

**DISTRICT 26**  
**PSSP Bargaining Unit**  
**ANNUAL GENERAL MEETING**  
**North Grenville Municipal Centre, Kemptville, ON**  
**Thursday, May 4, 2023**  
**5:00 PM**

**AGENDA**

1. Call to Order
2. Welcome
3. OSSTF Pledge and Motto
4. Anti-Harassment Statement
5. Land Acknowledgement
6. Approval of Agenda [RES – PROC-2023-01]
7. Approval of Appendix A - Minutes of May 5, 2022, PSSP Bargaining Unit AGM [RES – PROC-2023-02]
8. Business Arising from the Minutes of May 5, 2022, PSSP AGM
9. New Business
  - 9.1 PSSP Executive 2023-24- Presentation of Acclaimed Positions
  - 9.2 PSSP Nominations from the floor [RES – MAC-2023-01/02/03]
10. Constitutional Amendments and Other Resolutions
11. Report of Provincial Executive – Karen Littlewood
12. Reports of the Officers (Written Reports & Questions):
  - 12.1 President – See Page 6
  - 12.2 Chief Negotiator/Grievance Officer – See Page 6
  - 12.3 Treasurer Report and Presentation of Appendix B – 2023-24 PSSP Budget [RES-BUDG-2023-01]
13. Adjournment

**PSSP AGM MINUTES**  
**CONFIDENTIAL WORKING DOCUMENT**

## **WORKING MINUTES**

1. **CALL TO ORDER**

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, 2022-2023 is Tanya Crosbie, cell phone 613-802-9818.

5. **LAND ACKNOWLEDGMENT**

OSSTF District 26 acknowledges and thanks the Haudenosaunee and Anishinabek people of this territory, and the other First Nations, Métis, and Inuit peoples residing on this land, for sharing your ways so that we may come together in a good way. Beyond a land acknowledgement, we encourage all non-Indigenous peoples on these lands to learn the treaties & their stories, to support the struggles of the peoples whose lands we are on, and to celebrate the achievements of the various First Nations, Métis, and Inuit peoples.

The Ontario Federation of Indigenous Friendship Centres (OFIFC) represents the collective interests of 29 Friendship Centres in cities and towns across the province. Friendship Centres are places for community members and Indigenous people living in urban spaces to gather, connect with one another and receive culturally based services. Friendship Centres improve the lives of urban Indigenous people by supporting self-determined activities which encourage equal access to, and participation in, Canadian society while respecting Indigenous cultural distinctiveness. To learn more about Friendship Centres and access their resources, visit <https://ofifc.org>.

6. **APPROVAL OF AGENDA** [RES – PROC-2023-01]

**BIRT** the agenda be adopted.

Moved by:

**PROC-2023-01**

Seconded by:

7. **APPROVAL OF APPENDIX A: MINUTES OF MAY 5, 2022, PSSP BARGAINING UNIT AGM**  
[RES – PROCEDURE 2023-02]

**BIRT** the minutes of May 5, 2022, be approved.

Moved by:

**PROC-2023-02**

Seconded by:

8. **BUSINESS ARISING FROM THE MINUTES OF MAY 5, 2022, PSSP BARGAINING UNIT AGM**

9. **PSSP EXECUTIVE 2023-24**

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	<i>Vacant</i>
Vice President	<i>Vacant</i>
Secretary	<i>Vacant</i>
Treasurer	<i>Vacant</i>
Chief Negotiator	<i>Vacant</i>
Grievance Officer	<i>Vacant</i>
Health & Safety Representative	Lise Walker
Equity, Anti-Racism, and Anti-Oppression Officer	<i>Vacant</i>
Members at Large (4 positions)	Kim Matte
	Carrie White
	<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 Kathryn Stewart accepted the nomination for Vice-President and the PSSP General Assembly supported her nomination.

Moved by:

Seconded by:

**MAC 2023-01**

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

Moved by:

Seconded by:

**MAC 2023-02**

BIRT Pamela Thompson accepted the nomination for Treasurer and the PSSP General Assembly supported her nomination.

Moved by:

Seconded by:

**MAC 2023-03**

BIRT \_\_\_\_\_ accepted the nomination for \_\_\_\_\_ and the PSSP General Assembly supported her nomination.

Moved by:

Seconded by:

**MAC 2023-04**

10. **CONSTITUTIONAL AMENDMENTS AND OTHER RESOLUTIONS**

**BIRT** Bylaw 8.1.3 be amended by the addition of “and Bylaws.”

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. Constitution **and Bylaws**.

**Rationale:** *Language to align with the appropriate document at the Provincial level.*

Moved by: Stephanie Sheeler

Seconded by: Kathryn Stewart

**BYL-2023-01**

11. **REPORT OF PROVINCIAL EXECUTIVE – Karen Littlewood**

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

12.1 President’s Report – *Kathryn Stewart*

12.2 Chief Negotiator/Contract Maintenance/Grievance Officer – *Tanya Crosbie*

12.3 Treasurer’s Report and Presentation of Appendix B – PSSP 2023-24 Budget  
[RES-Budget 2023-01] – *Beth Larocque*

**BIRT** the budget for 2023-2024 be approved.

Moved by: Beth Larocque

Seconded by: Stephanie Sheeler

**BUDGET-2023-01**

13. **ADJOURNMENT**

## **President's Report – Kathryn Stewart**

PSSP Bargaining Update - PSSP has been at the bargaining table five times since November 2022, and our next bargaining dates are May 18 and June 5. I'm very thankful for all the PSSP members who have been part of writing the bargaining brief, to the members at the bargaining table and the back table.

Pay Equity arbitration dates are set for June 15 and 27.

PSSP and Labour Management have been meeting about salary grid placement for new hires, changes to TR Leger and impacts on PSSP members.

PSSP Exec needs new members to fill current vacancies, as well as, increase members engagement. PSSP Exec decided to keep PSSP position at one-year terms.

Thank you to everyone who supported me in this President position this past year, and big thank you to Tanya - could not have done this without your ongoing support and efforts.

## **Chief Negotiator/Grievance Officer Report – Tanya Crosbie**

Provincial Education Worker negotiations are proceeding at a very slow pace. The Ministry has done little to have meaningful discussions at the table or show a willingness to get to a deal. The Ministry feels strongly that OSSTF Ed Workers should accept a deal similar to CUPE, which our membership has made loud and clear to Provincial Executive and the negotiation team, is not acceptable. It has also been vocalized to the leadership that a full withdrawal of services should only be done as a very last step.

For local PSSP negotiations, there has been little willingness by UCDSB to act to address issues we are bringing forth as a bargaining team. There are various aspects that we need to include for the protection and benefit of our membership, so we are not willing to accept UCDSB's desire to keep a status quo collective agreement. We are still negotiating in good faith at this time.

The following grievances are still waiting for an arbitration date:

- Failure to Hire a Permanent Position from SSF
- Failure to Recognize Prior "internal" Professional Experience
- Error in Grid Placement for Related Experience (times 2)

Pay Equity Arbitration – This grievance could be precedence-setting for the Province. OSSTF has assigned their head Lawyer, Susan Ursel to the case. Susan and her legal team have been in regular contact with our bargaining unit to gather evidence and build a strong case.