

Occasional Teachers' Local Executive Meeting

Monday, May 12th, 2014

4:30 pm

Teachers' Local Office

Seaforth, Ontario

Present: Jennifer Kelly, Wayne Stewart, Kimberly Albers, Kim Finlayson, Terri Houston, Lindsay McNichol, Nadine Fletcher

Regrets: Nicole King, Jesse Bergmann

1. Meeting called to order by Kim Finlayson

Kim called the meeting to order at 4:30pm.

2. Reading of the ETFO Harassment Policy by Wayne Stewart.

3. Approval of the agenda.

Lindsay moved to approve the agenda, Terri seconded the motion, motion carried.

4. Approval of the minutes from the last meeting, April 1st, 2014. Once approved, Kimberly will post the minutes on the new website.

Nadine moved to approve the minutes from the previous meeting, Wayne seconded the motion, motion carried.

5. Business arising from the last meeting(s) and/or action items from the previous Executive meeting:

- Backpacks and School Supplies have been purchased. Will be sorted tonight and delivered ASAP.

Jennifer Kelly's mother will deliver the backpacks to Stratford and Nadine will deliver the backpacks to Goderich.

6. Health and Safety Report, Nadine Fletcher

The Joint Health and Safety Committee meets about every 6 week throughout the school year. The purpose of the committee is to ensure that students and all board employees have a safe and healthy environment. It is composed of representatives from the school boards management group (Principals and Vice Principals), Custodial and Maintenance staff, contract teachers, occasional teachers and so on. We investigate a variety of concerns that are brought to our committee for review and investigation.

Our latest concern is the under-reporting of situations that are happening in our schools. As an occasional teacher, you can help. Please ensure that you are reporting on any accidents/incidents that happen at work. These incidents are not "part of the job". If you have any health and safety questions or concerns, please feel free to contact your health and safety representative, Nadine Fletcher.

EAs need to be aware that they need to complete an AP when they have violent students for every situation, otherwise those incidents go unreported and it looks like nothing violent is taking place.

7. PL Chairs' Report, Kimberly Albers, Nicole King

Professional Learning Report: We are working on finishing up the final workshops for the year, offering approximately 3 workshops per month. We are quite happy with the response from the members over the year with the variety of workshops and the consistent participation. We are not able to attend PLOTS (Professional Learning Occasional Teachers) meeting due to schedules, but find that this will be important for future PL Chairs. It has been a learning curve this year to ensure we maximize the budget and meet the needs of the members. We are looking to complete a survey of members, as done in the past, to ensure that future PL opportunities continue to meet the needs of our members. This will hopefully be completed in May and then summarized for the final meeting.

8. Communications Officer Report, Jennifer Kelly - No Report

Jennifer now has 81% of our member's personal emails. The deadline for the next newsletter is May 28th.

9. Grievance Update, Kim Finlayson – No Report

Nothing pending. If members did not reactivate, then their new date of hire will be used for seniority purposes.

10. Social Justice and Equity Report, Kim Finlayson

Bids and Bites was a tremendous success, we raised \$4380 which is approximately \$150 more than the last two years. Thanks to everyone who attended.

Terri Houston and Nicole King purchased the backpacks and schools supplies for the shelters in Huron in Perth Counties. Once divided, the supplies will be delivered to the shelters during the next few weeks.

11. Environmental Committee Report, Wayne Stewart, No Report

12. Political Action Report, Wayne Stewart

I. Political Action Training Session Saturday April 5, 2014

I attended this very informative workshop. The presenters discussed ways that members can get involved in Provincial Elections (office management and support, canvassing door to door, canvassing with the candidate, telephoning, community outreach, research, writing campaign literature, photography, website management, social media management, data entry, literature drops, sign crew, fundraising, and donating food. Election day jobs are also available –E-day organizer, inside scrutineer, outside scrutineer, and drivers. ETFO's education agenda "Building Better Schools" was discussed. Strategies for getting this message to the public during the next election were presented.

- II. Ontario will vote to elect a Provincial Government on **June 12th**. Be sure to know the issues and vote. Watch the First Class icon for occasional teachers. I will be posting relevant messages.

13. Goodwill Committee Report No Report

14. Constitution Committee, No Report.

Wayne motions to change the date in article 8 section 3.1 from May 31st to June 30th. Lindsay seconded the motion. Discussion occurred.

This is an added expense for the local because we have to have two separate meetings to review the preliminary submission as we are not in takeover right now. Motion carried.

15. Motion to accept committee reports.

Nadine motioned to accept the committee reports, Terri seconded the motion, motion carried.

16. Treasurer's Report, Lindsay McNichol and Kim Finlayson

- a. Current Balance in our accounts as of May 9th, 2014
 - Chequing \$ 32 718.55
 - GICs 1+1 \$ 0.00 (Transferred to chequing)
 - Money Market \$ 3185.33
 - Total Balance of \$ 35 903.88

- b. See attached treasurer's report of actual spending in comparison to the budget. Motion needed to accept the treasurer's report.

ETFO has not paid for 64 days of release to date. The GIC was transferred into our chequing account to be able to pay outstanding bills while we are waiting for the release money.

Considering a purchase of a new computer or printer for next year?? Check the budget again at a later date.

\$380 collected for PD is under PD ? \$549.30 expenses

Proposed Budget - we will wait to discuss the proposed budget in June.

Lindsay moved to accept the treasurer's report, Wayne seconded the motion, motion carried.

17. Collective Bargaining Report

- I. Your Collective Bargaining has analyzed the results of our recent survey. Thank you so much to the many teachers who took the time to help us determine priorities for the Preliminary Submission. Results of the survey will be shared at the annual meeting on May 26th.
- II. Your committee met on April 25th to begin the process of developing a Preliminary Submission.
- III. Collective Bargaining Act - Some facts you should know:

i. Background

On October 22, 2013, the Minister of Education introduced provincial bargaining legislation in the Ontario Legislature. The legislation, called the *School Boards Collective Bargaining Act, 2014*, is also referred to as "Bill 122". Bill 122 was passed by the Legislature on April 8, 2014. The Liberals and New Democratic Party (NDP) voted in favour; the Progressive Conservative (PC) party voted against. The legislation received Royal Assent on April 8, 2014.

ii. This Act mandates a two-tier system of bargaining at central and local tables for both teachers and occasional teachers;

iii. From ETFO: The *School Boards Collective Bargaining Act, 2014* will help ensure a balanced and fair bargaining process for the education sector thanks to amendments based on recommendations by the Elementary Teachers' Federation of Ontario (ETFO) and other education unions.

"Our goal was to uphold the principles of free collective bargaining by ensuring the process is fair and balanced," said ETFO President Sam Hammond. "Both the government and the NDP responded with amendments that addressed our major concerns about Bill 122."

Among other items, the amendments establish clear roles and responsibilities for the three participants at the central bargaining table – the government, school board representatives, and the union. They limit the ability of the government to control the central table items for negotiation. Most importantly, the Act protects local bargaining and the right to strike at both provincial and local levels. The Act represents an important step forward from the lack of clear rules and responsibilities that characterized the previous rounds of informal provincial discussions between the government and education unions.

18. President's Updates

· Representative Council Update, Kim Finlayson

The main focus of Representative Council was the pending provincial election. With the election now being set for June 12, ETFO will be unveiling its support for various candidates across the province along with the platform of Building Better Schools. This platform promotes smaller class sizes for all elementary students; more meaningful student assessment and learning; greater access to specialist teachers; more resources for students with special needs; greater focus on equal opportunity and inclusion and a strong union voice (see examples).

· Continue working with the Board as interviews are being scheduled for the Long Term List. Several OTs were ineligible as they were hired in the Fall and had not worked the required 10 months as outlined in Regulation 274. Concerns raised by those on the Long Term List – some will be bumped down with those who are added with an earlier seniority date; also wondering how many will be added. There isn't anything the local can do about seniority and being bumped down, but the Local plans to discuss the number which will be added to the Long Term List when we begin negotiations.

· Will be reviewing the occasional teachers' roster this week to determine if any new hires need to be added. At a quick glance, many are on leave and currently in LTAs or full or partial contracts. Will not be surprised if there were unfilled jobs today as there was the

senior soccer tournament, NTIP full day workshop, System Leaders' Meeting, and an Aboriginal workshop. I wouldn't be surprised if there are PLCs as well. Scheduling still continues to be an issue even with the new parameters regarding the system calendar.

Had the pleasure of being invited to join RTO (Retired Teachers of Ontario) for their Spring General Meeting in Mitchell. The union is celebrating its 40th Anniversary. I have requested photos be sent in order that we may include them in our next newsletter, to honour a sister/brother local's milestone. Entertainment prior to lunch, was provided by Vocal Chords a chorus from Stratford Central Secondary School. It truly was an efficient and entertaining experience.

Rep Council

We are going to have to look at the collective bargaining budget. More info to come on May 26th.

Carolyn will be part of the meetings and we don't have to pay for her.

Spend time on provincial benefit plans, ETFO feels we might get sucked into it.

19. New Business

- Correspondence Folder

Letter recieved from Jesse thanking the executive committee for their service over the years.

Kim replied with a Thank You to Jesse for his involvement in the executive committee.

- Selection of Alternates for Provincial Annual Meeting August and completion of the registration sheets.

Annual Meeting Aug 11th-14th

Kim F., Kim A., Jennifer, Lindsay

- June 2015 POTS will be hosted by our Local in Stratford.

AMDSB OT Local Hosting POTS

Dates June 7,8, 9th, 2015

Arrive Sunday, Leaving Tuesday... possibly see a Sunday play at the Festival Theatre.

Looking at approx. 80 people.

Possible double decker bus?

20. Next meeting dates:

Health and Safety Training – May 14, 15, 16 – Nadine Fletcher

- May 21, 22, 23 – Terri Houston (alternate)

System Leaders' Meetings – May 12, June 9 – Wayne Stewart

AGM – Monday, May 26

Bill 115 Webinar – May 26 – Kim and Wayne

POTS in Haliburton – June 8,9,10 – Kim and Lindsay

Executive Meeting – June TBA

Rep Council October 2014

POTS in Stratford - June 2015

21. The meeting was adjourned by Lindsay at 6:01pm.

Action Items:

Kim Albers

- put minutes on website
- get Nicole to pay me for the workshops
- pass along IT workshop info for reimbursement

Wayne

- constitution for article 8, put on OT conference tonight

Jennifer

- put bids and bites money raised in the June newsletter

Lindsay

- to look into cost of Festival Inn for POTS

Nadine

- take backpacks to Goderich