speakers have been extended and invitations provided to all Bargaining Unit Vice Presidents, our Equality Coordinator, and our Membership and Communications Officer on an ad hoc basis.

**Motion** to adopt the Matters arising from the September 2023 minutes

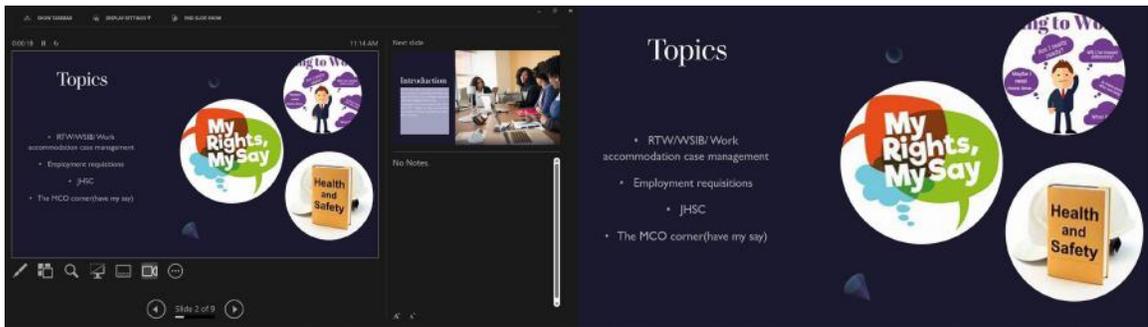
Rahel      **2<sup>nd</sup>** Jenn Wilson

*DISCUSSION/AMENDMENTS*

**NONE**

**Y** 17      **N** 0      **A** 33      **CARRIED**

## **8. Membership & Communications Officer's Report**



**Motion** to accept the MCO September 2023 Report as presented

Nadine **2<sup>nd</sup>** Julian Harney

**DISCUSSION/AMENDMENTS**

**Q:** WMS team has changed entirely since I've been on leave. I'm concerned about training or turnover

**A:** We are tracking all postings re: WMS. Please continue to report to your manager for any labour shortages.

**Y** 16      **N** 0      **A** 34      **CARRIED**

**9. Secretary Treasurer's September 2023 Financial Reports – **Michael****

TREASURER'S REPORT TO THE MEMBERSHIP		September
No. of Full-Time Members:	No. of Part-Time Members:	
Ledger Bank Balance for Beginning of Period:		513,249.39
INCOME	September	Year to Date
Dues	106,959.71	1,004,261.83
Other	-	23,190.00
<b>Total Income:</b>	<b>106,959.71</b>	<b>1,027,451.83</b>
EXPENSES	September	Year to Date
CUPE Per Capita	-	11,896.20
Affiliation Fees	10,558.96	72,699.93
Salaries	-	-
Operating Expenses	12,612.57	73,476.31
Special Purchases	290.62	14,744.35
Executive Expenses	41,867.61	386,296.39
Bargaining Expenses	-	12,150.72
Grievances/ Arbitration	13,309.15	81,566.67
Committee Expenses	-	2,572.95
Conventions/ Conferences	-	35,543.16
Education	-	11,207.13
Contributions/ Donations	600.00	3,800.00
Other	2,302.66	46,669.32
<b>Total Expenses:</b>	<b>81,541.57</b>	<b>752,623.13</b>
<b>Surplus (Deficit) for the Period:</b>	<b>25,418.14</b>	
<b>*Ledger Bank Balance at End of Period: (A)</b>		<b>538,667.53</b>

**Motion** to accept the Secretary Treasurer's September 2023 Financial Reports as presented

Michael **2<sup>nd</sup>** Gabriel Lopez

DISCUSSION/AMENDMENTS

**Q:** Where is the Bargaining Unit VP and Equality Coordinator Reports?

**A:** The invitation to report has been extended and accepted. It will occur on a AD-HOC basis monthly. They will let us know two weeks before the GMM if they will be reporting.

Y 17

N 0

A 33

CARRIED

## 10. Recording Secretary's September 2023 Job Transaction Report – Jason



**Motion** to accept the Recording Secretary's September 2023 Job Transaction Reports as presented

Jason      **2<sup>nd</sup>** Julian Harney

*DISCUSSION/AMENDMENTS*

**NONE**

Y 21

N 0

A 29

CARRIED

## 11. Grievance Committee Report – Scott



L.5441 Complete Grievance Overview

Status	PHC	SMH	SJHC	UHT	Network Wide
Step 1	4	1	0	0	5
Step 2	4	2	10	11	29
Total					
Mediation	0	0	1	3	4
Arbitration	93	265	104	19	485
Abeyance	7	26	17	6	56
Awaiting	0	14	20	2	36
Resolved	124	289	403	83	908
Total	232	597	555	124	1523

Motion to enter the September 2023 Grievance Committee Report as presented

Scott <sup>2<sup>nd</sup></sup> Jaime Villeneuve

### DISCUSSION/AMENDMENTS

**Q:** Are GDI Grievances included in this report?

**A:** Yes

**Q:** What is the status of COVID Grievances?

**A:** We're trying to get a settlement. Will pursue arbitration if need be. Actively contacting the grievors. We will be hearing the Policy grievance soon.

**Q:** What's going on with the percent in lieu grievance from 2022 for retro?

**A:** Wage harmonization was not in agreement with the employer. You cannot move up if you have two positions was the argument. A correction should have happened. There were errors. Errors in

percentage in lieu for vacation was paid out in August 2023. Email payroll if you didn't receive payout.

**Q:** What's going on with the Surgical Daycare Assistant grievance at SJHC.

**A:** We're at step #2 (first week of November). Kay will follow up.

**Q:** Can we get separate GDI, SCP and COMPASS grievances stats in future reports please?

**A:** Yes. We also want the members to feel empowered to speak to their managers regarding issues first. It might be a simple fix before a formal grievance is filed.

**Q:** Two PT's @ SJHC in MDRD (scopes) were never filled. One FT was split into 2 PT. Where are those people

**A:** The position is no longer there. They left during COVID and were never posted after that. They didn't notify us. We can't fight for it three years later. We met this week with HR to discuss the 7.5 FT position. They said the positions were vacant for years. We can this conversation offline and get names of those previously in the role for tracking purposes.

### *SCOTT CALLS THE QUESTION*

**Q:** What does waiting for accommodation from return to work with Medical fall under?

**A:** Email Jenn Wilson for follow up.

**Y** 18

**N** 2

**A** 32

**CARRIED**

## **12. EXECUTIVE BOARD REPORT – Raheel**

### **Executive Board Report**

I must express that we, together as a membership are extremely frustrated with the issues with retroactive breakdowns that are still occurring. We have been extremely patient as employees of Unity Health Toronto. Issues resulting from the retroactive payments are still being resolved by the hospital currently has many requests for breakdowns. However, they have just informed me that their backlog is only 100 and not enough people are requesting from payroll a breakdown of their retro.

Retroactive payment issues are as follows:

#### **A. Anyone who has transferred Classifications since**

## **September 2021**

- B. Anyone who has transferred between Bargaining Units since September 2021**
- C. Regrettably has come to our attention from Part-Time staff that In-Lieu of Benefits and Vacation was not paid out the any of the Bill 124 Retroactive Payments.**

We have filed a Policy grievance for Compensation, Transparency, and Accuracy which is currently scheduled for April 2024. However, I have emailed the Director of Finance and if our meeting is not fruitful, we will be filling an implementation dispute. In the meantime I will be sending a mass email template for members to use to request breakdowns for the retroactive payments. I need examples from you. We can help you with requests. They can't keep the money.

Please email Payroll@UnityHealth.TO

**Posters will also be created and placed in the CUPE bulletin. Please continue to monitor your emails from CUPE.**

**I would like to congratulate GDI Bargaining Unit Gabriel Lopez in January of 2023 filed a grievance for shift premiums against their employer and we won in Arbitration Gedalof. The GDI members who are not part of the central award like Clerical and Service bargaining units will now be awarded with shift premiums on weekends.**

President's Corner now online Until October 31 (including weekends) to help address RPN concerns i.e. Patient Ratios.

Steward meetings are also going well. Knowledge is power for them.

**Gabriel Lopez:** I'm really happy with the outcome of our arbitration about pyramiding wages.. We can't let the employer do whatever they want. We have a Collective Agreement for that.

**Motion** to accept the October 2023 Executive Board Report as read.

Rahel      **2<sup>nd</sup>** Jamie Villeneuve

*DISCUSSION/AMENDMENTS*

**Q:** We are not satisfied with our retro breakdowns. Not proper.  
**A:** Ask for a proper breakdown. There are delays because of the backlog in requests.  
**Q:** Be sure to specifically ask for a breakdown of retro. Not just screenshots in an email.  
**A:** Ask for a comprehensive breakdown.  
**Q:** There are questions as to why the wage harmonization was missed for the PSA's at SJHC. Why did they get less? It's incorrect.  
**A:** Perioip Aide wage is in dispute. Waiting for a response. We will file a grievance.  
**Q:** Evening premiums are not being paid on Overtime shifts. Why?  
**A:** The employer thinks that is pyramiding. We will be filing grievances. OCHU is aware.

**Y** 22      **N** 0      **A** 28      **CARRIED**

### *SCOTT CONCEDES CHAIR BACK TO RAHEL*

## **12. NOMINATIONS & VOTING – Barbara Frey**

**A.** 3 Year Trustee Nominations and voting held over to November 2023

## **13. UNFINISHED BUSINESS -ALL**

**NONE**

## **14. NEW BUSINESS**

**Q:** Will we ever have in-person GMM's again?  
**A:** They've been virtual since before COVID. It's in our bylaws. Its hard to get all three site members to join in person at one location.  
**Q:** Where are the results on cracking down on Agency use?  
**A:** We are going through the arbitration process. Next hearing is November 7.  
**Q:** Are we having a Christmas Social or swag?  
**A:** There are zero funds allocated to the Christmas social as defined in our 2023 budget presented in January 2023. Our Arbitration budget takes precedence.  
**Q:** The \$1000 benefits is unfair. It is not a good bargain.

**A:** You can allocate \$1000 to any service covered. It is superior because of the allocation possibilities. Many members are happy.

**Q:** Is the wage grid going to increase?

**A:** Clerical/Service bargaining talks start this Friday (prep)

**Q:** Are the wages going up?

**A:** All increases happened August 4. We are now in a new bargaining period.

**Q:** Will you be bargaining better benefits?

**A:** No. We are already at the top and that's central language. Fertility treatment is central bargaining. I've sent off the request to OCHU. Currently, we have \$2000 for Fertility drugs available now.

**Barbara:** The numbered section of the Collective Agreement in Central language. The lettered section is Local issues. The new agreement starts on Sept 29 2023 (start of retro period if applicable)

**Q:** What's going on with the job evaluation process?

**A:** We are waiting for the employer to pick a grading system. Title harmonization has begun.

**Q:** Any updates on Spiritual Care of COMPASS bargaining?

**A:** Nothing this month to report. There might be something in November 2023.

## **15. GOOD OF THE UNION**

Bargaining Unit Meetings for Spiritual Care and Compass coming up.

## **16. ADJOURN**

Rahel 2<sup>nd</sup> Chanel Ramai

*DISCUSSION/AMENDMENTS*

**NONE**

**Y** 10

**N** 0

**A** 20

**CARRIED**