

***Occasional Teachers' Local Executive Meeting***

***Thursday, September 17, 2015***

***4:30 pm***

***At the Teachers' Local Office, Seaforth, Ontario***

Present: Kim Finlayson, Wayne Stewart, Kimberly Albers, Terri Houston, Lindsay McNichol

Regrets: Darlene Ellison, Nadine Fletcher

Guests: Krista Ehgoetz

1. Meeting called to order by Kim Finlayson at 5:01.pm.

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

3. Approval of the agenda.

Kim A. motions to approve the agenda, Lindsay seconded the motion, motion carried.

4. Approval of the minutes from the last meeting on Monday, May 25. Once approved, Kimberly will post the May minutes on the new website.

Kim A. motions to approve the minutes from the May 25th meeting, Terri seconded the motion, motion carried.

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

-Status of new website and old website. Need to update the website with executive minutes from the current year.

-content on website should include the past two years of minutes

-save minutes on Google Drive and to a USB key and delete any minutes older than two years from the website

-Kim F. and Lindsay to meet with Similam about updating pictures and adding treasurer's reports to executive meeting minutes. Also changing what visitors to the website see first (for example, have PL opportunities pop up first).

**6. Health and Safety Report, Nadine Fletcher, No Report**

## **7. PL Chairs' Report, Nadine Fletcher, Terri Houston**

Terri and Nadine met last week to discuss PL. Terri is setting up a math workshop for primary and junior math games with Don Potruff from the board office. Nadine is to work on scheduling workshops provided by ETFO.

Kim F. interested in holding a DPA workshop she attended that was excellent. It would be great for our OTs to take some valuable DPA info and materials home. Thinking about logistics...anyone who comes to the GM can sign up for the workshop and will get a bag of freebies if and when they attend. Have the kit ready to show at the GM. The workshop is provided by Lettuce Us Make Thyme.

## **8. Communications Officer Report, Lindsay McNichol**

I am currently updating the email list after attending the new teacher initiative with Kim F. on September 1st. I currently have 378 personal email addresses from members and I am waiting for an updated roster. Kim will send the updated roster to Lindsay upon the conclusion of the meeting.

\*\*Emily Little is the new HR Help desk assistant at board office.

The allotment in the budget for mailing was decreased as we are attempting to send all mail electronically.

## **9. Grievance Update, Kim Finlayson**

- Again several members failed to reactivate and/or meet the minimum required days of OT work. There were 2 reinstatements for extenuating circumstances which were resolved without using the grievance process.
- Looking at making the process of calculating the days offered to make it easier.

## **10. Social Justice and Equity Report, Kim Finlayson**

Incentive Funding Application has been provided and is to be completed this evening. (Backpack Program)

Kim F. passed along the incentive funding application to Terri to complete.

Bids and Bites Charter Dinner and Auction will be held on April 21st, 2016 and location is TBD. Krista will have more information to follow.

## **11. Environmental Committee Report, Wayne Stewart, No Report**

**12. Political Action Report, Wayne Stewart, No Report**

**13. Goodwill Committee Report, Darlene Ellison, No Report**

**14. Constitution Committee, Wayne Stewart, No Report**

**15. Motion to accept committee reports.**

Lindsay motions to accept the committee reports, Terri seconded the motion, carried.

**16. Treasurer's Report, Lindsay McNichol**

a. Current Balance in our accounts as of Wednesday, September 18, 2013.

Chequing	\$ 42 452.46
GICs 1+1	\$ 3 210.95
Money Market	\$
Total Balance of	\$ 45 663.46

A. Presentation, Approval of Year End Report for 2014-15.

Hoping to have the signed books as soon as possible. Jane Marie Mitchell has signed off on them, now Sandra Billson is reviewing them. Lindsay motions to accept the Year End Report, Terri seconded, motion carried. We are not changing the levy this year because the job action is resulting in fewer jobs available for OTs and impacting our members financially.

B. Presentation and approval of the 2015-2016 Local Budget

Lindsay motions to approve the 2015-2016 Local Budget, Wayne seconded, motion carried.

**17. Collective Bargaining Report, Lindsay McNichol**

- Lindsay attended the Chief Negotiators' and Presidents' Meeting at ETFO on Monday, May 14th as Wayne and Kim were unable to attend. The ETFO Executive confirmed OBSPA and the Government walked away from the table. They also reaffirmed they will not take a deal with strips. Bulletin 28 will be out Tuesday, September 15th.
- Local Negotiations will resume on October 8th and 9th.

**18. President's Updates**

- It is with mixed emotions the Local bids a fond farewell to Wayne Stewart. Wayne has been a strong union supporter for the better part of his

educational career and he will be sadly missed. He was always there to lend a hand no matter what the job. He has served in various roles in the OT Local, most recently as Vice President, Chief Negotiator, Political Action Chair and Constitutional Chair. His wealth of expertise has been beneficial through many contracts and job actions. I and the Local wish Wayne well as he fully embraces retirement from education, moving with his wife Catherine, closer to his grandchildren with whom he longs to spend more time with. Congratulations on your full retirement Wayne! You will be missed!

- **Provincial Annual Meeting Report (Kim, Terri, Lindsay)** - This was an election for the provincial executive and the piloting of an electronic voting system, thus very little business was adhered to. Some election results were very close, for example Nancy Lawler won the vice president position by 1 vote. Attendees for the Local were Jean Twigg, Terri Houston, Lindsay McNichol and Kim Finlayson.
  
- **ETFO Local Funding Projection** - Fee Rebates and Half Time Release should remain in place.
  
- **Motion Highlights**
  - Motioned to support the NDP Candidates in the upcoming Federal election
  - Motioned that a publication be sent out stating the delegation supported the executive in their firm stance against any objectionable items proposed by OBSPA and the government including the following: increases to supervision; removal of supervision time limits for OTs; language which allows for control of principals and school boards over the quantity and timing of diagnostic assessments; language directing teachers and LTA teachers how to use their prep time; language requiring the revoking of Regulation 274; removal of staffing, hiring language in local agreements; removal of class size language in local agreements; removal of all entitlements in local agreements superior to central terms; language allowing the work day to go beyond the instructional day; changes to sick leave provisions (90% coverage to 85%); any language allowing principals and vice principals to return to teacher bargaining units and placed in positions ahead of surplus teachers and occasional teachers with

their seniority intact; and any language allowing DECEs to be assigned responsibilities outside the FDK classroom at the principal's discretion.

## 19. New Business

- Correspondence Folder
  - Political Action Chair - Lindsay
  - Sunshine Foundation
  - Tracy Blodgett - thank you sent.
  - OTIP - Kim F. contact OTIP for email for members
  
- Open up elections to members for two members at large. Email Kim F. with nominations. Invite Ashley as an observer for the October executive meeting.
  
- **Ashley Dickey** is a new member who approached me after the New Hire Orientation in August. She is interested in becoming an active member of the Local. I had suggested she could come as an observer until the election next spring, but with Wayne's resignation there will be room for her on the executive for a one year term if she runs for election at the GM.
  
- Lindsay motions that we do not deem the positions of vice president and chief negotiator as necessary at this time and have decided to fulfill those roles with the current executive. Kim will post a call for a maximum of two members at large to be elected at the November GM. An election will be held if needed. Terri seconded, motion carried.
  
- GM Date and Location
  - Elections Coordinator for the positions of the following positions if "deemed necessary":
    - Chief Negotiator
    - Vice President
    - Political Action Chair
    - Environmental Committee Chair
    - Constitution Committee Chair
    - Elections Chair
  - Bargaining Update

- The OT List will be reviewed when a list of the new hires and LTAs is obtained. Currently there are 363 occasional teachers on the roster.

## **Section 1 - Local Executive**

6.1.1 The Local Executive shall include the following positions:

- (a) President;
- (b) Vice President;
- (c) Secretary;
- (d) Treasurer;
- (e) Chief Negotiator
- (f) Health and Safety Representative; and
- (g) Members at Large – a minimum of one (1), a maximum of four (4);

6.1.2 The Executive of the Local shall be elected at the Local Annual Meeting.

6.1.3 The term of office for the Local Executive shall be for two (2) years.

6.1.4 The Local Executive shall take office on July 1.

6.1.5 Vacancies within the Local Executive shall be filled in the following manner:

- (a) A vacancy of the position of Local President shall be filled by the Local Vice President;
- (b) A vacancy of any other Local Executive position shall be filled, as deemed necessary, by posting the position on the first class OT icon to the membership;
  - (i) Each nomination must be moved and seconded by one other member and forwarded to the president of the Local;
  - (ii) Nominees must submit a paragraph explaining their reasons for applying to the available position to the Local President and;
    - (iv) The Executive will hold an election, by secret ballot, from among the nominations received.

## **20. Next meeting dates:**

ETFO Leadership - **October 7, 8** - Terri Houston PL, Kim Albers Status of Women Co-Chair

Local Negotiations - **October 8, 9** - Kim Finlayson, Lindsay McNichol

ETFO Representative Council - **October 14, 15; February 10, 11; May 11, 12** - Kim Finlayson, Lindsay McNichol

General Meeting - **Monday, November 9th** at the Seaforth Legion  
ETFO Treasurers' Training October - Lindsay will not be attending this year  
Executive Meeting - **October 20th, 2015**  
June 2016 POTS - **June 12-14** White Oaks Resort and Spa Niagara on the Lake  
Bids and Bites - **Thursday, April 21, 2016**

**21. Adjournment** at 6:30pm by Wayne Stewart.

## **Action Items:**

Kim F.

- contact Simlam regarding:
  - updating pictures
  - website link for OTIP
  - linking executive meeting minutes with treasurer's reports
  - changing what pops up first when you visit the site (ex. maybe PL opportunities)
- contact Lettuce Us Make Thyme for DPA workshop
- change contact information for Political Action items to Lindsay
- post a call for two members at large
- survey monkey register for GM - two weeks prior

Lindsay

- send an email to the members to remind them to ensure they are registered to vote with Elections Canada
- Political Action emails and talk to PA chair with Teacher's Local
- book the legion and the caterer for GM in November

Kimberly

- upload May 2015 minutes to website
- send out current minutes for executive to view
- register for Leadership Training 2015

Terri

- complete incentive funding
- register for Leadership Training 2015