

## APPENDIX A: PSSP AGM 2022 Minutes

### PSSP AGM MINUTES

1. **CALL TO ORDER at 4:49pm.**
2. **WELCOME**
3. **OSSTF PLEDGE**

I solemnly dedicate myself to promote and advance the cause of education.

I will strive to achieve and maintain the highest degree of professional competence and will always uphold the honour, dignity and ethical standards of my profession.

I pledge my loyalty and support to the Ontario Secondary School Teachers' Federation and will comply with the Constitution, By-laws, Policies and established practices which govern its members.

#### **OSSTF MOTTO**

Let us not take thought for our separate interests, but let us help one another.

4. **ANTI-HARASSMENT STATEMENT**

A member of OSSTF/FEESO has the right to a workplace and union environment free from harassment and bullying. Harassment and discrimination are not joking matters. They have a destructive effect on the workplace environment, individual well-being, and union solidarity. Such actions are always unacceptable. As members of OSSTF/FEESO, our goal must be to protect human rights, to promote mutual respect and trust, and to foster inclusion.

OSSTF/FEESO is committed to strengthening member solidarity and takes seriously its own responsibility to ensure that members are treated with respect and dignity at all provincially sponsored OSSTF/FEESO events and meetings. Any member who feels targeted by harassment or discrimination must be able to speak up and know their concerns will be responded to immediately in accordance with District 26 Anti-Harassment Complaints and Resolution Policy and Procedure.

The designated Anti-Harassment Officer for OSSTF, District 26, 2021-2022 is Tanya Crosbie, cell phone 613-802-9818.

5. **LAND ACKNOWLEDGMENT**

The Ontario Secondary School Teachers' Federation acknowledges and thanks the Haudenosaunee and Anishinabek people of this territory and other Indigenous Peoples residing on this land and sharing their ways so that we may come together in a good way. Beyond a land acknowledgement, we encourage all non-Indigenous peoples on these lands learn the treaties & stories and support the struggles of the Peoples whose lands we are on.

For example, spirituality is a central part of the lives of the Haudenosaunee people but parallel to this is a respect for other religions. Unlike many religions which promote the recruitment of new followers, the Haudenosaunee have never tried to force their beliefs on anyone and allow for their own people to follow their own beliefs without criticism. The Great Law of Peace itself was built into its freedom of religion which is respected by all its followers.

6. **APPROVAL OF AGENDA** [RES – PROC-2022-01]

<b>BIRT</b> the agenda be adopted.			
Moved by:	Paddy Houston	Seconded by:	Josee Marleau
<b>PROC-2022-01</b>			<b>CARRIED</b>

7. **APPROVAL OF APPENDIX A: MINUTES OF MAY 4, 2021, PSSP BARGAINING UNIT AGM**  
[RES – PROCEDURE 2022-02]

<b>BIRT</b> the minutes of May 4, 2021, be approved.			
Moved by:	Paddy Houston	Seconded by:	Kathryn Stewart
<b>PROC-2022-02</b>			<b>CARRIED</b>

8. **BUSINESS ARISING FROM THE MINUTES OF MAY 4, 2021, PSSP BARGAINING UNIT AGM**  
**None.**

9. **PSSP EXECUTIVE 2022-23**

9.1 Presentation of Acclaimed Positions

*As per Bylaw 5.2 of the PSSP Bargaining Unit Constitution, Nominated and Acclaimed.*

<b>PSSP Bargaining Unit</b>	
President	Kathryn Stewart
Vice President	<i>Vacant</i>
Secretary	Beth Larocque
Treasurer	Beth Larocque
Chief Negotiator	Elaine Gribbin
Grievance Officer	Elaine Gribbin
Health & Safety Representative	<i>Vacant</i>
Equity, Anti-Racism, and Anti-Oppression Officer	<i>Vacant</i>
Members at Large (4 positions)	Kim Matte
	<i>Vacant</i>
	<i>Vacant</i>
	<i>Vacant</i>

9.2 PSSP Nominations from the floor

*5.6 In the event that no on-time nominations are received for a position, any Member of the Bargaining Unit may be nominated "from the floor" at the Bargaining Unit Annual General Assembly supported by two other Members as the mover and seconder of the motion to nominate.*

BIRT Louise Mulder accepted the nomination for Member-at-large and the PSSP General Assembly supported her nomination.

Moved by: Stephanie Sheeler

Seconded by: Monique Kuipers

**MAC 2022-01**

**CARRIED**

## 10. CONSTITUTIONAL AMENDMENTS AND OTHER RESOLUTIONS

**BIRT** Article 6.1.1 be amended by addition.

### 6.1 Bargaining Unit Executive

6.1.1 There shall be an Executive consisting of the following voting members: (A. 22)

6.1.1.1 President

6.1.1.2 Vice-President

6.1.1.3 Treasurer

6.1.1.4 Secretary

6.1.1.5 Chief Negotiator

6.1.1.6 Four (4) Members at Large

6.1.1.7 Grievance Officer

#### **6.1.1.8 Equity, Anti-Racism and Anti-Oppression Officer**

**Rationale:** *To align with the motion passed at AMPA 2022, we wish to add the executive position of Equity, Anti-Racism and Anti-Oppression Officer (EARAO) to assist our bargaining unit with addressing matters related to equity, racism and oppression.*

Moved by: Stephanie Sheeler

Seconded by: Kathryn Stewart

**CON-2022-01**

**CARRIED**

**NOTE:** *This motion is out of order if CON-2022-01 is not carried.*

**BIRT** Article 6.1.2 be amended by deletion of sub-article 6.1.2.4.

6.1.2 PSSP members on the following District Committees may also sit on PSSP Bargaining Unit Executive as ex-officio members: (A.14)

6.1.2.1 Health and Safety Committee,

6.1.2.2 Communications/Political Action Committee,

6.1.2.3 Educational Services Committee, and

~~6.1.2.4 Committee for Equity and Diversity~~

**Rationale:** *As a voluntary aspect of the EARAO's position, they can be part of the District Committee for Equity and Diversity and act as our bargaining unit liaison.*

Moved by: Stephanie Sheeler

Seconded by: Kathryn Stewart

**CON-2022-02**

**CARRIED**

**NOTE:** *This motion is out of order if CON-2022-01 is not carried.*

**BIRT** Bylaw 8.8 be amended with the addition of “and” and the deletion of “Committee for Equity and Diversity representative”.

8.8 The Bargaining Unit Communications/Political Action representative, **and** Educational Services representative, ~~and Committee for Equity and Diversity representative~~ shall

**Rationale:** *This change is being made to reflect that the EAAO will have their own duties which will include acting as a liaison with the Committee for Equity and Diversity/Equity, Anti-Racism, and Anti-Oppression Committee.*

Moved by: Stephanie Sheeler

Seconded by: Kathryn Stewart

**BYL-2022-01**

**CARRIED**

**NOTE:** *This motion is out of order if CON-2022-01 is not carried.*

**BIRT** an addition of a new Bylaw 8.11 be added to the constitution to reflect the “Duties of the Equity, Anti-Racism, and Anti-Oppression Officer.”

**Bylaw 8.11: Duties of the Equity, Anti-Racism, and Anti-Oppression Officer**

**8.11 The Equity, Anti-Racism, and Anti-Oppression Officer shall:**

**8.1.1 act as a resource person in the Bargaining Unit, which may include reviewing local OSSTF/FEESO policies, bylaws, events, communications, and processes from an equity perspective to advance equity and remove barriers to participation at the local level**

**8.1.2 assist Members to navigate and access OSSTF/FEESO spaces**

**8.1.3 co-ordinate and participate in training on equity and related matters**

**8.1.4 actively seek member engagement of First Nations, Métis, Inuit, Black, racialized, and/or other equity-seeking members**

**8.1.5 liaise with other Bargaining Units’ EAAO Officers to collaborate and share resources**

**8.1.6 attend all Committee for Equity and Diversity and/or Equity, Anti-Racism, & Anti-Oppression Committee meetings as a representative of the PSSP BU**

**8.1.7 support and amplify members of First Nations, Métis, Inuit, and equity-seeking groups within the Bargaining Unit**

**Rationale:** *Bylaw 8 reflect the roles and responsibilities of each of the PSSP exec positions, therefore the EAAO Officer role should be detailed in the same way. The suggestions provided were drawn from the suggestions provided in Provincial D/BU#201-2021-2022 for this role, and they reflect what I think are reasonable and relevant expectations for D26 specifically.*

Moved by: Stephanie Sheeler

Seconded by: Kathryn Stewart

**BYL-2022-02**

**CARRIED**

**BIRT** the constitution be amended by the addition of a new bylaw 20 to read:

**Bylaw 20: Actions on Truth & Reconciliation**

- 20.1 PSSP meetings and events will begin with a Land Acknowledgment, as per the format designed by the Committee for Equity & Diversity and adopted by District Executive.**
- 20.2 Space will be consciously made for members of First Nation, Inuit, and Métis communities who wish to have a voice in the PSSP BU.**
- 20.3 Wherever possible, indigenous ways of knowing and processing will be integrated with the procedures of the Provincial OSSTF Constitution.**

***Rationale:** Like the Anti-Harassment and Anti-Bullying Policies, this deserves to be written into bargaining unit bylaws to ensure its inclusion in the bargaining unit lens. The first subpoint codifies what is unofficially already in place. The second subpoint sets the stage for the updates in equity practices that are forming within OSSTF procedures (“Creating space” could include specifically seeking FNMI perspectives, for example.) The third subpoint acknowledges that there are procedures in place that may be oppressive, and until a new framework is devised and set in place, the bargaining unit can make accommodations towards more inclusive practices (a talking circle instead of a formal grievance, for example).*

Moved by: Stephanie Sheeler

Seconded by: Kathryn Stewart

**BYL-2022-03**

**CARRIED**

**BIRT** Bylaw 8.1.3 be amended by the substitution of “Provincial OSSTF Constitution” for “O.S.S.T.F. Handbook”.

- 8.1 The duties of the President shall be to:
  - 8.1.1 assume the role of Chief Executive Officer for the Bargaining Unit;
  - 8.1.2 call and preside over all Executive and General Meetings;
  - 8.1.3 fulfill the duties of the Bargaining Unit President as outlined in the **Provincial O.S.S.T.F. Handbook Constitution.**

***Rationale:** Language to align with the appropriate document.*

Moved by: Stephanie Sheeler

Seconded by: Kathryn Stewart

**BYL-2022-04**

**CARRIED**

**BIRT** the PSSP approve the application to Provincial OSSTF Election 2022 funding in the amount of \$584.30 (base amount \$500 plus \$3 per FTE of 28.1) to contribute to an All MPP Candidates Meeting/Trivia Night as well as cover the cost of giveaway items for members who volunteer for a candidate and/or vote in an advance poll.

***Rationale:** As a way of get members involved in the upcoming elections and provide a chance for members to meet candidates from their riding, CPAC has organized a trivia event that includes Ed Workers from all Education Unions within the 4 Eastern Ontario ridings found in UCDSB, as well as plans for encouraging members to vote/volunteer. The funding is coming directly from Provincial OSSTF, however a motion from the bargaining unit is required to be able to access it.*

Moved by: Stephanie Sheeler

Seconded by: Kathryn Stewart

**MAC-2022-01**

**CARRIED**

11. **REPORT OF PROVINCIAL EXECUTIVE** – Hayssam Hulays gave a brief update. Priorities for OSSTF this year are bargaining and elections. Collective agreements expire end of August 2022. Surveys & town halls have occurred to gather information for the Central Brief. This will be shared with CN & President on May 25, 2022 then on June 4<sup>th</sup> there will be a vote to approve. Self id survey sent out in January and if you need more info email: [idsurvey@osstf.ca](mailto:idsurvey@osstf.ca) PPM-81 also a priority.

12. **REPORTS OF THE OFFICERS** (Brief Verbal Reports & Questions):

12.1 **President’s Report – Stephanie Sheeler** – highlighted loss of members through passings, layoffs, retirements, etc. Success this year with the recall of 3 Behaviourists as well as the hiring of SEL-Ws, Grad Coaches and BCBA.

12.2 **Chief Negotiator/Contract Maintenance/Grievance Officer – Elaine Gribbin** – new to the role; a few grievances in process – Board chose not to bring back a recalled member; Pay Equity province has been involved and it’s now @ arbitration (Oct. date); board failed to follow collective agreement with ‘projected staff compliment’ for the upcoming year & reminders have been given (budget was April 27<sup>th</sup>)...if no follow through a grievance will be filed upon release of the budget if no meeting has occurred. One person on recall was not given a position that they were qualified for (pending)

12.3 **Treasurer’s Report and Presentation of Appendix B – PSSP 2022-23 Budget**

[RES-Budget 2022-01] – *Elaine Gribbin* Proposed Budget for 2022-23 shared & changes highlighted.

**BIRT** the budget for 2022-2023 be approved.

Moved by: Elaine Gribbin

Seconded by: Stephanie Sheeler

**BUDGET-2022-01**

**CARRIED**

