

ETFO AMDSB OT General Meeting

October 21, 2014

Education Centre, Maitland Rooms A & B

4:30pm

Executive Regrets: Kimberly Albers

Absent: Terri Houston

1. Call to Order

Kim Finlayson called the meeting to order at 4:40 and will be taking minutes in the absence of Kimberly.

2. Reading of the ETFO Harassment Policy, Wayne Stewart

3. Welcome Guests, Introduce Executive

The executive was asked to introduce themselves and the roles they serve.

Wayne Stewart - Chief Negotiator, Vice President, Political Action Chair

Nadine Fletcher - Health and Safety Officer, PL Co-Chair

Darlene Ellison - Goodwill Chair

Lindsay McNichol - Treasurer, Communications Officer

Kim Finlayson - President

Kim Finlayson introduced absent executive members - Terri Houston - PL Co-Chair, Health and Safety Alternate Representative - Kimberly Albers - Secretary

4. Approval of the Agenda

Lindsay McNichol motioned to approve the agenda as screened, seconded by Darlene Ellison, carried.

5. Approval of the Minutes

As sent out via First Class, the minutes are not available as they were on a faulty jump drive. The minutes are now placed on google drive and accessible to all executive for approval.

6. Treasurer's Report, Lindsay McNichol

Lindsay presented the 2013-14 Year End Report and the Budget in a section by section basis. With questions being asked at the end of each section.

- Presentation of the 2013-14 Year End

Lindsay McNichol motioned that the Year End Report be accepted as screened and reviewed, seconded by Nadine Fletcher, carried.

- Presentation of the 2014-15 Budget

Lindsay McNichol motioned the budget be approved as screen, leaving the levy as it for 2014-15 fiscal year, seconded by Maureen Miles-Kramer.

7. **President's Report**, Kim Finlayson

In comparison to last year, this year has started off much calmer. There were fewer hires in September, thus fewer transitions from LTAs into contracts; however, any hires are welcome for occasional teachers. A number of teachers were able to increase their FTE status, including those with .25. The Local and the Board continue to communicate around Regulation 274 as it is a vague piece of legislation, leaving room for various interpretations. Keeping the lines of communication open with the Board is important and for the most part has led to a more transparent hiring process.

I attended the first ETFO Leadership Training session and was introduced to several new resources - Learning in the Early Years, a series of 4 new booklets; Aboriginal History and Realities in Canada - Grade 1-8 Teachers' Resource (due for release in early November); *Think Before You Click*, a video which you will be seeing later. I would recommend you check out *shopetfo* for a closer look at these new resources. A link for the Canadian Teachers' Federation toolkit was also sent to you via your personal emails. If you get a chance take a look, as it references a number of very valuable classroom resources.

As well, I have reviewed the Occasional Teacher Roster, and we are currently 2 teachers under the cap, thus the Board will be hiring two new members. The list is reviewed monthly and once the Teachers' Seniority List is updated and posted on November 1st), the roster cap for the 2014-15 school year will be calculated; up until this point last year's cap number is used. Also, remember when the Long Term List is posted if still contains the names of many occasional teachers who on leave - whether it parental/maternity; medical; on a contract etc., thus may not be a true representation of those available for LTAs. If you are interested in a job, always send your resume. Also remember to send it by the deadline, several OTs have missed jobs because their resumes were late.

Also, mark April on your calendars - this is when you MUST complete your online reactivation and offence declaration. These are conditions of employment. Remember to print or save a copy to prove completion should it be questioned by the Board. You will be terminated if either the offence declaration or reactivation is not completed. It is

in our collective agreement, therefore binding, and the Local has no recourse for reinstatement should you miss the deadline. Also, if terminated and rehired, you will have a new start date and not necessarily be placed back on the the Roster and/or Long Term List without going through the interview process again. It is very important to read the elementary OT icon regularly to ensure you meet the deadlines for Board training and conditions of employment. As well, this icon lets you know of important Local meetings and dates. Please stay informed!

I also would like to personally thank Wayne Stewart and Lindsay McNichol who are picking up many additional duties until Christmas, when my LTA status will be reduced. I am very fortunate to have such a great executive to assisting me this Fall and am looking forward to working with them for the next two years.

As always, please email or call if you have any questions. I typically check my email in the evenings and usually on weekends; however, rarely without my cell phone, so feel free to text as well - 51-318-6444 if you need an response immediately.

Orally Added: There will an important meeting next month, details will be revealed in the two CB Bulletins coming out this week and next.

8. Collective Bargaining Report, Wayne Stewart

Your Provincial ETFO team met on September 3, with OPSBA and the Provincial Government representatives. They presented a proposal for the negotiations ground rules. Future meetings have been set for October 26 and 27th to discuss Central Table items.

Local information meetings regarding negotiations will be held some time in November.

The Bargaining Process:

Step 1: Decide on Central Bargaining Item. If disagreement, a decision could go to the Labour Board.

Step 2: Negotiations of Central Items.

Decisions when to begin local negotiations will be made as soon as possible.

Ratification of an agreement would be by double majority (majority of members and majority of locals)

Any possible strike votes would be conducted separately and electronically (a vote for Central Items if necessary and/or Local Issues if necessary). Strike

votes would only take place to send a meaningful message in a demonstration of support.

ETFO's 2014 Collective Bargaining Goals for Occasional Teacher Members:

- To negotiate improvements to occasional teacher compensation
- To negotiate paid professional learning
- To negotiate fair distribution of daily work
- To negotiate language to provide seniority hiring for permanent positions and LTO assignments
- To negotiate improved sick leave
- To negotiate improvements to health and safety

Local negotiations cannot begin for Central Items are decided.

Central negotiations begin 15 days after Central Items have been decided – likely in November.

Any Central deal will have to be fair to all teachers (OT and Contract) before it is accepted by your Provincial Team for ratification by members.

Wayne explained the two tier bargaining system for new members present.

9. Social Justice and Equity Report, Terri Houston No Report

10. Professional Learning Report, Nadine Fletcher

Attended conference last week and received the list of PL offered by ETFO. Will be booked shortly and notifications will be sent out via the newsletter, likely in November.

11. Communications Officer Report, Lindsay McNichol

I have just recently sent out two emails regarding Collective Bargaining to members who have provided me with their personal email addresses. I am currently still mailing bulletins to 7 members at the cost of the local as they have not provided me with a personal email address.

12. Goodwill Report, Darlene Ellison

Sent a Thinking of you card to a member. There is nothing else to add at this time.

If you have any information regarding a member who would benefit from Local contact for a variety of reasons (i.e. medical, parental, sympathy etc.) send an

email to Darlene. She has access to addresses and will send an appropriate card.

13. Annual Meeting Report, Lindsay McNichol

I attended the ETFO 2014 Annual Meeting August 11-14 at the Westin Harbour Castle Hotel along with Kim Finlayson and Jennifer Kelly. On Monday, I attended two sessions, one of which gave me an overview of what the Annual General Meeting was and the orders of the meeting. Nothing could have prepared me for the moment I walked in that door and saw some 600+ teachers with their own pros and cons to each and every resolution. As a first time delegate, I listened, as many resolutions were defeated or passed. Two main resolution topics of this years Annual Meeting were electromagnetic sensitivity and inclement weather days. There were many guest speakers including Hassan Yussaf, President of Canadian Labour Congress, Andrea Horwath, Leader of the Ontario Democratic Party, Diane Redsky from the Canadian Women's Foundation and Hon. Kathleen Wynne. Each speaker addressed different areas where improvement needs to be made not only in Ontario but across the province.

14. Political Action Chair Report, Wayne Stewart
Our Union Website

ETFO has launched a new Collective Bargaining site 'Our Union' at etfocb.ca. it is based on our members, our values, and our values. Updates on Collective Bargaining, the bargaining process, newsletters, and has FAQs. Please check it out.

Webinar

I participated in an interactive webinar on September 30th entitled "Member Mobilization" presented by ETFO. It provided ideas on how to emphasize member and get the involved in an issue.

15. Health and Safety Report, Nadine Fletcher

Terri attended the last health and safety meeting.

16. Open General Question Period

Questions regarding amount of work in September and October. It was indicated the September and June are exceptionally slow. October usually picks up with reporting days, PLCs and illness. Also members were reminded to book out if unavailable for whatever reason.

Discussed the inclement weather policy with the Board. If you are unable to make it call the school and make sure they know. Responsibility of the occasional teachers to check the Weather icon on First Class and to listen to the radio before they leave and on the way to school just in case the status of the school changes.

17. New Business

Video - *Think Before You Click*

Scenario played regarding many ways teachers can get into trouble with social media, photos etc.

18. Adjournment at 6:25 by Kim Finlayson.

Executive members please meet for a short meeting following the General Meeting.

On Line Motion

Lindsay moved that a new Mac laptop be purchased with Microsoft Outlook and Quicken 2014 to replace the current outdated laptop and software, seconded by Darlene. Carried.

Reason for new purchases - laptop has been shutting down without reason, outlook is needed for communication officer to send mailing to members, update Quicken is recommended as current software is outdated.

Executive was told to keep November 13th open for an evening meeting with regards to collective bargaining. Details will be forthcoming in one of the two Bulletin being sent this week and next.