

**DISTRICT 26**  
**Teachers' Bargaining Unit**  
**ANNUAL GENERAL MEETING**  
**Virtual Meeting via ZOOM**  
**Thursday, May 5, 2022**  
**4:45 PM**  
**WORKING MINUTES**

1. **CALL TO ORDER**

2. **WELCOME**

3. **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, 2019-2022 is Tanya Crosbie, cell phone 613-802-9818.

4. **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, 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.

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

**BIRT** the agenda be adopted.

Moved by: Jason Marshall

Seconded by: Jen Gilbert

**PROC–2022-01**

**CARRIED**

6. **APPROVAL OF APPENDIX A: MINUTES OF MAY 6, 2021 TEACHERS' BARGAINING UNIT AGM [RES – PROC-2022-02]**

*See Appendix A*

**BIRT** the minutes of May 6, 2021 be approved.

Moved by: Paula Jones

Seconded by: Divina Hogan

**PROC– 2022-02**

**NOT CARRIED**

**BIRT** the minutes of the May 6, 2021 TBU AGM be referred to the 2023 D26 TBU AGM.

Moved by: Adrienne McEwen

Seconded by: Sandra McNeil

**CARRIED**

7. **BUSINESS ARISING FROM THE MINUTES OF MAY 6, 2021 TEACHERS' BARGAINING UNIT AGM**  
-DATES IN THE MINUTES NEED TO BE CORRECTED

8. **TEACHERS' BARGAINING UNIT EXECUTIVE 2022-23**

8.1 Presentation of Acclaimed Candidates for TBU Executive

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

Teachers Bargaining Unit	
President	Adrienne McEwen
Vice President (2 positions)	Alison Dennis Brandon Coleman
Secretary	Jesse Langevin
Treasurer	Erin Thibodeau
Chief Negotiator/Contract Maintenance Officer	Elpis Law
Grievance Officer	Elpis Law

8.2 Presentation of Executive positions to be filled in the new Federation year

*"As per Bylaw 15.2.1 of Teacher Bargaining Unit Constitution, as Chair, I declare, the Chair of Collective Bargaining shall be elected from among the members of the Collective Bargaining Committee at the first meeting of the Committee in the next Federation year."*

TBU CBC Chair: to be determined

*"As per Bylaw 19.4.11 of Teacher Bargaining Unit Constitution, as Chair, I declare, The Bargaining Unit Council shall elect, at its first council meeting of each Federation year, the Bargaining Unit Council representative who will be a member of the Bargaining Unit Executive and who will perform duties as assigned by the Bargaining Unit Executive."*

TBU Council Chair: to be determined

## 9. NEW BUSINESS

### 9.1 Branch Steward Award

For Outstanding Representation at the Branch Level, the recipient for 2021-2022 is Larry Mosgrove.

### 9.2 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."*

**BIRT CON-2022-01, BYL-2022-01, BYL-2022-02, BYL-2022-03 and BYL-2022-04 to be considered en bloc.**

Moved by: Lisa Elminowski

Seconded by: Tanya Crosbie

**PROC-2022-03**

**CARRIED**

**BIRT that the motions contained in the bloc in PROC-2022-03 are approved.**

Moved by: Lisa Elminowski

Seconded by: Tanya Crosbie

**PROC-2022-04**

**CARRIED**

**BIRT** Article 6.1.9 be amended by the addition of a new subsection:

**6.0 Article 6: Bargaining Unit Executive Organization (A.14)**

6.1 There shall be an Executive of the Bargaining Unit (hereby referred to as "Executive") composed of:

6.1.1 the Bargaining Unit President,

6.1.2 two Bargaining Unit Vice-President,

6.1.3 the Bargaining Unit Secretary,

6.1.4 the Bargaining Unit Treasurer,

6.1.5 the Bargaining Unit Chief Negotiator/Contract Maintenance Officer,

6.1.6 the Bargaining Unit Grievance Officer,

6.1.7 the Collective Bargaining Committee Chair,

6.1.8 the Bargaining Unit Council Representative,

**6.1.9 Equity, Anti-Racism, and Anti-Oppression Officer.**

***Rationale:*** *The more voices, the better, and it provides another option for a new member to take a position on TBU exec via a specific role. The EAAO Officer deserves a dedicated individual to its own duties.*

***Endorsed by the TBU Executive***

Moved by: Lisa Elminowski

Seconded by: Elpis Law

**CON-2022-01**

**CARRIED**

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

**BIRT** bylaw 4.1 be amended by the addition of a new subsection:

**4.0 Bylaw 4: Bargaining Unit Elections**

4.1 The following shall be elected prior to May 15th in each year and shall assume office at the beginning of the next Federation Year (July 1): (A.14)

4.1.1 the President,

4.1.2 two Vice President,

4.1.3 the Secretary,

4.1.4 the Treasurer,

4.1.5 the Grievance Officer,

4.1.6 the Chief Negotiator/Contract Maintenance Officer,

**4.1.7 Equity, Anti-Racism, and Anti-Oppression Officer.**

**Rationale:** Adds the role of the ERAO Officer to the general elections.

**Endorsed by the TBU Executive**

Moved by: Lisa Elminowski

Seconded by: Elpis Law

**BYL-2022-01**

**CARRIED**

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

**BIRT** bylaw 4.3 be amended by the addition of a new subsection:

4.3 All Members of the Bargaining Unit shall be eligible to stand for and vote for positions on the Bargaining Unit Executive.

**4.3.1 Notwithstanding Bylaw 4.3 above, in the case of the role of Equity, Anti-Racism, and Anti-Oppression Officer, priority will be given to those who self-identify in their nomination as a member of an equity-seeking group and/or experience intersectional forms of oppression.**

**4.3.1.1 An "equity-seeking group" is defined as any group with a shared identity that has experienced historical and ongoing personal and systemic discrimination as a result of that identity in a way that has led to the unequal distribution of resources, power, and opportunity in our society.**

**4.3.1.2 Priority shall be assessed in the following order:**

- if there is only one self-identified candidate, they shall be elected by acclamation.
- in the case of multiple self-identified candidates, the election will be held between those candidates only.
- if there are no candidates who self-identify, the election will run between the remaining nominees, as per TBU guidelines.

***Rationale:** This allows for the most openness and transparency in selecting a candidate from the general membership who chooses to self-identify as an equity-seeking member. Prioritizing self-identifying members helps ensure that the position will be filled by a member of an oppressed community who can bring their lived experience to the role. This removes a barrier that is often encountered by equity-seeking people when participating in an election by popular majority. We plan to use the Provincial Voluntary Equity Self-Identification Survey as a means of prioritizing self-identifying members before those who are non-equity seeking members.*

**Endorsed by the TBU Executive**

Moved by: Lisa Elminowski

Seconded by: Elpis Law

**BYL-2022-02**

**CARRIED**

**BIRT** bylaw 20.2 be amended by the addition of a new subsection and the insertion of "Equity, Anti-Racism, and Anti-Oppression Officer".

20.2 For all other vacancies (Chief Negotiator/Contract Maintenance Officer, Vice-President, Treasurer, Secretary, **Equity, Anti-Racism, and Anti-Oppression Officer**, or Grievance Officer), the Bargaining Unit Executive shall solicit nominations from the membership at large and appoint, by simple majority, a member to serve the remainder of the current term. (A.16)

**20.2.1 Notwithstanding Bylaw 20.2 above, for the 2022-2023 Federation year only, in the case of the role of Equity, Anti-Racism, and Anti-Oppression Officer, the President shall invite nominations from all TBU members prior to the 10<sup>th</sup> working day of the Federation year.**

**20.2.1.1 The election shall be by a ranked secret ballot vote, by those eligible to vote, with voting occurring in all work sites prior to September 30, 2022.**

**Rationale:** Due to the tight timing of the Provincial DBU for creating this position and our local AGM, this position would not come to a general election until 2023-2024 school year. As the EAAO Officer is such an urgently needed voice and organizational priority, we should do anything we can to enact the position as soon as possible. As a new position, it deserves to be heard, understood, nominated, and elected by the general membership in its inauguration. An all-member vote in September is added work, but this is exactly the kind of work that needs to be embraced to ensure that all members have the opportunity to run for the position, and that members of equity-seeking groups in particular have every unrestricted opportunity to apply.

Moved by: Lisa Elminowski

Seconded by: Tanya Crosbie

**BYL-2022-03**

**CARRIED**

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

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

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

**X.1 The Equity, Anti-Racism, and Anti-Oppression Officer shall:**

- X.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**
- X.1.2 assist Members to navigate and access OSSTF/FEESO spaces**
- X.1.3 co-ordinate and participate in training on equity and related matters**
- X.1.4 actively seek member engagement of First Nations, Métis, Inuit, Black, racialized, and/or other equity-seeking members**
- X.1.5 liaise with other Bargaining Units' EAAO Officers to collaborate and share resources**
- X.1.6 represent the TBU on the local District Committee for Equity & Diversity and/or District Equity, Anti-Racism, and Anti-Oppression Committee meetings as a representative of the TBU**
- X.1.7 support and amplify members of First Nations, Métis, Inuit, and equity-seeking groups within the Bargaining Unit**

**Rationale:** Bylaws 7-14 reflect the roles and responsibilities of each of the TBU Executive 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 are reasonable and relevant expectations for D26 specifically.

**Endorsed by the TBU Executive**

Moved by: Lisa Elminowski

Seconded by: Elpis Law

**BYL-2022-04**

**CARRIED**

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

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

- X.1 All TBU meetings and events will begin with a Land Acknowledgment, as per the format designed by the District Committee for Equity & Diversity and/or Equity, Anti-Racism, and Anti-Oppression Committee and adopted by District Executive.**
- X.2 Space will be consciously made for members of First Nation, Inuit, and Métis communities who wish to have a voice in the TBU.**
- X.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 TBU bylaws to emphasize our commitment to truth and reconciliation. 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 TBU can make accommodations towards more inclusive practices.

**Endorsed by the TBU Executive**

Moved by: Lisa Elminowski

Seconded by: Elpis Law

**BYL-2022-05**

**CARRIED**

**BIRT** bylaw 3 be amended by the addition of a new subsection.

**Bylaw 3: Bargaining Unit Finances**

- 3.1 Any revenues collected in accordance with Bylaw 6 shall be maintained in a duly accredited financial institution, in consultation with the District Treasurer.**
- 3.2 The Bargaining Unit Treasurer shall prepare, in consultation with the Bargaining Unit Executive and District Treasurer, a proposed annual budget for the following school year.**
  - 3.2.1 The Bargaining Unit Treasurer shall include in their report to the Annual General Bargaining Unit Meeting the proposed budget for the next federation year.**
  - 3.2.2 The Bargaining Unit Treasurer shall seek endorsement of the proposed budget at the Annual Bargaining Unit General Meeting.**
- 3.3 The Bargaining Unit Treasurer shall present current financial statements to the Annual Bargaining Unit General Meeting**
- 3.4 The Teacher Bargaining Unit Executive must approve transferring of funds between budget lines within the Federation year after the annual budget has been approved at the bargaining unit's Annual General Meeting.**

**Rationale:** Limits the fluidity of monies between budget lines. Monies should be spent as approved by the membership, at the Annual General Meeting. The aforementioned motion is consistent with language proposed for addition to District Constitution during District AGM.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

**BYL-2022-06**

**CARRIED**

**BIRT** Bylaw 3 be amended by the addition of a new sub-section.

**3.5 Funds shall not be transferred to budget lines related to the income of full-time release staff (Bylaw 24.4 and/or 24.5).**

**Rationale:** *Changes to income lines, of release officer, should not occur outside of a formal motion presented and voted upon, at the Annual General Meeting or the general membership meeting. The aforementioned motion is consistent with language proposed for addition to District Constitution during District AGM.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

**BYL-2022-07**

**CARRIED**

**BIRT** Bylaw 3 be amended by the addition of a new sub-section.

**3.6 The Teacher Bargaining Unit Executive must not create new budget lines within the Federation year after the annual budget has been approved at the Annual General Meeting or at a General Meeting of the membership.**

**Rationale:** *Monies should be spent as approved by the membership at the Annual General Meeting or at a General Meeting of the membership. Aforementioned motion is consistent with language proposed for addition to District Constitution during District AGM.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

**BYL-2022-08**

**CARRIED**

**BIRT** Bylaw 10.1.2 be amended by insertion of "including creation and/or description of how each budget line will be utilized"

**Bylaw 10: Duties of the Bargaining Unit Treasurer**

**10.1 The Treasurer shall:**

- 10.1.1 account for monies received and disbursed by producing written reports to the Bargaining Unit Executive;
- 10.1.2 prepare an annual budget **including creation and/or description of how each budget line will be utilized** and annual financial report;
- 10.1.3 present current Bargaining Unit financial statements to the Bargaining Unit Annual General Meeting;
- 10.1.4 present the proposed Bargaining Unit annual budget at the Bargaining Unit Annual General Meeting;
- 10.1.5 provide for the preparation of an annual Bargaining Unit budget in consultation with the Bargaining Unit Executive and District Treasurer;
- 10.1.6 prepare the necessary documents for an annual audit;
- 10.1.7 investigate over-expenditures and bring recommendations to the Bargaining Unit Executive;
- 10.1.8 ensure that Bargaining Unit monies are deposited in a duly accredited financial institution;
- 10.1.9 provide updates to the Bargaining Unit Executive on a regular basis on the financial situation of the Bargaining Unit;
- 10.1.10 perform duties as assigned by the Bargaining Unit Executive.

**Rationale:** *Each budget line, in the Teacher Bargaining Unit's Annual Budget, should be clearly described (purpose and use) to ensure appropriate use of allocated monies. The aforementioned motion is consistent with language proposed for addition to District Constitution during District AGM.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

**BYL-2022-09**

**CARRIED**

**BIRT** Bylaw 22.4 be amended by the substitution of "A quorum at a General Bargaining Unit Meeting shall consist of at least twenty (20) members from eight (8) Branches." for "A quorum at a General Bargaining Unit Meeting shall be a simple majority of the number of members present and announced when the meeting is called to order."

~~22.4 A quorum at a General Bargaining Unit Meeting shall consist of at least twenty (20) members from eight (8) Branches.~~

**A quorum at a General Bargaining Unit Meeting shall be a simple majority of the number of members present and announced when the meeting is called to order.**

***Rationale:** Simplification of quorum language to allow for the TBU to be better able to conduct business. Those in attendance are invested and should have their votes count.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

**BYL-2022-10**

**DEFERRED 2023 AGM**

BIRT be Bylaw 22.4 amended by substitution to read:

A quorum at a General Bargaining Unit Meeting shall consist of a) a minimum of twenty (20) members from eight (8) branches or b) a simple majority of the number of members present and announced when the meeting is called to order which ever is greater.

Moved by: Richard Scharf

Seconded by: Tanya Crosbie

**DEFEATED**

**BIRT** that BYL-2022-10 be referred to the TBU Executive and report back at the 2023 AGM.

Moved by: Alison Dennis

Seconded by: Jen Gilbert

**CARRIED**

**NOTE: This motion is out of order of BYL-2022-10 is not carried.**

**BIRT** Bylaw 23.2 be amended by the substitution of "A quorum at the Bargaining Unit Annual General Meeting shall consist of twenty (20) members from at least eight (8) Branches." for "A quorum at a General Bargaining Unit Meeting shall be a simple majority of the number of members present and announced when the meeting is called to order."

~~22.4 A quorum at the Bargaining Unit Annual General Meeting shall consist of twenty (20) members from at least eight (8) Branches.~~

**A quorum at the Bargaining Unit Annual General Meeting shall be a simple majority of the number of members present and announced when the meeting is called to order.**

**Rationale:** Simplification of quorum language to allow for the TBU to be better able to conduct business. Those in attendance are invested and should have their votes count.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

**BYL-2022-11**

**OUT OF ORDER**

**BIRT** Article 10.1 be amended by the substitution of "Provincial OSSTF Constitution" for "OSSTF Handbook".

10.1 The rules of order, which govern the District, shall be the Rules of Order contained in the current edition of the **Provincial OSSTF Handbook Constitution**.

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

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

**CON-2022-02**

**NOT PRESENTED**

**BIRT** Bylaw 25.4 be amended by the substitution of "12 500 kilometres" for "\$5625".

25.4 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 lesser of ~~\$5625~~ **12 500 kilometres** or  $(x-2ny)(z)$ , 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 26 mileage rate. If the calculation gives a negative value, the cap shall be treated as a value of 0." (A.21)

25.4.1 Mileage claims must be submitted as part of monthly expenses. (A.21)

**Rationale:** To represent the current increase in gas prices. The amount of \$5625 was divided by .45 cents per kilometer to represent the District Mileage rate at the time this motion was approved in May 2021. Due to the variation in gas prices, the District Mileage rate as been increased to reflect the same rate as UCDSB. Calculation based on mileage would best represent the intent of the original motion.

Moved by: Alison Dennis

Seconded by: Jason Henderson

**BYL-2022-12**

**NOT PRESENTED**

**BIRT** the TBU approve the application to Provincial OSSTF Election 2022 funding in the amount of \$2220.20 (base amount \$500 plus \$3 per FTE of 573.4) 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: Tanya Crosbie

Seconded by: Divina Hogan

**MAC-2022-01**

**NOT PRESENTED**

**# 5:45 PM** 9.3 Report of the Treasurer and Presentation of the 2022-23 Budget [RES – BUDGET-2022-01]

*See Appendix B*

**BIRT** the Teacher's Bargaining Unit Budget for 2022-2023 be approved.

Moved by: Elpis Law

Seconded by: Adrienne McEwen

**BUDGET-2022-01**

**CARRIED**

9.4 Recognition of Branch Stewards

Thank you for your dedication to OSSTF District 26 and our members.

School	Branch Steward
Almonte DHS	Divina Hogan
Athens DHS	
Brockville CI	Tim Alguire
Carleton Place HS	Larry Mosgrove
Char Lan DHS	Sean O'Farrell
Cornwall C&VS	Mike Craig
Gananoque SS	Sean O'Donnell

Glengarry DHS	Sylvie Tremblay
North Dundas DHS	April Richmire
North Grenville DHS	Jason Henderson
Perth & DCI	
Rideau DHS	Christy McCreary
Rockland DHS	Sandra McNeill
Russell HS	Richard Scharf
St. Lawrence SS	Jason Marshall
Seaway DHS	Pamela Linklater
Smiths Falls DCI (9-12)	Scott Pepper
South Grenville DHS	Jason Sloan
Tagwi SS	Marc Mainville
Thousand Island SS	Kurt Fernetich
Vankleek Hill CI	Dan Tremblay
TR Leger School East	
TR Leger School West	Jenna Meppelder

10. **REPORT OF PROVINCIAL EXECUTIVE – HAYSSAM HULAYS**

11. **REPORTS OF THE OFFICERS (WRITTEN REPORTS – QUESTIONS ONLY)**

11.1 TBU President Report – Adrienne McEwen – *Page 13*

11.2 TBU Chief Negotiator/Contract Maintenance Officer Report – Elpis Law – *Page 14*

11.3 Grievance Officer Report – Elpis Law – *Pages 15-16*

# 6:00 PM 12. **ADJOURNMENT**

## 11.1 TBU President Report – Adrienne McEwen

### 2021-2022 TBU Executive

Thank you to Alison Dennis, Crystal Watson, Elpis Law, Jeannie Wallace, Erin Thibodeau, Jennifer Gilbert, and Jason Henderson. This was another difficult year, and we appreciate you volunteering your time after work to make this organization run effectively.

### Issues

Like last year, this year we faced many challenges with collective agreement implementation by the board. The main issues included: hybrid teaching, unreasonable splits, SST/LNR Award implementation, reassignments, phantom courses, ASLE, TR Leger workload, 2019-2020 Grad Coach positions, quarantine leave, dual credit courses, Teacher-In-Charge, de-streamed courses, use of exam days, and Con-ed.

### Meetings with UCDSB

There were many meetings with the Board to discuss issues like those mentioned above and other individual grievances. While grievance meetings seemed to progress, other meetings with the board were considered *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.

OSSTF asked the board repeatedly since the start of the school year to discuss teacher mental health. The meeting finally occurred on April 25<sup>th</sup> – 8 months since the Board approved their BIEP that clearly indicated teacher wellness as a priority.

In March of this year, OSSTF, ETFO, and CUPE asked the Board for a joint meeting to discuss overlapping issues between unions and were denied.

### TBU/OTBU Merge

Per direction from the 2021 TBU AGM, I asked the OTBU President to discuss the idea of a TBU/OTBU merge. OTBU President Elaine Warner-Laxton has made it clear that OTBU is not willing to consider a merge with TBU.

### TBU Engagement of SRC

SRC was engaged at the AGM last spring to investigate the remuneration for release officers. Due to a lack of applications to the SRC, SRC did not form. TBU Executive discussed this and would like to try to engage SRC again next year.

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

### Contract Maintenance Issues:

- Letters of Understanding – Collective Agreement Violations
- Part-Time Teachers Issues
- DWT
- Labour Management Issues are starting to get resolved.

### **Spring Staffing Training**

- Virtual Zoom Session for all Contract Teachers was presented prior to Spring Staffing
  - a. Two-hour session that covered Spring Staffing and Vacancies outside the Spring Staffing process
  - b. Positive Feedback with many questions
- Branch Stewards and CBC Representatives were invited to a training session regarding Spring Staffing
  - a. PM release session occurred for 21 members
  - b. Very good feedback on training and will look to do this in the future

### **Spring Staffing Updates:**

- ADE for the system is up by approximately 300 ADE
- Overall Staffing FTE is down approximately 7.0 FTE
- No redundancy line, therefore, no recall list for the 2022-2023 school year. All teachers have been removed, so no one will be at risk of losing their entitlement in the next 3 years

Statistics	2022-2023 (April 6, 2022)	2021-2022 (April 22, 2021)	2020-2021 (May 3, 2021)	2020-2021 (April 20, 2020)	2019-2020
Initial	555.50	540.83	558.83	550.17	519.50
Recall FTE	None	20.83 (2018)	7.50 (2018)	34.50 (2018)	76.50 (2010)
People	0	46	15	58	76
SLOA FTE	TBD	24.50 (2004)	10.17 (2001)	22.83 (2001)	29.17 (2003)
People	TBD	39	—	—	—

### **TBU Website**

- Updates to website with training guides mostly dealing with staffing

### **PSC Conference (Virtual – April 7 and 8, 2022)**

- Elpis Law (PSC Member), Adrienne McEwen (PSC Member), Tanya Crosbie (District Officer), Alison Dennis (TBU Vice President), Jesse Langevin (CBC Representative), Brandon Coleman (CBC Representative), Larry Mosgrove (TBU Branch Steward)

### **Local & Provincial Negotiations**

- Brief writing delayed due to Provincial timelines
- Negotiating Priorities have been finalized
- Central Meetings regarding Negotiations will be held prior to end of June with the Presidents and Chief Negotiators

### 11.3 Grievance Officer Report – Elpis Law

❑ **Staffing Grievances: In progress, Award for some issues, Remedies pending (Lawyers)**

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

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

**Arbitration Meeting: June 6 and 9, 2022**

❑ **SST/LNR in the Library Grievances: *Decision from Arbitration (May 19, 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 (Lawyers)

GRV-20-0043: SST/LNR in the Library Grievance 2019-2020 Sem 2 (Abeyance)

GRV-19-0029: 2019-09: SST/LNR in the Library Grievance 2019-2020 Sem 1 (Abeyance)

**[April 2022] Finalizing payout tables. Additional of affected members added to final staffing grievance.**

**Arbitration Assigned to Reviewer:**

1. 2019-02: Sick Leave (Provincial)
2. 2019-04: Discipline without Just Cause (ARB)
3. 2019-07: Failure to Accommodate (Provincial)
4. 2019-08: Failure to Accommodate (Provincial)
5. GRV-19-0027: Leave of Absence Denial (ARB)
6. GRV-19-0030: Failure of Duty to Accommodate (ARB)
7. GRV-20-0001: Failure of Duty to Accommodate (ARB)
8. GRV-20-0006: Leave of Absence Denial (ARB)
9. GRV-20-0036: Dismissal without Just Cause (ARB)
10. GRV-20-0044 Failure to Provide Proper Accommodations
11. GRV-20-0045: Discipline without Just Cause (ARB)
12. GRV-20-0055: Requiring OSSTF Members to Provide Simultaneous Instruction to Students in Classrooms and Online (ARB)
13. GRV-20-0067: Asynchronous Digital and Non-Digital Courses (ARB)
14. GRV-20-0068: Virtual School (ARB)
15. GRV-20-0101: Termination without Just Cause (ARB)
16. GRV-20-0108: Failure to Accommodate (ARB)
17. GRV-20-0016: IA Overstep (ARB)
18. GRV-21-0049: Flex Hub Rooms (ARB)
19. GRV-21-0083: Class Size – Destreamed (ARB)
20. GRV-21-0084: Virtual School Credit Recovery (ARB)
21. GRV-20-0095: Failure in the Procedural Duty to Accommodate

**Currently at MPWG for Review:**

22. GRV-20-0059: Supervisions and On-Calls Inequity

**Currently in Grievance Timelines – Assigned Grievance Case Number:**

- 23. GRV-20-0059: Supervisions and On-Calls Inequity
- 24. GRV-21-0185: Supervisions and On-Calls Inequity
- 25. GRV-21-0186: Workload Infractions 2021-2022 Semester 1 (SST/LNR)
- 26. GRV-22-0014: Requiring OSSTF Members to Provide Simultaneous Instruction to Students in Classrooms, Synchronously Online and Asynchronously
- 27. GRV-22-0016: Staffing Violation based on Statutory Leave
- 28. GRV-20-0128: Unreasonable Assignment of Split Classes

**Possible Upcoming Grievances**

- ☐ GRV-20-0052: Graduation Coaches **(in discussion)**
- ☐ GRV-21-0081: Phantom Courses **(in discussion)**
- ☐ GRV-22-0063: ASLE **(in discussion)**

**On Hold:**

- ☐ GRV-21-0005: Class Cap Violations – Q1/Q2 Semester 1 2020-2021
- ☐ GRV-21-0080: Class Cap Violations – Q3/Q4 Semester 2 2020-2021
- ☐ GRV-20-0077: Failure in the Procedural Duty to Accommodate (Abeyance)
- ☐ GRV-20-0093: Denial of Quarantine Leave **[remedy in progress at local level]**