

ETFO AMDSB OT General Meeting

Monday, November 9, 2015

4:30pm

Seaforth Royal Canadian Legion

156 Main Street South

Seaforth, Ontario

Executive Regrets: Nadine Fletcher

Dinner ready upon arrival.

- 1. Meeting called to order at 4:31pm by Kim Finlayson.**
- 2. Reading of the ETFO Harassment Policy and FNMI Statement; and Introduction of the Human Rights Officers, Lindsay McNichol**
- 3. Welcome Guests, Introduce Executive**
Acclamation acknowledgement of two members at large - Ashley Dickey and Wendy Hastings.
The remainder of the executive will be provided with an opportunity to introduce themselves and the roles they serve in.
Acknowledgement of Wayne Stewart's retirement.
- 4. Approval of the Agenda**
Call for any additions to the Open Discussion Period and the New Business Sections. **There have been changes made to allow for discussion of the Tentative Central Table Agreement reached by ETFO last week.**
Kim Albers motions to approve the agenda, Darlene Ellison seconded the motion, motion carried.
- 5. Approval of the Minutes**
Motion to approve of the General Meeting Minutes from Monday, June 15, 2015.
Kim Albers motions to approve the June 15, 2015 minutes, seconded by Gayle Van Altens, motion carried.
- 6. Treasurer's Report, Lindsay McNichol**
Lindsay to present the 2014-15 Year End Report and the Proposed 2015-16 Budget in a section by section basis. With questions being asked at the end of each section.

Current Balance in our accounts as of Wednesday, October 28, 2015.

Chequing	\$ 48 332.92
GICs 1+1	\$ 3 210.95
Money Market	\$ 0.00
Total Balance of	\$ 51 543.87

- Lindsay motions that the 2014-2015 Year End Report be accepted as screened and reviewed. Jane-Marie Mitchell seconded the motion, carried.
- Lindsay motions the 2015-16 Budget be approved as screened, leaving the levy as is for 2015-16 fiscal year. Maureen Myles-Kraemer seconded, carried.

7. Elections for Members at Large

If more than two candidates apply for the positions, each member will be given two minutes to address the membership. The order of the speakers will be determined by lot. **The election process will not be required as only two members applied, thus Ashley Dickey and Wendy Hastings are acclaimed.**

8. President's Report, Kim Finlayson

- Representative Council was held at the Eaton Chelsea as the floors at the ETFO Office are being replaced. Lindsay McNichol attended as a Local Observer. The key items for discussion were:
 - At Pre-OT Caucus Meetings, the decrease in OT work was discussed with Local OT Presidents from across the province and possible solutions. Our Local is currently seeing a decline in daily work and in LTAs. Nothing definitive came out of this discussion, but the ETFO Executive has been made aware of the OT situation.
 - The Representative Meeting began with Sam Hammond telling us about his displeasure with OPSBA bargaining in the media, which resulted in ETFO taking legal action and filing a "Bad Faith" bargaining suit. Sam rallied the members in attendance and within 45 minutes we walked two blocks and were rallying outside the OPSBA office. The rally lasted for about an hour and then 200+ presidents, ETFO executive, local observers and staff headed back to resume the Representative Council meeting agenda.
 - Jane Hailes provided a dramatic reading of the poem, "Home" by Warsan Shire. I encourage everyone to read it.

- CLC President, Hassan Yussuff provided an uplifting and empowering speech. He truly is a role model for union leaders across this country and definitely a man of action. If given the chance to hear hear him speak take it as you will not regret it.
- Nominations and voting for Representative Council Committees were held.
- Many motions were debated and passed. Most notably were the following:
 - ETFO refrain from scheduling provincial meetings and activities on November 11th.
 - ETFO draft resources which highlight education spending which does not enhance learning conditions and takes money out of the classroom.
- A lengthy discussion occurred regarding the events management system currently in place and in use by ETFO. Our Local and many others have experienced repeated difficulties when registering through the system. The improvements to the system are ongoing and will continue until all of the bugs and issues are worked out.
- The next Representative Council meeting is in February 10th and 11th.
- I will not be attending the ETFO PRS conference as it is being held on November 11th and I have plans to attend a Local Remembrance Day Service.

As always, please email or call if you have any questions. I typically check my email (etfokimfin@gmail.com) in the evenings and usually on weekends; however, rarely without my cell phone, so feel free to text as well - 519-318-6444 if you need an response immediately.

9. Collective Bargaining Report, Lindsay McNichol & Kim Finlayson

- On Friday, October 9th Derek Hulse, Kim and I met with Jodie Baker, Shelley King and Christina Van Poucke at the board office. We presented the team with what articles we would like to see changed and explained our reasoning for these articles. They have provided us with additional

articles for consideration. We adjourned the meeting at 3:10. The meeting scheduled for Thursday, October 29, 2015 was postponed until Friday, November 6 due to the ongoing central table discussions. An oral update regarding Friday's session will be provided at the meeting.

- **The Local Bargaining Process:** The Local met with the Board on Friday, October 9. A great deal of process was made on Local issues. The parties will be meeting again on Thursday, October 29th. **The meeting on October 29th was postponed until Friday, November 6th. Local moved along and Local ratification is now pending the acceptance of the Central Table Tentative Agreement.**
- **Central Table Tentative Agreement Update**

10. Social Justice and Equity Report, Terri Houston & Kimberly Albers

- Bids and Bites - Thursday, April 21, 2016
 - This is a fundraiser for the women's shelters in Huron and Perth Counties and is open to all Board Employees. There are many draws and silent auction items and it a great time to socialize with colleagues while support and very worthwhile cause. The location of the event has yet to be confirmed.
- Backpack & School Supplies, ETFO Incentive Funding
 - Incentive Funding was received from ETFO to match our \$2000 for a total of \$4000 to be spent on our backpacks and school supplies.
 - Shopping has begun and currently a total of \$2145.37 has been spent.

11. Professional Learning Report, Nadine Fletcher & Terri Houston

- Monday, November 16 Playocracy DPA Workshop being held at Upper Thames Elementary School in Mitchell at 4:15pm . Today, November 9th, is the last day to sign up and if you attend the GM and the Workshop you will receive a DPA Starter Kit for Free (Valued at \$65+). See Kim Finlayson if you wish to sign up before you leave this evening.

12. Communications Officer Report, Lindsay McNichol

A meeting was set up with our website provider on Thursday, November 5th as the communications officer and president require further training in order to update and increase the functionality of the website. **Access to update the website has been given to the Communications Officer, Lindsay McNichol;**

Secretary, Kimberly Albers; and President, Kim Finlayson. Contact information has been updated and photos will be forthcoming after this evening.

Discussion around the termination of First Class and the importance of having your personal email.

13. Goodwill Report, Darlene Ellison

Sent one Sympathy card and one Congratulations card.

14. Annual Meeting Report, Kim Finlayson

- This was an election year 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 will remain in place despite downturn in OT work due to work to rule.
- **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.

15. Political Action Chair Report, Lindsay McNichol

The results of the Federal Election were a Liberal majority government for Justin Trudeau with local ridings being won by the following: Perth Wellington - John Nater, Conservative and Huron Bruce - Ben Lobb, Conservative.

16. Health and Safety Report, Lindsay McNichol & Terri Houston

- Lindsay McNichol attended the Health and Safety Meeting on Thursday, September 24 as Health and Safety Representative, Nadine Fletcher and Alternative Terri Houston were unavailable. The meeting went as outlined in the agenda which can be viewed under the Health and Safety Conference. The Round Table discussions included:
 - A need/recommendation around Farm safety after an 8 yr old was caught in a harvester
 - Stairs for dumpster as some people can't hold lid and throw garbage bag in
 - Noise around schools that are close to farming operations/grain elevators--recommendation was to look into Municipal sound bylaws.

- The next meeting is on November 26 and consists of a half day training session in the morning and a regular health and safety meeting in the afternoon, Nadine and Terri will both be attending.

- Terri Houston will provide an oral update on the ETFO Health and Safety Conference she attended on November 6-7. This meeting has been postponed due to the resignation of David George.

Ann motions to accept the committee reports as screened, Nicole King seconded, carried.

17. Open General Question Period

- Regulation 274 - Hiring Practice
- Lack of OT Work
- System Calendar on First Class
 - if you see brackets and a number, it will tell you how many OTs will be needed
 - want to include PLCs
- ETFO board in all schools - PRS bulletins are posted there (check ETFO website to see the PRS bulletins as well)
- Employee Self Serve Portal - First Class - ESS Portal Access
- G.A.F.E. - postponed until the spring

18. New Business

19. Adjournment at 6:01pm by Sandra Billson.