



Local 3396

Hamilton Wentworth CDSB Education Workers

GENERAL MEMBERSHIP MEETING
Wednesday October 22, 2025
LOCATION: St. Jean de Brebeuf CSS
MINUTES

START TIME: 5:08 PM

NC – Do we have quorum?

LF– 18– members in attendance

NC - I call this meeting of Local 3396 to order. Read land acknowledgment

Meeting Protocol:

Sign in, Name and Position

Request to talk Raise your Hand

Wait until you are acknowledged.

Give name and Position

Member will be given two minutes to speak

To second a motion, raise your hand, you will be called on

1. Roll Call of Officers:

President: Nancy Castelli

Vice President: Marcia Matthews

Chief Steward: Rose Allain

Secretary Treasurer: Lynn Fleming

Recording Secretary: Susan Morley

Health & Safety Officer: Aron Fortino

Membership Officer: Joanne Iavarone

National Representative: Kathleen Webster

Regrets – Kathleen Webster Joanne Iavarone, Marianna Freeborn and Andrea Degroat

2. Equality Statement:

Read by members

3. Welcome New Members:

NC – Is anyone attending a GMM for the first time?

Rose Agostino, new to GMM stood with Nancy and recited the membership oath.

NC: Please join us in welcoming Rose. All members applauded.

4. Approval of Agenda

NC: If we can all look over the agenda.

NC: I would like to make a motion to approve the agenda as read. Can I have a seconder?

Seconded by: P.A

NC: Are there any questions or changes?

CL: Requested that St. Charles clerical staff receive assistance with job description/categories.

NC: Note that this is a JJE item and will be added to the agenda after bargaining updates.

NC: Any other questions or discussion?

NC: Seeing none. All in favour?

All hands raised.

NC: All Opposed: None

Motion Carried

5. Reading of Minutes of September 17, 2025

NC: If we could all look at the minutes

SM: I would like to make a motion to accept the minutes. Can I have a seconder?

2nd by: MG

SM: Is there any discussion on the motion?

LF: Page 3 – Reads as "Can I have a second" should read "Can I have a seconder?"

MM: Page 2 – Marianne should be Marianna.

CP: Page 1 – Under Regrets, note that Coleen Plate sent an email with her regrets.

SM: All in favour to accept the minutes: All hands raised

SM: All Opposed: None

Carried

6. Matters Arising

NC - Are there any matters arising from the minutes? Seeing *NONE*

7. Treasurer's Report September 2025

Lynn presented her report

LF: 1028 full time members and 44 part time members

LF: Total income of \$20.74 and total expenses of \$87,144.26

LF: **GIC** \$1,530,950.33

LF: I would like to make a motion to accept my report as read. Can I get a seconder?

2nd: **RA**

LF: Any questions?

MG: clarifying the full time members

LF: 1028

S. P-Y: Why are we in debt- can you clarify the \$20.74

LF: This period ends on September 30. Our dues were received in August, with two payments processed during that month. We did not receive any payments in September, so we are currently one month behind.

NC: Showed on overhead projector to explain.

LF: All in favour? ALL

LF: All Opposed? *NONE*

Carried.

8. Communications/Correspondence – on back of agenda

NC: Any discussion? *Seeing NONE*

9. Executive Board Report

Printouts provided to all members to read over

NC: I would like to make a Motion to move our report. Can I have a seconder?

2nd: **LM**

NC: Any discussions on the report?

NC: Seeing none

NC: All in favour?

NC: **All Opposed?** *Seeing None*

Carried

10. Reports of Committees and Delegates

NC: If you continue on from the executive report we can go through the grievance report and health and safety and then make a motion.

Grievance Report:

Copies of the grievance report date October 2025 were provided by Rose Allain

Health & Safety

Copy of the Health and Safety report provided by Aron Fortino

HDLC-Hamilton District Labour Council- Nothing to report

Union Development/Education

NC: When continuing on from the grievance and health and safety report you will see reports from the delegates that attended CUPE National.

NC I would like to make a Motion to move all the Reports. Can I have a seconder?

2nd: LC

NC: Are there any questions, discussion on any of the reports?

MG: Question about the new reporting for the SSIR's. That some are trying to get it down and it does not allow them to go past a certain point. They were in service on the PA day but it was not very friendly. Is it possible to have someone come out to the schools and show us.

AF: It's not user friendly and yes (send an email) and we can get Kent to come and demonstrate.

PA: Brought this up at health and safety to both Kent and Chris in regards to this issue. How people are not doing it because they can't figure it out. She made them aware that it is not user friendly

NC: What was their reply

PA: There was a video sent out

AF: Will follow up with Kent on this

CP: Asking about the health and safety committees-are most up and active in schools? Coleen is still having issues

AF: there are schools that have committees- you will have to approach your principal

CP: She has gone to the principal 3 times and sent 3 emails

NC: Unsure what the issue is and Nancy has included her email to Kent and this is the only issue they have.

AF: Has asked Kent to put Coleen Plate on the health and safety committee.

CP: They have had health and safety meetings at the NMC and Coleen did not go to any of them and they have major issues at her home school -STM . She was not included and has heard nothing.

AF: There is an issue with the lack of EAs- so principals and SERTS are worried to let EAs go and do the important work of health and safety as the needs at the schools are dire.

CP: It does not make her feel confident that health and safety is being taken seriously at her school.

NC: I will phone Kent.

NC: Any other questions on the report

NC: Seeing none

All in favour? All hands raised

All Opposed? None

Carried

11. Nominations, Elections, or Oath Office

None

12. Unfinished Business

Amended bylaw re: meetings

NC: This has been approved and we can now hold meetings in person and virtually

NC: The Bylaws Committee has been working diligently, as the bylaws have not been updated since 2014. The committee hopes to revise bylaws and will be back in the office by November to continue the process.

NC: Any questions?

MG: There was discussion in previous minutes about how information would be sent to members regarding whether meetings will be held in person or virtually. When will that decision be made, and how will it be decided? Will meetings be in person unless there is a snowstorm?

NC: The Executive discussed holding virtual meetings during the months of January and February. Now that this has been approved, the Executive will review the plan at the next Executive meeting for this year and present it at the next GMM.

NC: Any other questions- seeing none

13. New Business

Survey sent by Local

NC: Knows there was a glitch with the surveys—it was sent out by the National Reps Office. With this survey, Nancy has received some of the results but wants to talk about some of the questions.

NC: How often should we be having meetings? Currently, we have GMMs in September, October, November, January, and February (it used to be March, but that month is too busy with March Break, so it was moved to February), plus April and June—a total of seven.

P.A.: Says once per month, roughly.

L.C.: In busier times, once per month, but skip December. Virtual ones in winter are perfect.

M.G.: It would depend on how much is on the agenda and what has happened. September and October are busy because of back to school, classification meetings, bargaining, and conferences.

N.C.: Nancy and Marcia have been extremely busy, but meetings need to happen regardless of commitments—it's hard to tell.

M.G.: To value people's time, perhaps every other month if the agenda is fuller, rather than every month.

N.C. listening for all opinions.

R.A.: Would love fewer meetings, but some challenges are timely issues like GIC- expirations or elections for conferences, which we don't always know in advance.

M.G.: Could we have a special GMM for those?

L.F.: Only has 30 days to decide on GIC rates.

M.G.: We've had special meetings in the past.

N.C.: Exactly—if we hadn't reached quorum tonight, we would have had to hold a special meeting.

N.C.: What time is a good time to hold meetings? The options are 5, 6, or 7 p.m.

P.A.: 5 p.m.

L.C.: 5 p.m.

N.C.: Majority in the survey want 6–7 p.m.

C.P.: 5 p.m.—because 6–7 is harder for people to come back out once they're home and settled. Many have second jobs or won't come back out once home.

S.P.-Y.: If meetings are at 6 or 7, you won't see many of us that are here.

L.F.: For in-person meetings, 5 p.m. works best. For virtual, 6:30 p.m. is fine since people can multitask at home and online.

C.P.: People with young children are busy at 7 p.m. with bedtime routines.

S.P.-Y.: Those who can't come are often the ones with young families—5 p.m. they're picking their children up from daycare.

M.G.: many meetings start at 6 or 7—these GMMs are early.

N.C.: Virtual or in person?...

All hands raised for virtual

N.C.: Purple Wednesday—many still have their purple t-shirts, and we are considering doing this again. What other swag can we think of? Scarves or neck warmers?

P.A.: An armband/wristband

A.F.: Some principals may not allow bandannas.

C.P.: Wednesdays are spirit wear days at her school.

N.C.: OSBCU made it Wednesday—created Purple Wednesdays. OECTA also has "Red for Ed."

S.P.-Y.: Scrunchies—males can wear them on the wrist.

N.C.: For t-shirts, Nancy wants to put it in for a cost share—possibly January. CUPE National pays half, and we purchase the other half. Until the t-shirts come through, the neck scarves are a nice option.

M.G.: Comments that she doesn't wear jewellery because of students grabbing.

N.C.: Will send out a CUPE report and post about Purple Wednesdays. Starting Wednesday, members will be wearing purple.

N.C.: Regarding Red for Ed—needs to talk to OECTA. Are working collaboratively, and Nancy wants to support Red for Ed on Mondays and Purple Wednesdays. Teachers will support us. Take a

picture of staff, and Nancy will send them out for viewing.

Financial Training and Audit

NC: We have financial training tomorrow morning at the office (Oct 23, 2025) for half a day. The other half of the day and Friday our books will be audited.

GIC:

L.F.: GIC due October 25th in the amount of \$207,613.21.

Rates offered are:

13 months at 3.25%

18 months and 2 years at 2.95%

1 year at 2.75%

LF: Also, The amount of \$49,158.00 from 2024 also needs to be rolled into a GIC. Previously tried to get this done but we did not have quorum.

L.F.: We can merge them together or keep them separate.

S.P.-Y.: What is the purpose of keeping them separate—in case there's a need? What is your suggestion?

L.F.: Merge them together.

N.C.: Who wants them together? Unanimous.

L.F.: Interest rate selected: 13 months at 3.25% — unanimous.

Bargaining Update

N.C.: The Executive has completed two days of strategic planning and also held classification meetings, which are now all done. The executive are now going to prepare and send out surveys, present them to the Bargaining Committee, and then send them out to the membership. We do not deal with anything financial or money-related. After the survey is complete, the Bargaining Committee will start preparing proposals, which need to be done by December 2025 for OSBCU to review.

L.C.: Loraine is the Mobile Action Leader and is still looking for people in schools to help post information on the school CUPE bulletin boards. She currently has no representatives in the high schools.

M.G.: Will be the contact person for her school, Bishop Tonnos.

L.C.: Encourages members to “jazz up” their school CUPE boards and send photos to Nancy—OSBCU may use them as examples.

N.C.: Will be sending out information to ensure every site has an updated CUPE board.

JJE- Member Request to be Added:

C.L.: Asked when jobs are due for JJE and how members can give input.

N.C.: The posting defines what your job is. Nancy explained the JJE process—if there is a substantial change, it can be reviewed. We are just finishing the last batch and will then start the next group of jobs.

The International Languages position still has an old job description; Nancy will locate the original job posting.

N.C.: Asked member to email her as a reminder. Your category determines your pay level—you can't compare one job category to another, as they are different.

4. Good of the Union

-Some Members shared good things happening

5. Adjournment – 6:09 pm

Next regular Meeting: Wednesday November 19, 2025

/sm