



General Membership Meeting Date: 12/5/2023

Time: 1730

Location: Hybrid

Meeting Organizer:	Susan	Type of Meeting:	GMM
Meeting Called to Order:	1739	Note taker:	Jen
Meeting Adjourned At:		Next Meeting	Feb 13, 2024

Attendees:	Hybrid Log Sheet(In person and virtual)
Regrets:	

- Signing people in. Called meeting to order by Susan at 5:39pm.
- OPSEU Statement of Respect Video was played
- Land acknowledgement was read by Susan • Swearing in of stewards by Susan. All new stewards were sworn in.
- Announcement of new LEC members: 1 VP Shannon Duncan, 2nd VP Lauren Merritt, 3rd VP Ema Sisic. All other members acclaimed and held same previous positions: Susan (president), Richard (secretary), Anna (Treasurer), Jen (Communications Chair).
- Anna explained proposed budget for 2024 for members to vote on. Explained to members what the columns and amounts meant.
- Questions on the budget? – Another Member had the same question regarding COVID money re: if it was spent yet and what budget line is it? Anna explained it is the main budget line. Susan stated we would discuss how we will use it in Jan/Feb.
- Susan made motion to approve budget. Katie seconded. Susan created poll for members online. In person the budget passed unanimously 14/14. Online 100%. Budget passed.
- Update on cyber-attacks. Erie Shores and HDGH are up on Citrix. WRH should be on Citrix soon. Members may be able to access P drive using multi factor authentication.
- Shannon stated some members are having trouble. Susan encouraged members having technology Issues, to reach out to Transform and/or their managers to get assistance.
- Ema Sisic asked if Employer is liable for the breach of information in cyber-attack. Class action lawsuit against Bluewater might be coming.



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- HR has the right to implement a policy to protect their servers, there is case law and precedence.
- Other options (fob, corporate cell phone to every employee) have been put forward and are cost-prohibitive.
- It's a Microsoft app (not an app created by Transform).
- Please have any members upset by/resistant to the process connect with Susan.
- Question from Ezzat: to what extent was our information taken. Information on the extent that staff information was taken was presented in town hall meetings.
- Forensic audit is still ongoing.
- Updates for bargaining. WRH collective agreement finalized. Wage adjustment may happen next pay. Retro pay for WRH hopefully January 2024, language was "5 pay periods."
- HDGH in conciliation. Trying to get a deal. Asking for a mediator to conciliate. Opening up dates to move forward.
- Erie Shores preparing a brand new collective agreement. In active bargaining with them.
- Convention. Another GMM meeting in the New Year. April 25-27, 2024 in Toronto. We will have a vote for delegates and alternates to attend.
- Calculating opening vacation bank time. Part time vacation entitlement. WRH. HDGH is doing it right. Group grievance for pyramiding WRH. Once code grey is over.
- Chat questions - permanent status pandemic pay PT or full time. • \$500 health spending only for FT April 1 2024
- Date for conciliation for HDGH - waiting for conciliator to confirm date.
- Implemented at central - how central accepted them. Need clarification from central. That awards that followed Central, will be implemented on the same basis that Central accepted and will be implementing the awards. This information is already being obtained by the Staff Reps that facilitated Bargaining, and they will clarify with the Employer.
- Grievance for PT vacation accrual policy grievance. Should members be aware what grievances are happening? Susan explained process for grievances. Is there a timeline? There are timelines in the collective agreements. Can we get word out to members? Once we are up and running email to members. Review calculation based on collective agreement and let Susan know if there is a problem.
- Entitlement is in January and pay part is May.
- Pyramiding. Katie worked on spreadsheet. File sitting with Nancy, Legal counsel. Not sure what the holdup is. Susan still putting pressure on them.



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- Shannon question: vetting of new WRH contract. Wage grids now done. Employer doesn't want to do anything until documents are done. It is the Union's position that once it was Ratified, (as of Oct 20, 2023) , it will be implemented. Any violation can be grieved.
- Postings are all external site and moving forward.
- Group grievance and policy grievance - what's the difference? Group - Every single person has the same issue and we can lump there together. Policy - there is no monetary remedy, they just fix the problem. As soon as everyone gets access to their electronic email we will send out word for PT WRH people to review.
- Group emails from Employers were lost in cyber-attack, new "private email group" was created, but not everyone submitted their private emails. Work email groups will have to be re-established once system is up and running.
- Ruffled off 8 gift cards. The following members are the winners.

Dayna Meloche
Lauren Merritt
Alessia Pescara
Stephanie Evon
Nicole Toldo
Hind Naom
Amanda Darroch
Shannon Duncan

- Susan called the meeting to close, Shannon seconded. Meeting adjourned 6:56pm.



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