



Union Meeting Minutes

Location: Online Zoom Meeting
Date: July 29, 2020
Time: 5:00 pm - 6:00 pm
Attendees: Selina, Paul, Girish, Sabrina, Jaklin, Bruno, Kasthuri, Amal, Kathleen, Lisa, Natalia, Hasita, Artan, Odette, Joselyn, David, Claudia, Lucy

Agenda items

[1.] Introduction to New staff at Job Start

- Selina welcomed new people to Jobstart Union. Girish joined Jobstart on June 15th, 2020 as a Job Developer, 10 years in Canada; Amal - 2 months with Jobstart, 1 year in Canada, passionate about non-profit; Kasthuri - job coach started on June 1 YJC/FYS, worked previously for YMCA. Sabrina - admin assistant, working with MPE and EEII. Graduate of Humber college in Business Administration, 4 years in Canada.

[2.] Feedback about going to work

- Selina initiated conversation on the right to stay at home during stage and she had introduced Paul who is the union representative.

-Paul mentioned employers have right to expect attendance at work. With COVID, there are some issues with childcare or extenuating circumstances (childcare, auto-immune disease), so people have right to request a Duty to Accommodate. Everything is on a case by case basis. If request has been denied, Union can advocate on behalf of employee. If a union member has a medical issue, then management has the right to ask for evidence for diagnosed and updates every 2 weeks. The employer has a duty to accommodate can be revisited. Leave of absence - could be sick leave (paid leave for 14 days). Or could be work from home (if corresponding policy will be developed). One union member was concerned that a lot of people are taking vacation and traveling, so when they come back after long weekend, the health could be compromised, so self-isolation will be enforced. In the past, another union member came back to Toronto on March 16 from vacation and was enforced to stay self-isolated for 8 days. Selina - will try to negotiate to work from home status.

[3.] ES Employment and Tracking Activities

- Selina introduced management information on necessity of the Tracking to show active services to the ministry. We have to increase our representation to various communities - not only within GTA, all over Ontario. We are falling behind our targets, compare to other agencies, should find solutions to increase numbers as much as possible.

One member mentioned that management should do more outreach activities

Another member has collected all community resources as per Tracy's request and this information will be shared with the team

Selina mentioned that we must show that we are meeting our targets working from home so we can negotiate in future to work from home.

One union member mentioned that tracking sheets are redundant, IDS, CAMS are registering all events, too.

Paul - as a national rep, mentioned that he had to record every conversation on a reporting sheet for his manager to track all evidence of completed activities.

Hourly description of activities is a legit request.

Another union member clarified that EO ES has a file case tracking that is taking an extra time.

Paul mentioned that we need to comply with the reporting system. We cannot file the grievance on this issue. Paul has suggested that recommendations can be made to upper management to be more productive

[4.] The employer paying for telephone, electricity, hydro and internet while working from home

Selina - asked Paul if the employer has to pay for electricity, phone? Paul mentioned if only if it was stated in collective agreement. It could be processed through taxation forms. But it is for government to decide.

The government will decide if individuals working from home due to Covid 19 are able to claim this back by coming up with a form.

Once the government will establish this, it will be announced. Current legislation is not covering it just yet.

[5.] Treasure information

Selina informed on treasure totals.

No questions.

[6.] Social committee update

Selina informed on members list - Lucy, Hasita and Selina. Patricia advised on setting it for later dates to be on a safe side due to COVID.

[6.] Ideas about not having Christmas party due to COVID 19 but giving e-gift cards for Christmas for union members

Selina advised on moving this item of **discussion** to email survey at a later date.

Commented [ST1]:

[7.] Change in labour management committee members

Natalia took over Helen role, and now, it is transferred to Lucy. Now Kathleen, Selina and Lucy will be members of the committee.

[8.] Other matters that need to be addressed

Selina - Job Start is at 40% out of expected targets compare to Central Region that is 67%. Therefore, productivity is an issue. We need to be closer to Central Region to avoid layoffs. As a team, we need to work together to bring in clients for our programs. Everyone should be outreaching to their religious church groups, community associations, individuals who they know that need assistance to get registered at Job start.

One union member mentioned - those numbers are only actual for Employment Ontario ? Should it affect other programs?

Another union member mentioned - our financial reports are mostly based on Employment Ontario (EO). However, my program is 40% exceeded, but my location is affected by EO numbers. So, we need as a team to come with some ideas on how to improve our numbers. Working from home is not an expectation. We are service providers and must meet with clients in person. Unless, because of COVID there are no accommodations for childcare, or some other accommodations.

Paul - has mentioned that our employer, Patricia, has done an awesome work to organize a safe and transparent workplace.

Another union mentioned that they are working harder from home than from office

Another union member mentioned that - I am often working extra hours... to enter data in time for reports. I will be happy to work twice a week from home.

Another union member mentioned - Only way, management can come up with decisions of working from home - it will be on person by person basis for every program.

Another union member mentioned that Every program is a contract and all conditions will be based on those contracts of delivering service.

Another union member mentioned that I do not feel unsafe working from the office, it has been organized safely. I need more referrals from all teams.

Selina had wrapped up the meeting by thanking Paul. Odette impressed with the whole positive conversation and expressed the gratitude to a new management. Selina had thanked all the union members for coming to the meeting.

5. **Next meeting date** – TBA - 5pm – 6:00pm