

Avon Maitland Occasional Teacher's Local Executive Meeting
Wednesday, November 28th, 2012
Teacher's Local Office
Seaforth, Ontario
4:30pm

Present: Krista Ehgoetz-Brown, Jennifer Kelly, Wayne Stewart, Kimberly Albers, Kim Finlayson, Jesse Bergmann, Nicole King, Terri Houston

Regrets: Susan Janmaat

Dinner was provided prior to the meeting.

1. Call to order and welcome.

Kim called the meeting to order at 5:10pm.

2. Reading of the ETFO Harassment Policy, Wayne Stewart

Wayne Stewart read the ETFO harassment policy.

3. Approval of the Agenda

Krista moved to accept the agenda, seconded by Terri, motion carried.

4. Approval of the Minutes from September 12, 2012

Krista moved to accept the minutes, seconded by Jesse, motion carried.

5. Business arising from the last meeting(s).

Action Items from September Executive Meeting

Nicole King

-send out a message to all the members on the OT Icon that you have taken over the "Good Will" position (Done)

Kim Finlayson

-to fill in forms for incentive funding (Done, funding approval for up to \$2000, matching our \$2000.)

-to get the budget out a week before each executive meeting so the executive can review it in detail (Attempted, too many "pop up" meetings and correspondence from ETFO. Out the weekend prior to the meeting.)

Kim Albers

-check to ensure Sandra's name was spelled correctly in previous AGM minutes (Done)

-get Randy and Jean to email their reports from the June exec. Meeting

-send executive meeting minutes from September to the executive to look at (Done)

Jennifer Kelly

-send message to remind OTs to check phone numbers in Smart Find and book out

of the system when you are not available and use the DO NOT DISTURB
-Update website to include most recent and past minutes.

Jesse Bergmann (This has been changed from Jennifer's action item, should have Jesse).
-check the System Calendar for dates scheduled in advance

Krista Ehgoetz

-deliver previous year's minutes (hard copy binder) (Kim Finlayson gave the Minutes' binder to Jennifer at the GM.) and online (Krista has done this.) so Jennifer can put on the minutes on the website
-get the RSVP out for meeting and book the caterer (Done and GM has been held.)

6. Health and Safety Report, Susan Janmaat

There is nothing new to report. The next meeting is on Thursday, November 29th and Kim Finlayson will be attending as Susan Janmaat is unavailable.

7. PD Chair Report, Krista Ehgoetz-Brown

No new workshops at this time as I am currently awaiting presenters' confirmations. Further information will be posted under the Occasional Teachers' icon on First Class as soon as workshop dates have been confirmed. The staffroom meetings have been put on hold due to the abundance of collective bargaining meetings. It is hoped one will be held early in the New Year. Plans to hold the second annual social gathering for occasional teachers are in the works for December, details will be posted soon.

8. Communications Officer Report, Jennifer Kelly

Jennifer Kelly moved to go "In Camera," seconded by Krista, motion carried.

9. Grievance Update, Kim Finlayson

This report was provided orally as it is changing as a result of collective bargaining.

Sick Days

Grid Pay

Staff Meetings

Currently these issues are up in the air as a result of provincial takeover and Bill 115.

10. Social Justice and Equity Report, Kim Finlayson

a. Backpacks and school supplies update – incentive funding received

b. Social Justice and Equity Meeting was recently held on November 20th. The committee will continue with the Charter Dinner and Auction on April 18th at the new location - Mitchell Golf and Country Club and with a new format – appetizers and desserts. The event will be held from 4:30 to 7:00/7:30. Only silent auction items and 3, five dollar draws. The occasional teachers' local is responsible for donating a "Mystery Gift" for one of the \$5 draws. The executive will need to discuss suggestions. Also, the social justice and equity committee needs ideas for a theme for the evening.

**We should have additional money to spend, approx. \$300

**We need to brainstorm a theme for the event

11. Environmental Committee Report, Wayne Stewart

No report. No meetings have been called.

12. Goodwill Committee Report, Nicole King

Continue to send any names forward to Nicole of occasional teachers that are celebrating or in need of our thoughts and prayers. We will send along some thoughts/wishes appropriately on behalf of the union. Thanks for the support.

13. Political Action Report, Wayne Stewart

This has been a very busy time. Much has happened in the political world. Here are a few of the highlights:

- Our Premier resigned and the government progued.
- A Liberal Leadership race announced
- Even McGuinty regrets how Teacher Unions were handled
- New Democrats and Conservatives pressuring the Government on many issues (e.g. closing of power plants, Orange)
- A negotiated deal with Ontario doctors
- On line petitions to fill out on line concerning Bill 115
- Two Secondary negotiated deals agreed to

***Please continue to watch the Elementary OT icon on First Class for updates*

14. Constitution Committee, Wayne Stewart

This committee will meet early in 2013 to review the constitution and get any changes ready for the Spring Annual General Meeting.

****Susan Janmaat and Terri Houston volunteered to be on this committee.**

15. Treasurer's Report, Krista Ehgoetz and Kim Finlayson

Kim Finlayson completed the treasurer's report for this month since Krista is currently fulfilling a short term LTA.

a. Current Balance in our accounts as of November 22, 2012

Chequing \$43 053.16

GICs 1+1 \$16 313.68

Money Market \$ 3 149.26

Total Balance of \$62 516.10

****Please note that no release time has been paid for this fiscal year.**

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

Krista Ehgoetz-Brown moved to accept the treasurer's report, seconded by Wayne, motion carried.

c. Purchase of an IPAD needs to be discussed. There is room under collective bargaining and office lines.

President needs to be accessible when at meetings in Toronto which are very frequent and last minute this year. Laptop is older and slower and "glitching" more often in the last

few months (over 5 years old). Currently, Wifi access is limited and should look at networking too. Currently, president can only receive ETFO emails on the laptop which is limiting. . . have tried but have had no success from other locations. President will be purchasing her own personal IPHONE and could icloud the items, increasing accessibility. Also, have the ability to set up a new email account via the website or another provider for just "local related" business. Many presidents have them, making work easier. Costing varies with system purchased, but around \$550 to \$700. A free Microsoft word app will be available early in 2013.

A discussion was held about what tablet to purchase for use by the president.

Jesse Bergmann motioned to purchase a tablet for the ETFO OT Executive president to take to meetings and so forth as needed, seconded by Jennifer Kelly, motion carried.

16. Collective Bargaining Report, Kim Finlayson and Wayne Stewart

Your collective bargaining table team (Carolyn Walker, Kim Finlayson, and Wayne Stewart) met with the Board twice:

- October 5th and 30th - items in our Preliminary Submission were discussed.
- November 13th - At this meeting, Carolyn presented language to the Board team around Regulation 274. The Board asked questions and agreed to look at the language as a starting point for further discussions.
- The latest on Interviews - We are in the middle of negotiations and the local and the board have agreed to put interviews on hold until we can agree to the "finer details" around the process as the legislation is quite vague. The local will not be grieving any hirings using our "old method" and the board will not grieve itself. No hiring will take place under the new regulation 274 guidelines until the seniority list is in place and which includes interviews and hiring dates confirmed which will happen once we agree to some of the details. It takes time to do both of these processes and OSSTF has put forth a grievance regarding this process so the board is rushing to deal with them first. Thus, these are the reasons we agreed to take a pause and make sure we get the process right and not rush into anything.
- Next all member Information Meeting is on November 29.
- Carolyn Walker met with conciliators in Toronto - A No Board Report was filed on November 13th.
- Kim and I attended a President's and Chief Negotiator's meeting in Toronto on November 23rd - We will bring everyone up to date at our Executive Meeting on November 28th. Also, will provide an oral update as to the current state of negotiations.

**No further dates have been set, both parties are still willing to negotiate.

**Supply days are down 30% for the month of October.

Wayne, Krista, and Kim F. to meet briefly after the executive meeting tonight.

17. President's Updates

a. Status of LTA roster interviews as related to Regulation 274.

On hold as of right now because unclear about details.

18. New Business

Next meeting dates:

- Health and Safety – November 29, 9:30am Kim F.
- Information Meeting – November 29, 4:40pm All Executive, All Members
- ETFO Presidents & Chief Negotiators Meeting – December 6, Kim & Wayne – HAS BEEN CANCELED
- Executive Meeting – TBA (We need to wait to see how things go with negotiations locally and provincially.)

19. Meeting adjourned

Kim adjourned the meeting at 6:40pm.

Action Items:

Kim Albers

-send September Exec. Minutes to Jennifer

-email Jean and Randy for them to email me reports from June meeting

Jennifer Kelly

-send message to remind OTs to check phone numbers in Smart Find and book out of system when you are not available and use DO NOT DISTURB

Jesse

-send Jesse emails when in school meeting (ie. PLCs) that are not recorded on the System Calendar (**on hold till January)

Krista Ehgoetz motioned to accept these minutes with the addition of icloud under the purchase of an ipad for the local president, Jesse Bergman seconded, motion carried. These minutes were approved online.