Local40-O
Barrie, ON

Tel: 705.715.7618
E-mail: info@unifor40-O.ca

Meeting Minutes

October 13th, 2026

Attendance

Mike Dowdall, Greg Vancise, Mark Gallagher, Greg Coulter, Christian Metzner, Collin Copegog, Rick Terry, Tyler Milnes, Haylee Lawlor, Kevin Sullivan

M/S/C - Motion / Seconded / Carried

Call to Order - Meeting called to order; 7:02pm.

Previous minutes - September 8, 2026 minutes read by Mark Gallagher. Motion to accept (Mike D), seconded (Greg V); No Amendments raised.

Treasurers Report - Greg Vancise

- Stated balances
- Local has not received dues remittances for approximately three months; correspondence has been received, but deposits/cheques have not been confirmed.
- Discussion of possible offset against amounts owing to National related to prior OCC expenses and whether further reconciliation is required.
- Follow up with National to confirm the dues remittance/direct-deposit arrangements and outstanding balance. Motion to accept Treasurer's Report (Mike D); seconded (Rick T). No objections recorded.

Chief Stewards Reports

BELL Greg Coulter

- Reported on a labour-movement information call regarding Bill C-39, the right to strike, and the October 15 National Day of Action. Members encouraged to review workers-together information and contact their MPs if interested.
- Discussed union representation/support persons during management and performance-coaching meetings, including differing interpretations of the collective agreement and a BTS arbitration decision.
- Concerns continued regarding performance measurement programs and whether production/time-study metrics adequately represent field work.

BTS Christian Metzner

- Approximately 15 additional grievances reported since the previous count, with matters proceeding through grievance steps and arbitration.
- New grievances/policy issues include reduced hours, allocation of available shifts, movement of technicians between areas and overtime practices.
- National requested that supporting examples be collected and presented through the Labour Relations Committee (LRC).

National Report / Kingston ERC

- No separate report delivered by National Representative Clayton Nunn.

Local40-O
Barrie, ON

UNIFOR
Local40-O | Canada

Tel: 705.715.7618
E-mail: info@unifor40-O.ca

Agenda Items

Kingston ERC Discussions – Christian Metzner

- included the right to strike, a short-term disability policy grievance involving former Expertech employees, and reduced-hours compensation/top-up funds.
- BTS Members were advised the Local has not yet received the reduced-hours funds. Allocation and transparency are to be discussed further, including at OCC; the National approach may leave local-level administration of payments.
- Concerns raised about Ledcor and other contractors performing F2/cable work while BTS members are on reduced hours; explored whether a future agreement could permit BTS to handle overflow without displacing Bell craft work. No agreement or decision finalized.

Steward Course Review - Colin Leitch

- Deferred. Colin was not in attendance. Additional 8-16 hours previously allotted for course updates.

Health & Safety Course Review - Brett Morrison

- Deferred; Brett was not in attendance.

Local 40-O Social Media Review - Mark Gallagher

- Facebook and Instagram pages established with linked posting; initial account setup completed at no cost to the Local and without use of the previously allotted 8-16 hours.
- Future social media expansion, Unifor branding, content planning and additional platforms outlined. Estimated 12-15 hours / $500 presented for consideration; separate website modernization option noted.
- Mark to circulate the proposal/information before the next meeting for collective review and future decision. No new expenditure approved during this discussion.

OCC - October 28-29, 2026 (Delta)

- Previously approved attendees reviewed; hotel rooms reportedly fully booked.
- Collin Copegog may attend if room-sharing with Mark Gallagher can be arranged, with travel/per diem and OXP considerations; discussed as consistent with prior conditional approval.
- Greg Coulter to verify a possible personal scheduling conflict and advise whether he can attend.

Trap and Skeet Day - October 3, 2026

- Approximately nine participated, compared with four initially expected; new member engagement was noted.
- $25 participation fees appear to have covered costs, with shells/clays remaining for a future event. Final accounting to be confirmed with Colin Leitch.
- Members supported considering another event in future; no date set.

Elections - Article 14 / Article 39

- No additional nominations received by email at the time of the meeting.
- Collin Copegog nominated for Secretary and accepted the nomination.
- Nominations close November 19 at 8:00 PM. Voting to follow and close December 1 at 8:00 PM; election instructions to be circulated after nominations close.

Annual Appreciation Gift Cards

- Discussed maintaining $100 annual appreciation gift cards for eligible executive members, stewards and health and safety and committee representatives.
- Motion by Greg Vancise to continue at $100; seconded (Colin C). M/S/C

Ontario Regional Council - December 4-5, 2026

- Event in Collingwood / Blue Mountain. Registration deadline November 13, 2026.
- Attendance and related OXP/ perdiem/ travel costs deferred for decision at next meeting (November 10).

BTS Reduced Hours, Overtime and Scheduling

- Extended discussion of reduced-hours implementation, availability of 9-hour shifts outside the GTA, OFQ/reduced days, seniority and distribution of additional work.
- Concerns that part-time employees or technicians from other areas are being assigned shifts/overtime while local full-time technicians are on reduced hours; examples were raised of work being available after members were directed to remain off.
- Members questioned whether management is applying the 36-hours-per-week contract wording consistently and whether overtime/top-up arrangements reflect the collective agreement.
- Speakers emphasized the need to distinguish the union's member-to-member request to avoid overtime during reduced hours from an enforceable prohibition; no formal work-to-rule direction was adopted.
- Direction discussed: document examples of scheduling, overtime, contractor assignments and seniority concerns, with dates and supporting records where appropriately available; provide details to Colin Leitch/ LRC for coordinated review and policy grievances.
- No final contract interpretation or specific remedy was adopted at this meeting.

Hybrid Meetings / Meeting Location

- December 8 hybrid meeting room booked at the Comfort Inn in Barrie, at a $200 + tax negotiated rate.
- Discussed keeping post-meeting restaurant meals (including Beertown) versus catering; members noted cost, food variety, setup/cleanup and attendance uncertainty. No change finalized.
- Proposed by Mike to pre-book the next three June/December hybrid meeting rooms at the same venue, Subject to retaining the negotiated rate; Motion by Christian M, seconded by Mark Gallagher. Carried

Next Meeting / Adjournment

Next meeting: November 10, 2026.

Adjournment: Motion to adjourn (Greg) Seconded (Christian) 8:28pm