

**DISTRICT 26**  
**Teachers' Bargaining Unit**  
**ANNUAL GENERAL MEETING**  
**Virtual Meeting via Microsoft Teams**  
**Wednesday, October 21, 2020**  
**4:45 PM**  
**UNAPPROVED MINUTES**

1. **CALL TO ORDER @ 4:45 PM**

2. **WELCOME**

*The Ontario Secondary School Teachers' Federation acknowledges and thanks the Haudenosaunee ("Hoden-no-show-nee"), Algonquin, Huron-Wendat ("Huron-when-dat"), Anishinabeewaki ("Onish-shin-naw-bay-walk-key"), of this territory and other Indigenous Peoples for sharing this land so that we may come together today in a good way.*

**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, 2019-2021 is Tanya Crosbie, cell phone 613-802-9818.

3. **APPROVAL OF AGENDA (RES – PROCEDURE 2020-01)**

**BIRT** the agenda be approved.

Moved by: Jen Gilbert

Seconded by: Wendy McFarlane

**PROCEDURE – 2020-01**

**CARRIED**

4. **APPROVAL OF MINUTES OF MAY 9, 2019 TEACHERS' BARGAINING UNIT AGM (RES – PROCEDURE 2020-02)**

**BIRT** the minutes of May 9, 2019 be approved.

Moved by: Divina Hogan

Seconded by: Sandra McNeill

**PROCEDURE – 2020-02**

**CARRIED**

5. **BUSINESS ARISING FROM THE MINUTES OF MAY 9, 2019 TEACHERS' BARGAINING UNIT AGM: None**

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## 6. TEACHERS' BARGAINING UNIT EXECUTIVE 2020-21

### 6.1 Presentation of Acclaimed Candidates for TBU:

"As per Bylaw 4.4.11 of the Teacher Bargaining Unit Constitution, as Chair, I declare the following nominees elected by acclamation":

Teacher Bargaining Unit	
President	Adrienne McEwen
Vice President	Pamela Linklater/Alison Dennis
Secretary	Jeannie Wallace
Treasurer	Kris Ross
Chief Negotiator/Contract Maintenance Officer	Elpis Law
Grievance Officer	Elpis Law
TBU CBC Chair <i>*Selected on September 23, 2020</i>  <i>Bylaw 15.2.1: The Chair of Collective Bargaining, who shall be elected from among the members of the Collective Bargaining Committee at the first meeting of the Committee in each Federation year.</i>	Jennifer Gilbert
TBU Council Representative <i>*Selected on September 3, 2020</i>  <i>Bylaw 19.4.11: The Bargaining Unit Council shall elect, at its first council meeting of each Federation years, the Bargaining Unit Council representative who will be a member of the Bargaining Unit Executive and will perform duties as assigned by the Bargaining Unit Executive.</i>	Chantal Séguin

## 7. NEW BUSINESS

### 7.1 Branch Steward Award

For Outstanding Representation at the Branch Level the recipient for 2019-2020 is Michael Lief.

### 7.2 Constitutional amendments & other resolutions

Constitution Article 14: Amendments to Articles and Bylaws

- 14.1 Articles of the Constitution may be established, amended or rescinded at the Bargaining Unit Annual General Meeting by a three-quarters vote of those members present, eligible to vote and voting.
- 14.2 Bylaws may be established, amended or rescinded at the Bargaining Unit Annual General Meeting by a two-thirds vote of those members present, eligible to vote and voting

- CON 2020-01 was declared out of order by the Chair.
- Challenge to the Chair was brought forth by Richard Scharf.
- The Challenge to the Chair was defeated by the House.

BIRT bylaw 25.5 be deleted.

*Bylaws:*

*25.4 No member on full time release may claim mileage for travel between home and the District Office on regular work days.*

*25.5 Notwithstanding 25.4, any member on full time release may appeal in writing to the District Executive for an annual travel expense allowance, not to exceed \$5625.00 if he/she feels it is appropriate. (A.14)*

Moved by: Richard Scharf  
CON 2020-01

Seconded by: Del Jones (was not in attendance)  
OUT OF ORDER

### 7.3 Report of the Treasurer and Presentation of the 2020-21 Budget (RES – BUDGET 2020-01)

#### TBU Treasurer Report

TBU EXPENSES		2019-2020		2020-2021
		Budget	Actual	Proposed Budget
5610	TBU Meals (Board, PO & TBU Meetings)	2,000	562	2,000
5615	TBU Exec Conference Calls	500	98	-
5620	TBU Travel (Board, PO & TBU Meetings)	5,500	1,954	5,500
5625	TBU Branch Rep Training	3,300	3,524*	3,300
5630	TBU Council	4,000	1,456	4,000
5635	TBU Pres/Ch. Neg. Commute bylaw	11,250	11,250	11,250
5640	TBU Misc. expenses (Community COVID-19 Donations)	-	10,000	-
5645	TBU Branch Steward Release Time	2,750	862	5,500
5650	TBU Pres. Release Cost/No benefits	69,104	61,955	68,943
5320	TBU Chief Neg. salary/ no benefits	69,104	61,955	68,943
5321	TBU Grievances	1,000	779	1,000
5323	TBU CBC Meetings	4,000	100	4,000
5324	TBU Negotiations	7,500	5,416	7,500
<b>SUB-TOTAL TBU EXPENSES</b>		<b>180,008</b>	<b>159,911</b>	<b>181,936</b>

\*UCDSB release invoice in dispute – approximate costs listed

**BIRT** the budget for 2020-2021 be endorsed.

Moved by: Tanya Crosbie

Seconded by:

Adrienne McEwen

**RESOLUTION – BUDGET 2020-01**

**CARRIED**

#### 7.4 Presentation of Gifts for Branch Stewards and Strike Captains

- Adrienne McEwen, TBU President and Elpis Law, TBU Chief Negotiator thanked the Branch Stewards and Strike Captains

### 8. REPORT OF PROVINCIAL EXECUTIVE: A written report was presented

## 9. **REPORTS OF THE OFFICERS (WRITTEN REPORTS- QUESTIONS ONLY):**

### 9.1 TBU President Report – Adrienne McEwen

#### **2019-2020 TBU Executive**

Heartfelt thanks to the hard work and dedication put in by this year's TBU Executive: Tanya Crosbie, Alison Dennis, Jennifer Gilbert, Elpis Law, Chantal Seguin, Pamela Linklater, and Crystal Watson.

#### **TBU Council / CBC 2020-04-08**

- D26 Annual General Meeting – postponed to fall of 2020
- In-School Staffing Committee – Spring 2020
- Spring Staffing Process 2020
- Teachers asked to work prior to start of school year
- Local negotiations

#### **Meetings with UCDSB**

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| <ul style="list-style-type: none"> <li>• Ongoing discussions about concerns around Learning at Home, specifically inequities, with Chair of Trustees</li> <li>• 2020-04-06 Learning at Home implementation</li> <li>• 2020-04-06 Secondary Staffing Allocations</li> <li>• 2020-04-23 OSSTF Concerns and Student Engagement</li> <li>• 2020-04-28 HR Meeting</li> <li>• 2020-04-29 Privacy Concerns Discussion</li> <li>• 2020-05-04 HR meeting</li> <li>• 2020-05-05 Negotiations planning meeting</li> </ul> | <ul style="list-style-type: none"> <li>• 2020-05-06 Spec Ed, PA Days, Exam Days</li> <li>• 2020-05-08 Local Negotiations</li> <li>• 2020-05-20 Placement Meeting 1</li> <li>• 2020-05-19 Synchronous Learning Discussion</li> <li>• 2020-05-26 Local Negotiations</li> <li>• 2020-05-27 HR Meeting</li> <li>• 2020-05-28 HR Meeting</li> <li>• 2020-05-28 Pay Equity</li> <li>• 2020-06-01 Class Caps Meeting</li> <li>• 2020-06-03 Placement Meeting 2</li> </ul> |
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#### **Virtual School Visits**

- Tanya, Elpis, and I conducted school visits via MS Teams
- Well received
- Topics of discussion included:
  - o Inconsistency of attendance reporting/tracking
  - o Numerous emails and meetings
  - o Connectivity issues while Learning at Home
  - o Central Negotiations and OECTA Tentative Agreement
  - o Spring Staffing

#### **Local Town Hall**

- Over 140 members in attendance
- Many Q and A about Central Agreement

#### **Provincial Council – June 5 – TBU invited**

## 9.2 TBU Chief Negotiator/Contract Maintenance Officer Report – Elpis Law

### Contract Maintenance Issues:

- COVID-19 Workload Issues
- Mutual Consent Considerations
- “Marker” Students
- Post-Spring Posting Error – Change of Qualifications
- Summer School Co-Op
- SST, LNR, and Learning Commons
- Mileage calculation for Out of School assignments
- Qualifications for CHV20 as per memo from Assistant Deputy Minister
- Mandatory PD and "Prep time", APAs

### Resolved, or in the process:

- Attendance Entry
- Amount of sick leave being deducted from teachers based on UCARRIS input
  - a. Absence chart – Any 5-period, MSIP, or non 2 period/lunch/2 period schedules please be aware of any issues
  - b. Absences using UCCARIS, 4-period and 5-period day mismatch; TISS/NDDHS – Examining absences back to 2011

### Staffing Update for the 2020-21 school year

#### **We had 4.50 FTE of new hires in 2019-20.**

Statistics	May 20, 2020		2019-2020		2018-2019	
Initial	524.50		519.50		584.33	
Recall FTE	34.50 (2018)		76.50 (2010)		14.33 (2016)	
People	58		76		–	
SLOA FTE	22.83 (2001)		29.17 (2003)		–	
Statistics	PM#1 (May 2020)		PM#2 (June 2020)		Displacement (June 2020)	
	Sections	FTE	Sections	FTE	Sections	FTE
Vacancies	94	15.67	72*	12.00	63 <sup>€</sup>	10.17
Filled	61	10.17	22	3.67	There remains 55 sections (9.17 FTE) for post spring staffing.	
Unfilled	33	5.50	50	8.33		
SLOA (picked up)	32	5.33	11	1.83		
Part Time Increase	1	0.17	0	0.00		
Transfers	28	4.67	11	1.83 FTE		
SLOA (released)	3	0.50	0	0.00		

\* 6 sections for an additional retirement; 2 sections allocated due to staffing changes

\* 2 sections added due to resignation

### **Provincial Negotiations Update**

- Central Agreement has been ratified; 77.5% of the Membership Voted in Favour, 100% of BU Voted in Favour.

- Class Cap issue was discussed on June 1, 2020 with a proposal by OSSTF. The board did not discuss the issue.

#### Local Negotiations Update

- October 31, 2019 – Ground Rules
- November 14, 2019 – Cancelled by the Board
- November 15, 2019 – See Memorandum
- November 27, 2019 – See Memorandum
- December 3, 2019 – Cancelled by OSSTF
- December 10, 2019 – Cancelled by OSSTF
- April 6, 2020 – Cancelled due to COVID-19
- April 26, 2020 – Cancelled due to COVID-19
- May 26, 2020 – See Memorandum
- June 9, 2020 – See Memorandum
- June 17, 2020 – See Memorandum
- June 23, 2020 – See Memorandum
- June 26, 2020 – See Memorandum
- Possible Summer Dates

### 9.3 TBU Grievance Officer – Elpis Law

- ❑ **Staffing Grievances: In progress, Award for some issues, Remedies pending**  
TBU: 2008-09, 2008-11, 2009-06, 2009-08, 2010-06, 2010-15, 2011-08, 2012-04, 2012-06, 2013-03, 2013-04, 2014-06, 2014-07, 2015-04, 2015-05, 2016-03, 2017-02, 2017-03, 2019-01

Staffing grievances for Spring Staffing and/or Post-Spring staffing from 2008-09 year 2017-18.

- ❑ ~~SST/LNR in the Library Grievances: Sept 10, 2019, Nov 12, 2019:~~ **Decision from Arbitration (May 20, 2020)**  
TBU: 2009-10, 2010-03, 2010-14, 2011-10, 2012-08, 2013-06, 2014-10, 2015-06, 2016-04, 2017-04, 2018-04, 2019-05  
Workload Infractions in each school year from 2009 to current

- ❑ 2018-01: Spring Staffing Process 2018
- ❑ 2018-02: Discipline without Just Cause
- ❑ 2019-02: Sick Leave
- ❑ 2019-04: Discipline without Just Cause
- ❑ 2019-06: Discipline without Just Cause
- ❑ 2019-07: Failure to Accommodate
- ❑ 2019-08: Failure to Accommodate
- ❑ GRV-19-0027: Leave of Absence Denial
- ❑ GRV-19-0029: 2019-09: SST/LNR in the Library Grievance 2019-2020 Sem 1
- ❑ GRV-19-0030: Failure of Duty to Accommodate
- ❑ GRV-20-0001: Failure of Duty to Accommodate
- ❑ GRV-20-0005: Leave of Absence Denial
- ❑ GRV-20-0014: Sick Leave
- ❑ GRV-20-0036: Dismissal without Just Cause
- ❑ GRV-20-0043: SST/LNR in the Library Grievance 2019-2020 Sem 2
- ❑ GRV-20-0044 Failure to Provide Proper Accommodations
- ❑ GRV-20-0045: Discipline with Just Cause
- ❑ GRV-20-0050: Program Leader Positions

### 10. ADJOURNMENT @ 5:45 PM