

DISTRICT 26
ANNUAL GENERAL MEETING
Thursday, May 6, 2021
Virtual Meeting via ZOOM
4:30 PM

AGENDA

1. Call to Order
2. Welcome
3. OSSTF Pledge / Motto
4. Anti-Harassment Statement
5. Land Acknowledgement
6. Approval of Agenda [RES – PROCEDURE 2021-01]
7. Approval of Appendix A - Minutes of the District AGM of May 9, 2019 [RES – PROCEDURE 2021-02]
8. Approval of Appendix B - Minutes of the District AGM of October 21, 2020 [RES – PROCEDURE 2021-03]
9. Business Arising from Minutes of the District AGM of October 21, 2020
10. District Executive 2021-22
 - 10.1 Presentation of Acclaimed Candidates for District Executive
 - 10.2 Candidates for Contested Positions and Speeches
 - 10.3 Other Executive
11. Awards Presentation
 - 11.1 District Awards
 - 11.2 Roll call of retirees 2020-2021
 - 11.3 Roll call of 25-Year Service Pin recipients
12. SRC Report – Appendix C
13. Constitutional Amendments & Other Resolutions
14. Report of Treasurer and Presentation of the 2021-2022 Budget [RES-BUDGET 2021-02]
15. Report of Provincial Executive – Dave Warda
16. Reports of the Officers (Written reports - questions only):
 - 16.1 TBU President
 - 16.2 OTBU President
 - 16.3 District Officer
 - 16.4 Communication and Political Action Chairperson
 - 16.5 Educational Services Chairperson
 - 16.6 Health and Safety Officer
 - 16.7 Equity and Diversity Chairperson
17. Other Business
18. Adjournment

WORKING MINUTES

1. CALL TO ORDER

2. WELCOME

Head Table:

Rob Dubyk, Executive Assistant, OSSTF (Chair)	David Warda, Executive Officer, OSSTF
Crystal Watson, District President	Adrienne McEwen, TBU President
Stephanie Sheeler, PSSP President	Elaine Warner-Laxton, OTBU President
Tanya Crosbie, District Officer	Kris Ross, District Treasurer
Elpis Law, 2020-21 District Secretary	Steven Newstead, Provincial Secretariat, OSSTF

Other Executive Members:

Alison Dennis, 2020-21 District Vice-President	Susan Thorpe, 2020-21 Health & Safety Officer
Divina Hogan, CPAC Chair	Pamela Linklater, 2020-21 Education Services Chair
Lisa Elminowski, Equity and Diversity Chair	

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

5. **LAND ACKNOWLEDGEMENT**

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, wampum beads are most commonly made from the Quahog, a round clam shell, the word wampum comes from the Algonquin term for the shells. While it is called Ote-ko-a in the Seneca language, wampum is the most widely recognized term. The process of making the wampum beads is arduous. Once acquired, the shell was broken into white or purple cubes. White wampum signifying peace while purple relates messages of more serious or political matters.

6. **APPROVAL OF AGENDA**

BIRT the agenda be approved.

Moved by:
PROCEDURE 2021-01

Seconded by:

7. **APPROVAL OF APPENDIX A - MINUTES OF THE DISTRICT AGM OF MAY 9, 2019**

BIRT the minutes of May 9, 2019 be approved.

Moved by:
PROCEDURE 2021 - 02

Seconded by:

8. **APPROVAL OF APPENDIX B - MINUTES OF THE DISTRICT AGM OF OCTOBER 21, 2020**

BIRT the minutes of October 21, 2021 be approved.

Moved by:
PROCEDURE 2021 – 03

Seconded by:

9. **BUSINESS ARISING FROM THE MINUTES OF THE DISTRICT AGM OF OCTOBER 21, 2020**

10. DISTRICT EXECUTIVE 2021-22

10.1 Presentation of Candidates Acclaimed to District Executive Positions

As per Bylaw 4.4.11 of the District Constitution, the following District nominees have been elected by acclamation:

District Executive	
President	Crystal Watson
Vice President	Jennifer Fox
District Officer	Tanya Crosbie
Secretary	Jesse Langevin
Treasurer	Kris Ross
Educational Services Committee Chair	Susan Thorpe
Committee for Equity and Diversity Chair	Lisa Elminowski
Communications and Political Action Chair	Divina Hogan
District Health and Safety Officer	Contested

10.2 Candidates for Contested Positions and Speeches

4.4.7 All candidates nominated in accordance with the Bylaws and standing for election shall have the opportunity for a brief speech at the Annual General Meeting, if multiple candidates exist for a position

4.4.7.1 When multiple candidates exist for one position, the order of speeches shall be determined by lot

4.4.7.2 Speeches shall not exceed five (5) minutes in duration

District Health and Safety Officer Candidates	Scott Pepper Susan Thorpe
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10.3 Other Executive for 2021/2022, as reported by the Bargaining Units:

Teacher Bargaining Unit	
President	Adrienne McEwen
Vice President (2 positions)	Contested
Secretary	Jeannie Wallace
Treasurer	Erin Thibodeau
Chief Negotiator/Contract Maintenance Officer	Elpis Law
Grievance Officer	Elpis Law
TBU CBC Chair <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>	TBD
TBU Council Representative <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>	TBD

Occasional Teacher Bargaining Unit	
President	Elaine Warner-Laxton
Vice President	Eric Rylands
Secretary	Thomas Hopkins
Treasurer	Louise Lanctot
Chief Negotiator	Louise Lanctot
Grievance Officer	Louise Lanctot
Health & Safety Representative	Susan Thorpe
Education Services Representative	John Bouwers
Communications & Political Action Representative	Ralph Wightman
Equity & Diversity Representative	Jennifer Fox

Professional Student Services Personnel	
President	Stephanie Sheeler
Vice President	Kathryn Stewart
Secretary	<i>Vacant</i>
Treasurer	<i>Vacant</i>
Chief Negotiator	Elaine Gribbin
Grievance Officer	<i>Vacant</i>
Health & Safety	<i>Vacant</i>
PSSP Members-At-Large	C.J. Kenney <i>Vacant (3)</i>

11. AWARDS PRESENTATION

11.1 Awards

Rhonda Kimberley-Young Award: [REDACTED]

Marjorie Laphen Award of Merit: [REDACTED]

The Gordie Award: [REDACTED]

The Volunteer Recognition Award: [REDACTED]

The New Member Award: [REDACTED]

OSSTF Honourary Membership: [REDACTED]

(Presented at the TBU AGM)

NEW Award – Inclusive Educator Award: [REDACTED]

11.2 Roll Call of Retirees 2021-22

Elizabeth Caddell <i>Glengarry DHS</i>	Frank Kotsovolos <i>Perth DCI</i>	Mike Moore <i>North Dundas DHS</i>
Belinda Choi <i>TR Leger – Cornwall</i>	Judy Lamarche <i>Tagwi SS</i>	Colin Murdock <i>Brockville CI</i>
Clem Di Stefano <i>Char-Lan DHS</i>	Janice Longo <i>TR Leger - Prescott</i>	Christine Must <i>TR Leger – Smiths Falls</i>
John Grayson <i>Tagwi SS</i>	Penny McClintock <i>PSSP</i>	Heather Purdy <i>St. Lawrence SS</i>
Richard Hargreaves <i>Thousand Islands SS</i>	John McKenney <i>Smiths Falls DCI</i>	Peggy Séguin <i>Tagwi SS</i>
Valerie Hart <i>PSSP</i>	Walter Molleson <i>Thousand Islands SS</i>	David Spencer <i>Tagwi SS</i>
Stuart Henderson <i>Thousand Islands SS</i>		Peter Yerdon <i>Thousand Islands SS</i>

11.3 25-Year Service Pin Recipients

Chantal Armstrong <i>Char-Lan DHS</i>	Bev Garvin <i>Smiths Falls DCI</i>	Sheila MacIntyre <i>Cornwall CVS</i>
Shelley Bulloch <i>PSSP</i>	David Haley <i>Cornwall CVS</i>	Lisa Rice <i>Rideau DHS</i>
Brent Daye <i>North Dundas DHS</i>	Holly Henderson <i>North Dundas DHS</i>	Mark Willock <i>Glengarry DHS</i>

12. SRC REPORT

See Appendix C

BIRT the District endorse the Services Review Ad Hoc Committee Report.

*** Endorsed by District Executive

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

PROC–2021-04

Services Review Ad Hoc Committee

13. CONSTITUTIONAL AMENDMENTS & OTHER RESOLUTIONS

13.1 Budget Resolutions/Miscellaneous Motions

BIRT a new budget line “District Executives’ Union Work” be established with an allocation of \$2,000 to allow members of District Executive, not currently on union full- or part-time release and not covered by other budget lines, to receive one paid union time-release day per federation year.

***Rationale:** As a union, we continue to struggle with member engagement and engaging our members to take on leadership roles to do the very necessary work of our union on behalf of all members. The pandemic has highlighted the need for volunteers in many organizations but also highlighted for many people the value of time, to reassess how they spend their time and with whom. To entice members to step up to these roles and show appreciation for the countless hours that they put into these positions, we wish to grant them one paid day off over the federation year.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BUDGET–2021-01

COST: \$2,000

13.2 Constitution Amendments

11.1 Articles of the Constitution may be established, amended or rescinded at the District Annual General Meeting by a three-quarters vote of those members present, eligible to vote and voting.

11.2 Bylaws of the Constitution may be established, amended or rescinded at the District Annual General Meeting by a two-thirds vote of those members present, eligible to vote and voting.

BIRT bylaw 4.1 and Bylaw 4.2 be amended by the following:

- Bylaw 4.1 with the deletion of “in each year” and substituted with “bi-annually, on even years”
- Bylaw 4.2 with the deletion of “one” and substituted with “two”

4.1 The following shall be elected prior to May 15th ~~in each year~~ **bi-annually, on even years**, and shall assume office at the beginning of the next Federation Year (July 1);

4.1.1 the District President;

4.1.2 the District Vice President,

4.1.3 the District Secretary,

4.1.4 the District Treasurer,

4.1.5 the District Officer,

4.1.6 the Communication / Political Action Officer,

4.1.7 the Educational Services Officer,

4.1.8 the District Health and Safety Officer,

4.1.9 the Equity and Diversity Officer. (A.12)

4.2 The term of office for all positions in Bylaw 4.1 shall be ~~one~~ **two** years.

Moved by: Kris Ross

Seconded by: Crystal Watson

BYLAW–2021-01

BIRT bylaw 4.4.2 be amended by substitution to read, "In order to run for any position, the candidate must complete the Elections Nomination for District 26 Executive Positions Form."

4.4 Elections at the Annual General Meeting

- 4.4.1 The District President shall, prior to March 31st in each year, invite nominations to all available District positions outlined in bylaw 4.1 and post nomination forms on the District website.
- ~~4.4.2 In order to be nominated for any position, the candidate must complete the District nomination form and submit it to the District Office.~~
- 4.4.2 In order to run for any position, the candidate must complete the Elections Nomination for District 26 Executive Positions Form.**
- 4.4.3 Nominations for vacant positions must be received not later than 4:00 PM seven (7) working days prior to the date of the District Annual General Meeting.
- 4.4.4 It is the sole responsibility of the candidate to ensure that nomination materials are properly completed, received and filed with the District Office prior to the closing of nominations
- 4.4.5 Distribution of campaign literature shall be the sole responsibility of the candidate, at their sole expense. (A.13)
- 4.4.6 Members running for election who are on full-time release shall not use regular office hours and resources to produce or distribute campaign materials, or to solicit members for support.
- 4.4.7 All candidates nominated in accordance with the Bylaws and standing for election shall have the opportunity for a brief speech at the Annual General Meeting, if multiple candidates exist for a position
 - 4.4.7.1 When multiple candidates exist for one position, the order of speeches shall be determined by lot
 - 4.4.7.2 Speeches shall not exceed five (5) minutes in duration
- 4.4.8 Candidates shall not distribute literature to members, post campaign materials in OSSTF work sites, or solicit membership support in the period between the adjournment of the District Annual General Meeting and the announcement of the ballot results.
- 4.4.9 Election shall be by plurality vote by secret ballot, by those eligible to vote and voting, in all work sites within one week of the District Annual General Meeting. (A.18)
- 4.4.10 A Chief Returning Officer, who is not a candidate for any District position, shall be appointed by the District Executive prior to the District Annual General Meeting to oversee the election process.
- 4.4.11 In the event that only one name is put up for a position, the Chair of the District Annual General Meeting shall declare that nominee elected by acclamation at the District Annual General Meeting.
- 4.4.12 No nominations shall be accepted from the floor at the District Annual General Meeting.
- 4.4.13 In the event that no nominations are received for a position in accordance with Bylaw 4.4.3, the District Executive shall solicit nominations and appoint to the available position. This process shall begin after the results of all pending ballots, as described in bylaw 4.4.9, have been made public.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW-2021-02

Services Review Ad Hoc Committee

BIRT bylaw 4.4 be amended by the following:

- Addition of new subsection to read, “4.4.X The District Executive will set a budget cap of the candidate’s total spending on campaign expenses; equitable as per proportional representation of the position; set by District Executive annually at the time of the call for nominations.”
- Addition of new subsection to read, “4.4.Y The display and distribution of campaign materials at the District Annual General Meeting shall be the sole responsibility and discretion of the candidate.”

4.4.X The District Executive will set a budget cap of the candidate’s total spending on campaign expenses; equitable as per proportional representation of the position; set by District Executive annually at the time of the call for nominations.

4.4.Y The display and distribution of campaign materials at the District Annual General Meeting shall be the sole responsibility and discretion of the candidate.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW–2021-03

Services Review Ad Hoc Committee

BIRT BYLAW-2021-04, BYLAW-2021-05, BYLAW-2021-06, BYLAW-2021-07, BYLAW-2021-08, BYLAW-2021-09 to be considered en bloc.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

PROC–2021-05

Services Review Ad Hoc Committee

BIRT bylaw 4.4.4 be amended by substitution to read, “It is the sole responsibility of the nominee to ensure that nomination materials are properly completed, received, and filed with the Elections Officers prior to the closing of nominations.

~~4.4.4 It is the sole responsibility of the candidate to ensure that nomination materials are properly completed, received and filed with the District Office prior to the closing of nominations~~

4.4.4 It is the sole responsibility of the nominee to ensure that nomination materials are properly completed, received and filed with the Elections Officers prior to the closing of nominations.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW–2021-04

Services Review Ad Hoc Committee

BIRT bylaw 4.4 be amended by the addition of a new subsection to read:

4.4.X The Elections Officers shall provide a copy of the section regarding District Elections from the District 26 Policies and Procedures Manual directly to each nominee.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW–2021-05

Services Review Ad Hoc Committee

BIRT bylaw 4.4.5 be amended by substitution to read, “District-wide distribution of campaign literature preceding the District Annual General Meeting shall be conducted via the Elections Officers to maintain equity of access and minimal environmental impact.”

~~4.4.5 Distribution of campaign literature shall be the sole responsibility of the candidate, at their sole expense. (A.13)~~

4.4.5 District-wide distribution of campaign literature preceding the District Annual General Meeting shall be conducted via the Elections Officers to maintain equity of access and minimal environmental impact.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW–2021-06

Services Review Ad Hoc Committee

BIRT bylaw 4.4.5 be amended by the addition of the following new subsections to read:

- 4.4.5.1 All campaign literature shall be distributed electronically by the Elections Officers or a designated District 26 webmaster for members to review.
- 4.4.5.2 A communication shall be sent to all members announcing new nominations as per the Policies and Procedures for District Elections.
- 4.4.5.3 No other campaign materials shall be produced and/or distributed by candidates directly during the campaign period prior to the District Annual General Meeting.
- 4.4.5.4 Candidates may communicate directly with members electronically, but they are not permitted to use school board or OSSTF distribution lists to do so. Candidates may use the list of local branch stewards and OTBU/PSSP presidents (to be provided by the District Office upon request) to distribute campaign messages. No candidate shall have access to posting on official District 26 social media for campaign purposes.
- 4.4.5.5 Unless it is in direct contravention to any of the OSSTF standards of professional behaviour, it shall not be the Election Officers’ or district webmaster’s place to edit or censor the submitted campaign materials in any way.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW–2021-07

Services Review Ad Hoc Committee

BIRT bylaw 4.4.10 be amended by substitution to read, "Two Elections Officers (a designated Chief and Deputy) shall implement and oversee the election process."

~~4.4.10 A Chief Returning Officer, who is not a candidate for any District position, shall be appointed by the District Executive prior to the District Annual General Meeting to oversee the election process.~~

4.4.10 Two Elections Officers (a designated Chief and Deputy) shall implement and oversee the election process.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW-2021-08

Services Review Ad Hoc Committee

BIRT bylaw 4.4.10 be amended by the addition of the following new subsections to read:

4.4.10.1 The District Office Manager shall act in the role of the Chief Elections Officer.

4.4.10.2 The role of the Deputy Elections Officer will be selected by District Executive. The role can be filled by an active member (who is not running for any District Executive or Bargaining Unit Executive position in the current election), a lifetime member, or the provincial CPAC liaison or provincial designate.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW-2021-09

Services Review Ad Hoc Committee

BIRT the motions contained in PROC-2021-05 be approved.

Moved by: Lisa Elminowski

Seconded by:

PROC-2021-06

Services Review Ad Hoc Committee

BIRT bylaw 11.1 be amended by a new subsection to read “11.1.10 represent the District on the Joint Health and Safety Committee.”

Bylaw 11: Duties of the District Officer

11.1 The District Officer shall:

- 11.1.1 assist members with general questions and concerns;
- 11.1.2 be an ex-officio member of all Bargaining Unit Executives, Committees and Councils;
- 11.1.3 assist the Bargaining Unit Grievance Officers as required;
- 11.1.4 assist members with queries regarding pension, benefits, LTD and leaves of absence;
- 11.1.5 assist with the general operations of the District office;
- 11.1.6 assist Bargaining Units with collective bargaining matters;
- 11.1.7 be a signing authority for the District;
- 11.1.8 liaise with the Provincial OSSTF;
- 11.1.9 perform duties as assigned by the District Executive;
- 11.1.10 represent the District on the Joint Health and Safety Committee.**

Moved by: Adrienne McEwen

Seconded by: Elpis Law

BYLAW–2021-10

BIRT bylaw 12.3.1.2 be amended by the following:

- deletion of “2 members” and substituted by “1 member”
- deletion of “OSSTF Representatives” and substituted by “an OSSTF Representative”
- addition of “alongside the District Officer.”

12.3 In addition to the above,

12.3.1 the District Health and Safety Officer shall:

12.3.1.1 represent the District on the Joint Employer/Employee Health and Safety Committee;

12.3.1.2 recommend to the District Executive, prior to the first meeting of the Joint Employer/Employee Health and Safety Committee each year, ~~2 members~~ **1 member** of the District Health and Safety Committee to serve as ~~OSSTF Representatives~~ **an OSSTF representative** to the Joint Committee **alongside the District Officer.** (A.16)

12.3.1.3 make reports to the District Executive on behalf of the Joint Employer/Employee Health and Safety Committee.

12.3.2 the Equity and Diversity Officer shall fulfill the duties of the District Status of Women Officer and the District Human Rights Officer, as required in the bylaws of OSSTF. (A.12)

Moved by: Adrienne McEwen

Seconded by: Elpis Law

BYLAW–2021-11

BIRT bylaw 15.3 be amended by the following:

- insertion of “voting” into subsection 15.3.1
- deletion of “on time release” and substitution of “, or who has sat on an Executive in the last two years” in subsection 15.3.1.2
- insertion of “voting” in subsection 15.3.1.2

Bylaw 15: Services Review Committee

15.3 The committee shall be structured accordingly:

15.3.1 The committee shall consist of a maximum of seven **voting** members:

15.3.1.1 Priority shall be given that at least one member of the committee should be selected from each Bargaining Unit within the District. (A.16)

15.3.1.2 No member of a Bargaining Unit Executive or District Executive, **or who has sat on an Executive in the last two years** ~~on time release~~ shall be a **voting** member of this committee.

15.3.2 The committee shall elect a chair from amongst its voting members at their first meeting. (A.18)

*** Endorsed by District Executive

Moved by: Kris Ross

Seconded by: Alison Dennis

BYLAW–2021-12

NOTE: If carried, BYLAW-2021-14 is out of order.

BIRT bylaw 22 be amended by the following:

- Bylaw 22.4 be amended by substitution to read “A member on full time release may claim mileage for travel from home school to the office minus their mileage from home-to-home school to a maximum of \$6000 at the established district mileage rate.”
- A new subsection be added as Bylaw 22.4.1 to read “Mileage claims must be submitted and reimbursed as part of monthly expenses.”
- Bylaw 22.5, 22.6, 22.7 be deleted.

Bylaw 22: Mileage and Expenses

22.1 The District shall reimburse members for expenses incurred in carrying out their Federation responsibilities in accordance with the Provincial OSSTF Expense Guidelines.

22.2 Notwithstanding Bylaw 22.1, the District shall reimburse for mileage at a rate established by the District Executive.

22.3 A member on full time release may claim mileage for travel from the office on Federation business.

~~22.4 No member on full time release may claim mileage for travel between home and the District Office on regular work days.~~

22.4 A member on full time release may claim mileage for travel from home school to the office minus their mileage from home-to-home school to a maximum of \$6000 at the established district mileage rate.

22.4.1 Mileage claims must be submitted and reimbursed as part of monthly expenses.

~~22.5 Notwithstanding 22.4, 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)~~

~~22.6 The District Executive will make a decision on any such requests received and respond in writing within five work days of the meeting at which the request was considered.~~

~~22.7 The District Executive has the sole discretion for approving or denying any such requests.~~

22.8 Expenditures for mileage and expenses for District business must be funded from the District Budget Allocations.

Moved by: Kris Ross

Seconded by: Chantal Séguin

BYLAW-2021-13

NOTE: If BYLAW-2021-13 is defeated, BYLAW-2021-14 stands.

BIRT bylaw 22.4 be amended by substitution to read, "A member on full-time release may claim mileage for travel from home to the office, minus their mileage from home to home school, to a maximum of \$5625 per school year at the established District mileage rate."

~~22.4 No member on full time release may claim mileage for travel between home and the District Office on regular work days.~~

22.4 A member on full-time release may claim mileage for travel from home to the office, minus their mileage from home to home school, to a maximum of \$5625 per school year at the established District mileage rate.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW-2021-14

Services Review Ad Hoc Committee

BIRT bylaw 22.4 be amended by the addition of new subsections to read:

- 22.4.1 The amount granted under 22.4 shall have a maximum cap of $(x - 2ny)(z)$, where x is the total mileage the applicant has travelled from home to office or office to home (that has not been claimed under any other budget line); n is the number of school days; y is the distance of the applicant's home from their home school; and z is the current District mileage rate.
- 22.4.2 Mileage claims must be submitted and reimbursed as part of the member's monthly expenses.
- 22.4.3 Should an applicant not provide the information sufficient to calculate their claim, or if the calculation gives a negative value, the cap shall be treated as a value of 0.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW-2021-15

Services Review Ad Hoc Committee

BIRT bylaw 22.5 be removed.

~~22.5 Notwithstanding 22.4, 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: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW-2021-16

Services Review Ad Hoc Committee

BIRT bylaw 22.6 be amended by substitution to read, "The District Executive shall review these mileage claims as part of each Treasurer's Report to verify the expenses and monitor their usefulness in making release positions more accessible to those living further from the District office than their home school."

~~22.6 The District Executive will make a decision on any such requests received and respond in writing within five work days of the meeting at which the request was considered.~~

22.6 The District Executive shall review these mileage claims as part of each Treasurer's Report to verify the expenses and monitor their usefulness in making release positions more accessible to those living further from the District office than their home school.

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW-2021-17

Services Review Ad Hoc Committee

BIRT bylaw 22.7 be amended by substitution to read, "In the event that District Executive has concerns with these mileage claims, the Treasurer and Office Manager shall inquire with the person in question, and make necessary amendments (including deducting overages in payment from future expense claims, if applicable)."

~~22.7 The District Executive has the sole discretion for approving or denying any such requests.~~

22.7 In the event that District Executive has concerns with these mileage claims, the Treasurer and Office Manager shall inquire with the person in question, and make necessary amendments (including deducting overages in payment from future expense claims, if applicable).

Moved by: Lisa Elminowski

Seconded by: Ralph Wightman

BYLAW-2021-18

Services Review Ad Hoc Committee

LATE MOTIONS

BIRT a district reserve fund be created, called Relocation and Renovation Reserve Fund, with a maximum value of \$75,000.

Moved by: Kris Ross

Seconded by: Tanya Crosbie

BUDGET-2021-02

BIRT Bylaw 3.4 be amended with the addition "Relocation and Renovation Reserve Fund".

3.4 The District Treasurer shall establish, on behalf of the District, separate long-term reserve accounts invested in appropriate financial instruments, which shall be known as the Operating Reserve Fund, Office Furniture and Equipment Reserve Fund, Succession Planning and Training Reserve Fund, Strike Contingency Fund, Relocation and Renovation Reserve Fund, and Extraordinary Expense Contingency Fund. (A.15)

Moved by: Kris Ross

Seconded by: Tanya Crosbie

BUDGET-2021-02

BIRT the District Executive engage the Services Review Committee in the fall of 2021 to investigate, review, and report the intricacies of a merge between the teacher bargaining unit and the occasional teachers bargaining unit of district 26. A report will be presented back to the District Executive no later than March 31, 2022.

Moved by: Jennifer Fox

Seconded by: Maressa Durocher

MAC-2021-02

14. REPORT OF THE TREASURER AND PRESENTATION OF THE 2021-2022 BUDGET

Acct. #	ACCOUNT NAME	2020-2021			2021-2022
		Budget	Actual	Forecast	Proposed Budget
REVENUE					
4100	Rebate - OSSTF PRO'V'L OFFICE	233,205	17,733	233,205	226,205.00
4300	Summer Leadership BM Reduction	(1,250)		(1,250)	(1,250.00)
4500	Levy	130,000	90,114	111,806	130,000.00
4501	E I Rebate (FTE based)	55,859	59,870	59,870	55,859.00
4504	2010 PD Account	10,945	1,926	3,000	10,945.00
4800	Interest from Reserves	11,000	39,266	50,000	20,000.00
4900	TSF from Operating Reserve Fund	27,414			33,024.10
4905	Furniture & Equipment Reserve Fund				
4906	Training & Succession Fund				
4905	OTBU PD Account	3,000	6,000.00	6,000.00	6,000.00
4506	OTIP Sponsorship	17,000		17,000	17,000
TOTAL REVENUE		487,173	214,909	479,631	497,783.10

District AGM Documents and Working Minutes May 6, 2021

EXPENSE					
DISTRICT EXPENSES		Budget	Actual	Forecast	Proposed Budget
5050	DE Pres & Officer Business travel	2,000	356.40	500	2,000
5051	D26 Officer Travel Allowance Bylaw	5,625			5,625
5100	D26 Pres & Officer Business Meals	550			550
5125	District Exec Conference Calls	200	-		-
5150	District Exec Meetings, kms & meals	3,000	271.46	350	3,000
5215	DE District Officer Salary & Benefits	68,943	31,385	68,943	71,256
5245	Pre-AMPA meeting or call	110	-	-	110
5250	AMPA	6,200	3,303	6,200	6,200
5310	Retirement Gifts	850	304	850	850
5315	Donations	1,600	1,250	1,600	1,600
5316	Memorial Donations	-	500.00	500	575
5317	Benevolent Fund		750	750	5,000
5322	Conferences (CBC local & Prov PSC, & L'ship)	10,000	898	1,300	10,000
5327	Health & Safety Committee	1,700	280	400	1,700
5330	Worksite Events (\$5 / member / yr)	2,500	152	2,000	4,000
5340	Membership Involvement	1,500			1,500
5350	AGM Awards	1,000	271	1,000	1,000
5360	AGM	15,603	3,383	8,000	8,000
5370	SS Grad Bursaries (25 x 500)	12,500	12,500	12,500	12,500
5400	CPAC	8,800	2,408	8,000	8,800
5405	Coalition Memberships	500	497	497	500
5410	CfED (Committee for Equity & Diversity)	6,000	4,500	6,000	6,000
5425	Services Review Committee	-	75	75	-
5426	Pension & Benefits Workshops	800			800
5430	ESC (Education Services)	7,370	45	3,500	7,370
5438	Reserve Fund Committee	200	-	-	200
5480	Strike fund donations	250			250
	Ad-Hoc Committee Office Relocation				1,000
	Ad-Hoc Committee Policies and Procedures				1,000
	OTBU PD Fund				6,000
SUB-TOTAL DISTRICT EXPENSES		157,801	63,130	122,965	167,386

OFFICE EXPENSES		Budget	Actual	Forecast	Proposed Budget
5510	Office Rent	52,300	39,569	47,039	52,300
5520	Office Supplies	2,500	2,190	2,500	2,500
5530	Office Phone (Rogers & Cogeco)	7,200	4,648	7,200	9,400
5535	Office Internet (domain name hosting)		-		-
5540	Office Services	6,200	5,826	6,200	6,200
5550	Office Licensing & subscriptions	2,000	3,247	3,500	2,500
5560	Office Equipment	500	1,883	1,883	500
5570	Office Library	-			-
5580	Office Misc		-		
SUB-TOTAL OFFICE EXPENSES		70,700	57,363	68,322	73,400

TBU EXPENSES		Budget	Actual	Forecast	Proposed Budget
5610	TBU Meals (Board, PO & TBU Meetings)	2,000	145	400	1,000
5615	TBU Exec Conference Calls				-
5620	TBU Travel (Board, PO & TBU Meetings)	5,500	566	700	3,500
5625	TBU Branch Rep Training	3,300		-	3,300
5630	TBU Council	4,000	190	2,000	3,000
5635	TBU Pres/Ch. Neg. Commute bylaw	11,250		-	11,250
5640	TBU Misc. expenses		50	50	-
5645	TBU Branch Steward Release Time	5,500		1,032	11,000
5650	TBU Pres. salary/benefits	68,943	31,385	68,943	71,256
5320	TBU Chief Neg. salary/benefits	68,943	31,385	68,943	71,256
5321	TBU Grievances	1,000		-	1,000
5323	TBU CBC Meetings	4,000	194	1,000	2,500
5324	TBU Negotiations	7,500	669	2,000	5,000
SUB-TOTAL TBU EXPENSES		181,936	64,585	145,068	184,062

PSSP EXPENSES		Budget	Actual	Forecast	Proposed Budget
5710	PSSP Conference Calls				
5711	PSSP Meals	1,700		-	1,700
5712	PSSP Travel	2,500		-	2,500
5713	PSSP Meetings Other	800	1,050	1,050	800
5714	PSSP Negotiations / Grievances	5,000	53	200	2,500
5715	PSSP AGM	-	-	-	-
5720	PSSP Conferences / Workshops	1,000	-	1,000	1,000
SUB-TOTAL PSSP EXPENSES		11,000	1,103	2,250	8,500

SALARY EXPENSES		Budget	Actual	Forecast	Proposed Budget
5810	Office Manager Wages (Net Pay)	38,136	29,991	41,668	38,674
5820	Office Manager CPP	1,845	1,491	2,202	1,800
5830	Office Manager EI	605	663	931	900
5835	Office Manager Pension	3,200	2,699	3,750	3,750
5840	Office Manager OTIP/ Benefits	4,000	2,329	3,251	4,121
5841	Office WSIB Office Manager cost	300	136	200	200
SUB-TOTAL OFFICE EXPENSES		48,086	37,309	52,002	49,445

OT EXPENSES		Budget	Actual	Forecast	Proposed Budget
5910	OT Meetings	2,200	100	100.00	2,140
5911	OT Communications			-	
5912	OT Executive Release Days	6,600	2,718	6,600	7,000
5913	OT Sector Council Rep				
5914	OT Travel	850			850
5915	OT Miscellaneous	-	-	-	-
5916	OTBU PD Fund	3,000	4,800	6,000	
5917	OT Conference Calls				
5918	OT Negotiations/Grievances	5,000	1,035	1,500	5,000
SUB-TOTAL OCCASIONAL EXPENSES		17,650	8,653	14,200	14,990
TOTAL EXPENSES		487,173	232,143	404,807	497,783

BIRT the budget for 2021-2022 be approved.

Moved by: Kris Ross

Seconded by:

Adrienne McEwen

RESOLUTION – BUDGET 2021-04

15. **REPORT OF PROVINCIAL EXECUTIVE:** Dave Warda

16. **REPORTS OF THE OFFICERS:**

16.1 TBU President Report – Adrienne McEwen – *Pages 21 & 22*

16.2 Occasional Teachers' President Report - Elaine Warner-Laxton – *Pages 23 & 24*

16.3 District Officer Report – Tanya Crosbie – *Pages 25 & 26*

16.4 Communications and Political Action Chair Report – Divina Hogan – *Page 27*

16.5 Educational Services Chair Report – Pamela Linklater – *Page 28*

16.6 Health and Safety Officer Report – Susan Thorpe – *Pages 29 & 30*

16.7 Equity and Diversity Chair Report – Lisa Elminowski – *Pages 31*

17. **OTHER BUSINESS**

18. **ADJOURNMENT**

REPORTS

16.1 TBU PRESIDENT REPORT – ADRIENNE MCEWEN

2020-2021 TBU Executive

Without a doubt, I believe that this year's TBU Executive has worked harder than any TBU executive in the history of this District. Heavy discussions around negotiations, issues of remote learning, health and safety, mental health of members, and overall morale dominated an extensive number of executive meetings. I wish to personally thank each member of this executive.

Thank you to **Tanya Crosbie** for her passion in addressing the needs of TBU members with accommodations and her unwavering fight for the health and safety of our members.

Alison Dennis' participation on our local negotiations team made sure that the voice of small schools was heard, and that v-learning was stopped dead in its tracks.

Jennifer Gilbert's assistance with understanding crises that stewards are facing at schools gave us a harsh look at the realities of teaching during this pandemic.

Elpis Law's commitment to negotiating our collective agreement and enforcing our collective agreement ensured that the board's ability to implement changes was reduced and the board is now facing multiple grievances due to Elpis' commitment to following up and pushing for accountability.

Chantal Seguin was vital in providing a large school perspective to our committee and assisted us with resolving prep coverage issues and addressing inequities in the workplace.

Pamela Linklater's strong voice during this challenging time was very much appreciated, as it gave the executive pause to think about the impact of the workload on teachers' morale and encouraged us to continue our fight to support members.

Crystal Watson was not only a District President, but also a strong voice for TBU in both negotiations and in our executive body. She fought hard for recognition of mental health issues with our members and provided insight not only for us to use at the negotiating table, but in our conversations with senior management and trustees.

Jeannie Wallace kept us on track and allowed us to record minutes of our many meetings. This was critical in helping us track the progression of issues and for us in the office to create action items to address.

Kris Ross' attention to our budget this year was important as we underspent based on previous years. In addition, her previous voice on SRC lent a historic lens to our discussions and established a sense of past practice and values going forward.

On behalf of the membership, I thank you for all the time you dedicated to TBU, as we realize that the time spent with us took away from spending time with your families.

TBU Council / CBC

I wish to recognize the efforts of our Stewards and CBC representatives this year. Coming off a very demanding year of strike action and pandemic response, stewards and CBC reps attended additional meetings voluntarily on their own time – these meetings focused on negotiations, immediate responses to issues in schools due to pandemic-changing work conditions, surveys of member morale and workload conditions, double the in-school staffing meetings, and much more. Their work is often behind the scenes and involves a lot of conflict resolution, which can be tiring in the best of times. On behalf of the membership – thank you for all that you do to enable each voice to be heard.

Meetings with UCDSB

There were many meetings with the Board - too many to mention. The focus of these meetings included: teaching and learning from home, staffing, inequities, resources, teacher morale, human resources, negotiations, privacy concerns, SST, school structure and timing, class caps, and much more. We met with the board for many *consultations*, but I feel like most of these consultations did not provide us the ability to make change to benefit members. For many things, the board made plans and presented us with these plans in final format. We were often left in reactive situations and as a result, a record number of grievances have been filed on your behalf.

School Visits

In the fall, we tried as best we could to get out to schools. Due to health unit restrictions, this was not possible in April. In efforts to connect more with the membership, we held town hall virtual meetings which gave us a pulse of what was happening on a larger scale in the district. Our goal is to visit schools in person in May or June should health restrictions be lifted.

16.2 OTBU PRESIDENT REPORT – ELAINE WARNER-LAXTON

Well, another “interesting” year!

We began September with “quadmesters,” and it took a lot of discussion and trial and error to figure out how to pay LTO’s. Most pays were not properly reconciled until March!!

The first year of benefits for some LTO’s also had some growing pains. The Board and OTIP couldn’t seem to figure it all out until well into the second quadmester. A huge thanks goes out to the District 26 District Officer, Tanya Crosbie, who patiently worked things through with OTIP for the LTO’s and for the part-time LTO combined with some contract work. I am hoping things go more smoothly in the fall.

To me, the most devastating news was the loss of Reg 274 which guaranteed qualifications and seniority as the most important in hiring to the Roster, to LTO jobs, and to contract positions. The new guideline, PPM 165, is disturbingly vague about who gets the job! I, along with other OT Presidents and OT Chief Negotiators, am doing what I can to see what can be done in the next round of negotiations, which is only 18 months away.

However, there is some good news – a new local contract with several excellent improvements including fewer days to an LTO, improved experience credit, increased PD money, and access to EFAP to name just a few. And although we did give in to the Board’s request for 3 days to stay on the Roster, we managed to retain the 3 hours notice of cancellation, even on snow days. Considering that in recent years we have had 10 snow days or more, that represents a huge bonus for daily OT’s. Louise Lanctot deserves a huge applause for her excellent negotiation skills.

I would also like to thank the rest of the OT Executive: Eric Rylands, Susan Thorpe, Thomas Hopkins, Ralph Wightman, and John Bouwers. They are so often the eyes and ears out in the schools and provide me with invaluable information about the right and wrong of what is happening.

As I write this at the end of April, I don’t know what the next few months will bring in terms of what is happening in classrooms (or not), but I hope that, come September, we will all be vaccinated and can return to perhaps a more normal world. Time will tell.

As always, I encourage members to reach out to me (or anyone else on the Exec) with any problems or concerns. Most days, I am near my computer and my phone; don’t hesitate to contact me, even over the summer. Relax. Stay safe.

Respectively submitted,
Elaine Warner-Laxton

16.3 DISTRICT OFFICER REPORT – TANYA CROSBIE

Member Wellness during COVID-19

This school year has been a strain on many members' mental health. Over the year, OSSTF has provided links to resources and webinars to help members self-monitor and prioritize their own wellness. We have also been actively lobbying the board all year to do more to address worker wellness, but unfortunately have received only very minor successes. As another way to help address member wellness, several members have accessed sick leave either on a part-time or full-time basis, for either a short-term or long-term, and I have assisted them in arranging such an accommodation/leave.

In addition to mental health-related to current working conditions, I am sad to report there has been a higher than normal influx of members having to access extended sick leave and LTD due to other serious health crises (e.g. cancer, MS, auto-immune disorders). The LTD application process continues to be taxing on members who are in need and has been made worse this year as OTIP is experiencing an extensively heightened number of claims, resulting in even further delays to members receiving decisions on their claims. We are working through Province to try to get the LTD process improved, but since this is a systemic matter related to insurance carriers, it may take quite some time to see changes.

Workplace Accommodations

Providing the most appropriate and respectful workplace accommodations continue to be a struggle for UCDSB. It is very clear that they aim to do the bare minimum, only accommodating limitations and restrictions that they are legally obligated to and continue to follow a process that demoralizes employees. OSSTF has met with UCDSB on various occasions to address concerns, but often the board hides behind their procedure-focused approach to accommodations.

On a positive note, UCDSB did take our feedback on providing employees with a sample Abilities form along with guiding points to help recognize some problems around form completion and communicating to employees their right to involve their union rep as well as rights to an accommodation meeting. As part of the local TBU agreement, we will meet with UCDSB again to further discuss our concerns regarding their failure to follow the Duty to Accommodate.

Health and Safety

Together with our other UCDSB union affiliates, we lobbied hard throughout this year to get UCDSB to do better to protect their workers during a pandemic. It was extremely difficult to get UCDSB to budge from only doing what was required by the Ministry of Education, and therefore we only saw small improvements. We had the MOL visit four of our schools over the school year to address various problems, unfortunately, the changes we were hoping for were not implemented by the MOL. I continue to assist members with Health and Safety Concerns at the school level when issues arise.

PD Funding Applications

This school year, the TBU PD fund has been underutilized due to the overwhelming workload experienced by many members and the lack of in-person conferences to attend. If you did attend some form of PD this school year (not paid for by UCDSB) or completed a non-credit, AQ or ABQ course, please consider putting in an application before June 4, 2021. Details can be found on our website, www.osstf26.com. If a course/workshop/conference occurs in the summer that it will be considered part of the 2021-22 school year.

S.T.E.P. Initiative

The School Council and Trustee Empowerment Plan team has been finalized and I am excited to announce that the following D26 members will be spearheading this initiative: Jim Palmer, Pamela Thompson, Brandon Coleman, Ronald Holla, Tara Legacy and Danielle Shoniker. As I write this, we are in the process of scheduling our first team meeting to begin shaping our D26 S.T.E.P. with further follow-up next school year. More exciting details to come.

16.4 COMMUNICATIONS AND POLITICAL ACTION CHAIR REPORT – DIVINA HOGAN

Greetings from the D26 Communications & Political Action Committee! Although this has continued to be an unusual year in terms of what we have been able to actually organize and do, our dedicated CPAC members, both in-person and online, have still remained active with achieving some of our key goals: keeping all forms of communication open, relevant and accessible for all our members; keeping people informed about dialogues on education-based issues and workplace concerns; and supporting and engaging our members with our Union and with educational activism.

This past fall, we had the privilege of receiving and judging our District26 students' work for our **Annual OSSTF Student Achievement Awards**. This year's theme of "*Kindness is a Renewable Resource*" was wonderfully reflected in our students' artwork, writing, videos, multi-media and songs. All eighteen student entries received certificates, and our local District winners that were sent to the next level, received a certificate and gift card prizes. We also had five Regional winners who were recognized at the Provincial level! Bravo to all our winners and a special thank you to all their teacher mentors for all their time and creative work!

Over the past few months, our CPAC members have actively participated in numerous OSSTF Provincial Forums that have us looking proactively forward towards election readiness preparations, quality of education issues and School Council/Parent mobilization planning. The virtual world of conferences (Provincial CPAC Conference, Nov. 2020 and the Canadian Labour Congress Convention, June 2021) has also given our committee people opportunities to grow in our knowledge and to learn more about how to further support our own members in the field.

"Member Engagement" activities, for this year, have now become "Member Support" events, where we have tried, with the help of our Branch Stewards and District Executive, to support and boost morale at peak times in our local work sites. We are presently looking forward to organizing one more of these "Member Appreciation" events and, a District 26 "Watch Party" featuring the documentary, "*Backpack Full of Cash*" to bring awareness about the scary parallels between the US and Ontario Educational systems. Keep an eye out for these future events prior to our wrap up of the school year.

In conclusion, I would like to express my sincere appreciation to District Officer Tanya Crosbie for her continued dedication and hard work with our committee; her guiding hand and advice have been invaluable to all of us. It has also been a great pleasure to work with all the caring and supportive members of this year's CPAC Committee. In the year to come, I look forward to continuing to work with CPAC in moving our education and election readiness platforms ahead.

16.5 EDUCATIONAL SERVICES CHAIRPERSON REPORT – PAMELA LINKLATER

Unfortunately, the Covid-19 pandemic hindered our committee quite a lot this year. Unable to have group gatherings, we could not put on our typical professional development workshops. However, we also found out that after working all day in the synchronous-classroom environment, most of our members were not receptive to the idea of virtual PD, either.

Realising that member wellness was on most people's minds, we reached out to find ways which might engage our membership. We received positive feedback on the idea of a book club, one that could begin virtually during the pandemic, and then possibly move to in-person and/or hybrid meetings in the future. Our first "meeting" will be at the end of May, led by committee member John Bouwers, who will be discussing the non-fiction book, "Ghost Boy," by Martin Pistorius.

Our committee also moved forward on an appreciation gift for members – Educational Services socks, because, let's face it, who doesn't like socks?! An interest survey will be coming out during Education Week to gather names of members who would like their appreciation gift. This project was spearheaded by new committee member, Wendy McFarlane.

The Ed Services Committee is always looking for new committee members to develop and implement Educational ideas and opportunities and to help with workshops and other committee functions. If you would like to have a voice in the workshops and events offered and volunteer your time to help in the growth of District 26 members, please send an email to office@d26.osstf.ca stating your interest.

In Solidarity,

Pamela Linklater
Chair, Educational Services Committee

16.6 HEALTH AND SAFETY OFFICER REPORT – SUSAN THORPE

OSSTF District 26 Health & Safety Officer Report AGM 2021

Respectfully submitted by: Susan Thorpe

“Ontario’s Occupational Health and Safety Act sets out the rights and duties for occupational health and safety of all parties in the workplace. The act provides for enforcement of the law in cases where compliance has not been voluntarily achieved. The requirements for violence and harassment in the workplace establish minimum standards and set out the rights and duties of all those who have a role in dealing with workplace violence and workplace harassment. One of the primary purposes of the Occupational Health and Safety Act is to facilitate a strong Internal Responsibility System (IRS) in the workplace. The IRS means that everyone in the workplace has a role to play in keeping workplaces safe and healthy. Workers in the workplace who see a health and safety problem such as a hazard or contravention of the Act in the workplace have a duty to report the situation to the employer or a supervisor. Employers and supervisors are, in turn, required to address those situations.”

-MOL Website Workplace Violence (2017)

Dual reporting requirement: Both the school board's workplace violence reporting form and the Safe Schools Incident Reporting Forms (available on INSITE) must be completed if:

- the incident meets the definition of workplace violence (OHSA); and
- the alleged assailant is a student; and
- the student may also have engaged in a serious student incident.

Continue to do the exceptional work you do in a safe manner and report things when you see general hazards that pose a risk. Our Health and Safety Site Reps are available to assist and their continued dedication and direction to members at each site is appreciated.

As previous year’s reports have indicated, slips, trips and falls continue to be a contributing issue of lost time or injury to our membership and the staff of UCDSB. Please monitor your areas for all hazards (water, uneven rugs/floors, ice or un-cleared snow during the winter months) and report it to your supervisor as a Health & Safety issue that you want addressed. Just a reminder, for your own health and safety, be mindful in choosing appropriate footwear for the season and conditions as this could be a contributing factor as to why people slip, trip or fall.

Prior to the school year, last year and during the summer months, we provided our input to the plan for school reopening through the many JHSC meetings that were held virtually through Microsoft Teams. We continue to meet through Teams, with some meetings having some members in person. The committee has made several recommendations under the Occupational Health and Safety Act, which have been rejected by senior management.

This year, one of our major concerns has been the different health and safety concerns resulting from COVID-19. We continue to argue for changes that would allow for greater physical distancing in our classrooms and further protection for workers. We recognise the stresses involved in teaching students who are physically in the classroom and those who join synchronously and digitally through Teams. We have regularly brought forth concerns to the Joint Health and Safety Committee regarding teaching students online in tech classes at the same time as students in the classroom. This has been escalated to the Ministry of Labour. We have also worked hard to ensure that all staff, including occasional workers, have adequate access to Personal Protective Equipment (PPE), including medical masks, face shields, safety glasses, disposable gowns. If any of you run into difficulties accessing this, please let us know when and at which location, so that we may follow up.

The sudden closures of our schools to students brought their own mental and emotional stresses, with teachers having to use their vacations to change plans to teach online rather than taking the time to recharge. We have continued to bring these and other issues forward, both with the board and to OSSTF provincial.

District 26 Health and Safety Committee

Tanya Crosbie and I hosted a training for Health and Safety Reps on Zoom over the winter. To share concerns and information regarding COVID-19 and the more virulent variants that we have seen in the current third wave; and to get your feedback.

If you have any suggestions that you would like to see as part of ongoing Health and Safety PD contact the District Office.

I would like to acknowledge David Firlotte and Tanya Crosbie who represent our members on our JHSC and their time and effort in keeping our members safe in the workplace, whether that be in a school board building or at home. We especially thank Dave for taking on the role of Worker Co-Chair of the Joint Health and Safety Committee for the first half of the school year, while William Morris was absent.

Please, feel free to contact me or the District Office regarding Health and Safety matters.

Regards, **Susan Thorpe (District Health and Safety Officer)**

16.7 EQUITY AND DIVERSITY CHAIRPERSON REPORT – LISA ELMINOWSKI



2020-2021 ANNUAL REPORT

- Met virtually five times throughout the year.
- Developed stronger ties with Provincial OSSTF Human Rights and Status of Women Committees at the provincial level by having Adrienne McEwen and Alison Dennis (respectively) liaising between their councils and ours.
- Ran a virtual speaker series to bring guest presenters on a variety of topics regarding equity awareness and inclusion to staff and students throughout the board:
 - Max Eisen, Holocaust survivor and anti-hate motivator (Jan.18); 350+ participants; donated \$500 to the Friends of Simon Wiesenthal Center for Holocaust Studies in Max's name.
 - Jake Harding (Ottawa Mission) on Poverty, Hunger, and Homelessness (Mar.2); 160+ participants; donated \$500 to the Ottawa Mission, plus \$300 each to local food banks (Community Assistance Thrift Fund in Vankleek Hill, Bourget Food Bank, Loaves and Fishes in Brockville, The Table in Perth, Good Neighbours Food Bank in Embrun, and Brockville and Area Foodbank).
 - Eliot Newton (Canadian Centre for Gender & Sexual Diversity) on Gender Diversity (Apr.1); 300+ participants; donated \$500 to the CCGSD.
- Safe Schools Reporting Form: pursued inquiry about the missing clause to indicate an offense motivated by hate or bias; it has been reinstated on the latest online KICS form.
- Updated the land acknowledgement used at all OSSTF D26 meetings to promote an active pursuit of better understanding indigenous ways through the inclusion of a unique educational example at each gathering (as heard this evening, for example). This was officially endorsed and adopted by the District Executive in February.
- Consulted with David Coombs (on behalf of the board's equity team) regarding their equity survey mandate, questions, rollout, accessibility, transparency, and goals.
- Supported the Canadian Labour Council by sponsoring \$150 towards their first virtual International Women's Day Conference.
- Initiated an emergency benevolent fund for D26 staff members experiencing extreme financial hardship due to the pandemic; plans are now underway to establish an ongoing benevolent fund at the District level.
- Continuing the CfED Student Grad Award (certificate and lapel pin), given to two students per school for their work in supporting equity and diversity in the school community (just initiated in spring 2020, and very well received by students and schools).
- Continued developing an online Equity Resource Catalogue for staff to run specific awareness campaigns with student groups (ie: Red Dress Campaign for MMIWG); to be continued in 2021-2022.
- Members will be participating in virtual PD later in May, including the OSSTF Provincial Status of Women Conference, the OSSTF Provincial Human Rights Conference, and the Canadian Centre for Diversity & Inclusion's workshop, "The Difference between Racism, Not Racist and Anti-Racist."