

Occasional Teachers' Local Executive Meeting
Online via Zoom

Wednesday, March 10 at 4:30 pm

Present: Kim Finlayson, Gayle VanAltena, Sarah Kyle, Mindy Deichert, Samantha Gowanlock and Mark Reble

Regrets:

1. Meeting called to order at 4:30 pm
 - Introduction of guest, Heather Aggus ETFO Staff Officer who is taking over for Derek Hulse.
 2. Reading of the ETFO Human Rights Statement, **ETFO Equity Statement** and ETFO Land Acknowledgement by Kim Finlayson.
 3. Approval of the agenda
 - Mover: Mark
 - Seconder: Sarah
 - All in Favour: Carried
 4. Approval of the minutes
 - Mover: Mindy
 - Seconder: Mark
 - All in Favour: Carried
 5. Business arising from the last meeting(s) and/or action items from the December Executive meeting:
 - Proposed Constitutional Changes - Mark
 - Article 9: Pronoun language
 - High Viz Vest for OTs - Emailed Jamie Gibbings and he forgot about this and has assured me it will get things in motion for 2021, so hopes are I have an update before February.
 - Online motion: *Mindy moves, Gayle seconds that the Local purchase time on 101.7 10 spots to thank parents, students and teachers for their work online learning.* Carried Once the invoice arrives the bill will be paid.
- 6. Health and Safety Report, Mindy Deichert**
2020-21 Meeting Dates:

- OTs reminded to visit our website <http://occasionalteachers.com/> and click on “Let us Know” to access forms (Employee Accident/Incident Report) necessary after an incident
- Discussion arising from the Supplement to ETFO Health and Safety Guide which was forwarded to you at the end of January.
- Wear goggles and PPE provided
- (Kim) Share the OFL Health and Safety Rights Guide for Education Workers shared by Lisa Mastrobuono from ETFO
 - Guide to how to refuse unsafe work, what unsafe work is, advice for members, and additional resources

7. PL Chairs' Report, Kim Finlayson

- What appears to be an excellent Black Canadian Curriculum Resource - ordering one for the Local out of the PL budget to review and plan for next year's PL
- Online Resources coming for remote learning. I will share information once it is released.
- Discussion of Cooking Session and reception
 - Only 3 members registered, so we cancelled
 - Louise Sygrove would not accept any reimbursement for her planning time
- Registration to *And Still We Rise* has been extended, due to low registration numbers

Upcoming Professional Learning

Tuesday, February 23 - Part 2 of *I Am the Teacher, Classroom Management for Occasional Teachers*

Onward Book Clubs - March 9 & 11

Wednesday, March 24 - *Renewal in the Arts* - Primary/Junior (Resource have arrived for 30 participants; Registration will go out after Family Day)

Q&A for April after the break

The Teachers' Local is sponsoring the following workshops and occasional teachers are welcome to attend. The Board is involved in the first two workshops, so as the PL Chair I am not looking after registration.

Wednesday, April 21, 2021

CULTURALLY RELEVANT AND RESPONSIVE PEDAGOGY

Wednesday, April 28, 2021

NAME IT: UNDERSTANDING ANTI- BLACK RACISM IN ONTARIO EDUCATION

Climate Change and Social Justice or another workshop sponsored by the Environmental Committee has to be booked for April. We just received notice today that this workshop scheduled for last year is being offered virtually this year.

8. Communications Officer Report, Gayle Van Altena

- 4 Virtual Family Fitness Sessions were sponsored by our Local and facilitated by Julia Jacobs. Numbers were: Session 1- 38, Session 2- 14, Session 3- 14, Session 4- 8

9. Grievance Update, Kim Finlayson

- Paid Health and Safety Training Grievance

10. Social Justice and Equity Report, Kim Finlayson, No Report

11. Political Action Report, Gayle Van Altena

- Attended PA/PR Virtual Conference January 28
 - Main focus areas
 - Mental Health Difficulties of members, families and students
 - Rallying for Paid Sick Days for all
 - Ensuring Doug Ford is not reelected as Premier
 - 96.3% of our members voted in the last Provincial Election- we need to work on getting our family and friends voting too
- Reached out to Kathy Pigeon, there is no Community Engagement Funding this school year

12. Goodwill Committee - Sarah Kyle

- Sent out a Get Well card to a member who broke their wrist.

13. Constitution Committee, Mark Reble

Nothing further. Adding to the general meeting.

Mover: Mark
Secunder: Mindy
All in Favour: Carried

14. Motion to accept committee reports

Mover: Gayle
Secunder: Mark
All in Favour: Carried

15. Treasurer's Report, Mark Reble

Current Balance in accounts as of March 10

a.	Chequing	\$ 80, 599.96
	GICs 1+1	\$ 15, 516.83
	Money Market	\$ 3,439.46
	Total Balance of	\$ 99, 556.25

- b. See attached treasurer's report of actual spending in comparison to the budget.
- c. Secretary to sign cheques.

Mover: Mark
Secunder: Gayle
All in Favour: Carried

16. Collective Bargaining Report, Kim Finlayson

- As of Feb. 3 17 OT Locals are still bargaining...of which we are one.
- New Staff Officer is Heather Aggus. Derek will be finishing our negotiations, but Heather will be stepping in to finish our grievance.
- Share what has been "agreed" to and what is outstanding.

17. President's Updates

★ Labour Management Meeting - February 23

COVID Screening Changes

- New COVID screening protocols will place stress on occasional teachers, not enough to meet the demand
- A new flow chart with updates will be shared
May end up with Prep payback situations
Combining classes will be an absolute last resort
- No need to share the negative test with Board
- Will work through tiers to fill positions - OT Roster, Emergency List (Qualified), Emergency List (OSSTF), Unqualified (But have teaching experience, but not OCT qualified), then unqualified

★ Smartfind Callout Changes

- Callout times changed to 4:30 to 7:30 pm (no longer 6-9 pm); had to be negotiated with OSSTF as it is in their collective agreement. This change didn't last long.
- Please note that **effective Friday, February 26, 2021**, all evening callout times in Smartfind will change to run from 4:30 PM to 9:00 PM daily instead of 4:30 PM to 7:30 PM. The morning callout times will change to run beginning at 6:00 AM daily instead of 6:30 AM.

★ Update to Smartfind System - it will now call emergency persons, no longer a personal call from Paula Wallis

Smartfind is now a 3 tiered system, completely online - Jobs are offered to those who are on the roster/long term list first; next to secondary occasional teachers; qualified emergency persons (retired teachers still in good standing with OCT who only want emergency calls); the last resort those retired teachers who are no longer OCT qualified, students in teachers college and those with experience working with children (psychology degree, day camp experience etc.)

★ **Unfilled Jobs**

Since returning to in-person learning, we have only had 3 days without unfilled jobs. During remote learning, there were only 2 days with unfilled jobs, each with one job going unfilled. The numbers of unfilled jobs have gone up since the new screening protocols and also there are increases during inclement weather days. Since the new screening protocols have been put in place we are averaging 8.75 unfilled jobs per day. Prior to that the unfilled jobs were 4 or lower except for the inclement weather day which had 8 unfilled jobs.

The Board is trying to streamline this process of filling jobs to decrease the number of jobs that go unfilled.

★ Unfilled jobs - Due to Increase Staff Absences (Related to New COVID Screening Guidelines) Share Document from Labour Management Meeting

★ ETFO Presidents' Meeting - February 23rd

Regional Town Hall meetings will continue as the turnout has been good

Webinar "Staying Resilient in Uncertain Times" will be shared with members

March Break -

Extenuating Circumstance (e.g., wedding, moving day) should approach the Board regarding paid time off Remote/Hybrid models shouldn't be part of the staffing process beyond the pandemic

Feb 23, 2021 – Speaking Notes for Virtual Meeting of Local Leaders – Tracie Edward

Since the new year, as schools reopened and increased concerns about COVID-19 spread across the province, more locals have used the templates available on ETFO secure for Joint Health and Safety Committee recommendations, and letters to school boards and public health. These documents are useful to provide to the Ministry of Labour during their investigations.

In response to worker complaints or work refusals, some Ministry of Labour inspectors recently seem more willing to write orders which direct school boards. Examples include:

- Requirements for risk assessments to address unique or changing circumstances,
- Requirements for additional precautions when working with unmasked students, and
- Requirements for procedures to manage symptomatic students and failed screenings, to keep COVID-19 out of Schools.

There is also a promising OLRB decision that could be applied to school settings. A long-term care home argued that advisory documents from the government only referred to plexiglass barriers

being used at front reception desk, but in its decision the OLRB relied on the precautionary principal and the hierarchy of controls indicating that plexiglass or other barriers could be considered elsewhere in the facility as appropriate. We have heard that some school boards have also refused to consider impermeable barriers for any classroom since they are only mentioned for office reception in the Guide to reopening Ontario's schools - even though some school boards have added this layer of protection especially in special education classrooms where distancing and masking are challenging. I will put a link to this UFCW decision in the chat.

<https://www.canlii.org/en/on/onlrb/doc/2020/2020canlii104942/2020canlii104942.html?resultIndex=2>

Another concern has become common in many Ontario workplaces. If your board is discouraging members from reporting COVID-19 illnesses to WSIB, please contact provincial staff.

Remind members that musculo-skeletal injuries and COVID-19 can have long term effects, so it is important that all injuries and illnesses are properly documented. Also, let us know about any successful WSIB claims for COVID-19, since these precedents can be helpful when establishing the work-relatedness of other cases.

The role of the public health nurse has finally been released and some health units have been acting more swiftly in response to the new variants. There have been some changes to screening and self-isolation protocols, and plans are being developed for asymptomatic testing. We also expect a memo from the Ministry with more detailed advice for special education programs, including advice on aerosol generating medical procedures.

Our progress has been slow when dealing with this conservative government, but your continued advocacy, and support for members advocating for their rights, is very important in pushing the needle forward.

Finally, a reminder that Elizabeth Mitchell and I are available to assist you or your health and safety representatives. On January 27, another supplement to the ETFO COVID-19 Guide for Local Leaders and Health and Safety Representatives was sent on Presnet and is available on ETFO Secure for your reference. We will provide more detailed updates at your Virtual Academy session on March 23, and we will continue to update all members through the COVID-19 FAQs and eNewsletter. We look forward to your questions today.

Here is the link to the Ontario Human Rights Commission position on mask exemptions based on “creed”.

<https://twitter.com/OntHumanRights/status/1362812359044169731?s=20>

Inclement Weather Days

- Goal is to keep schools open when the Board can, when the percentage of non-bussed students warrants it.
 - Teachers need to make an attempt to get to work if the school is open, see AP 178
 - OTs are to check in with schools close to them, especially if they live in town and make it there; contact the school if another job at another school has been cancelled because the school is closed.
- ★ In February 2021, the cap monitoring indicated 79 occasional teachers need to be hired. There are 402 on the list, with 111 on an approved leave of absence and 93 LTAs of .5 FTE or greater.

★ February Representative Council Update

POTS

- June 14, 15 via Zoom to discuss motions and elections
- We are hosting POTS June 2022, need to discuss locations in Huron/Perth and/or hybrid models.

Provincial Annual Meeting (4 days, August 16-19, 2021 via Zoom)

- Caucus Meetings will be held on Monday
- Annual Meeting will take place Tuesday, Wednesday, Thursday from 9:30-4:00.

- Last year, two delegates, allowance for meals, lieu for the time in September
- ★ Temporary Teaching Certificates being granted
- ★ Increase in Stress in Remote Learning School
- ★ School Year Calendar Planning Committee Update - Next week (18th)

- ★ Attended the Steven De Duca, Liberal Education Round Table, February 25
 - Education partners expressed concern regarding the direction education is heading under the provincial conservatives - privatization, remote learning.
 - The mental health of all in education is concerning - students, educators, administrators, trustees etc. Parents too need a break.
 - Agreed that a two-week March Break would go a long way to decrease the stress levels of educators, parents and students.
 - Postponement of March Break, just to discourage travel, is adding to the stress. Teachers are taking leaves at an alarming rate.
 - Rumours that there will be summer school to help students close the gaps in learning.
 - Agreed that smaller class sizes (e.g., 15 not the average which sees much higher numbers) would be a better way to close the gap and help with the mental health of students.
 -

18. New Business

- ★ I received a lovely email from Abby Armstrong who heard our ads on the radio (about online learning). She was pleased with the positive messaging and said it was a nice change from the negative message during the strike.
- ★ The office was moved in October, down the street in Seaforth and then again on December 22 to my truck and then December 31st to Clinton. You have seen the rent adjustment for January as we overpaid once we moved as both rooms are cheaper than the original. I shared the early rent adjustment figures with you from Sheena in January. Currently paying \$226 per month which includes the HST.

- ★ New Laptop - purchased in 2013; lagging some updates aren't compatible there is also an option to trade it in and use trade-in value for a new one.
- ★ Survey Monkey Price is going up, see the email I received.

Thank you for being a SurveyMonkey customer. We're writing to let you know that on your next renewal date, the price of your SurveyMonkey account will increase to match our retail pricing.

*Currently, you pay \$312 CAD/year for your Standard Annual plan. On March 9, 2021, your plan will renew at \$360 CAD/year, which is our retail price.**

We appreciate your business and we're committed to building even more ways for you to gather valuable insights in the coming months.

Google Forms???

- ★ CLC Convention - Delegate - June 16-18 it is \$150 plus release time (OT coverage) for 3 days. If I attend the virtual conference, ETFO will pay up to \$1000 back to the Local. I would be off the entire week as POTS is the Monday and Tuesday of that week. Kim is interested in attending as it would be cheaper, as there is often a flight and hotel stay involved.
Mover: Gayle
Secunder: Mindy
All in Favour: Carried
- ★ Share "Fillable Chart" for classroom teachers.
- ★ Responsibility Allowances for Release Officers (Discussion)
 - President 20% of grid rate
 - Vice President, Collective Agreement Officer 10% of grid rate
 - Treasurer 5% of grid rate
 - Vast majority of release officers do receive it, but not something we need to look into at the moment (because of lieu)

19. Next meeting/event dates:

ETFO Leadership - September 2021
OT Executive-

Representative Council - May 12-13
Provincial Annual Meeting - August 16-19, 2021
Collective Bargaining Conference - March
General Meeting - May/June to set at next meeting
ETFO Treasurers' Training -
Health and Safety - March 25

Upcoming PL

20. Adjournment

Mover: Sam

Secunder: Gayle

All in Favour: Carried

To Do: