

Location: Online Zoom Meeting
Date: Wednesday November 4, 2020
Time: 5:00 pm - 6:00 pm
Attendees: Selina, Girish, Sabrina, Bruno, Kasthuri, Amal, Kathleen, Natalia, Hasita, Odette, Jocelyn, David, Paula, Tina, Courtney, Kasthuri, Sheroni, Munira, Ali, Sonam, Mehrangiz,

Agenda items

[1.] Introduction to New staff at Job Start

- Paula was welcomed to the Lakeshore location as an Administrative assistant for Youth Possibilities Project. We are thrilled to have her join Job Start. Welcome Paula!!!

[2.] Feedback about going to work

- Upper management is concerned about staff coming to work and not keeping a distance from other staff around 6 meters due to Covid 19 measures. Please remember to keep a safe distance from your co-workers and wear a mask.

[3.] Results of Survey Monkey to Honour Helen Craig

- The most popular vote was donating \$500.00 to the Daily Bread Food bank in honour of Helen Craig.

[4.] Elections for union president, union secretary, lakeshore steward and Chauncey union steward being held April 2021 and asked the members for voting to take place in the first week of May 2021

- In our rough CUPE bi laws the voting for the vacant positions are done in April since this is when JobStart gets another contact from the government for the programs. Also, the voting for union president is done every odd year and the vice president is done every even year. Therefore, at the last week of April 2021 then Cupe local 3771 will have nominations for president. The voting for the president will be done in the first week of May 2021 when Job Start has secured a contact from the government in April 2021. Today, the union members that have attended the meeting have agreed that voting can take place during this time. Also, during this time vacant spaces in the union will be voted for union secretary, Lakeshore union steward and Chauncey union steward in the first week of May 2021 and nominations will take place in last week of April 2021. The vice president will be voted in April 2022. The voting for president, secretary, Lakeshore union steward and Chauncey union steward will be done online with assistant of the Cupe Representative. Everyone is given a link with a code where they can vote anonymous for the vacant positions and everything is done on line.

[5.] Ideas about giving e-gift cards for Christmas for union members-

-The union members have agreed that every union member will be given a **\$75 dollar e-gift card** to Amazon. If there is any union member that does not want an e-gift card to Amazon and has suggestions for another gift card then they should let Selina know by email at selinatejani@yahoo.com or cell at 647-831-0250 by Sunday November 8, 2020. The idea is to give e-gift cards since less risk of contact due to covid 19. If a union member would prefer another form of gift card, then let Selina know. **I will be sending the**

\$75 e-gift cards to Amazon to your personal email address on Saturday November 14, 2020 to give you a chance to buy yourself a Christmas gift and avoid the Christmas rush.

[6.] Resources / stipend equipment that will be helpful for ergonomically friendly to use at home

- The union members would like to have a survey for you of the equipment that is needed at home. Some suggestions were to give the staff who have data entry positions like Munira and Lisa another screen. These individuals should have a double screens at home. Both individuals will be asked if they would like two screens at home and this will be taken to upper management. Some staff have mentioned that they would like a double screen at home and at work they have a double screen but do not come to work often and that double screen would be beneficial at home since they can be more productive. This situation would save the company time and since the screen are already brought and at work then this should not be an issue if staff want the double screen at home. One union member has mentioned that the YJC coworkers share an office and only one individual can be in the office at the time so only one individual can use the double screen while the other coworker has to use another work space with only lab top. Other union members have mentioned that they did not get a head set while other members received a head set. Staff who did not get a head set then please let Selina know so I can correct the situation. Some companies have budgets to give staff some resources and stipend equipment to prevent injuries and create an ergonomically friendly work space. Several union members have mention to ask other organizations like IRCC (immigration refugee citizen Canada) or Trillium Foundation for assistance for staff getting equipment. If staff have personal requirements for stipend equipment, then let Selina know so she can see if accommodations can be made.

[7.] Other matters that need to be addressed

Union members have mentioned their concern of electricity bills, heating, telephone, internet cost going up due to working from home. Selina will be looking at the T777 form where if a person is at home 50% of the time than will there be a tax exemption or reimbursement. Selina will be talking to an accountant, the tax department and cupe representative and get back to the union members by giving them information on how to access this reimbursement or tax exemption.

One union member was wondering if management is doing anything for staff for the Christmas season since every year the company celebrates with a Christmas dinner at the Mandarin. Selina has mentioned that she has not been informed of any Christmas celebrations or Christmas gift cards from the management team for staff at Job start.

If any one has any issues then please email Selina for your concerns. Please do not have to wait for the next union meeting. Thank you for attending the meeting and stay safe everyone!

[8.]Next meeting date – TBA - 5pm – 6:00pm