

DISTRICT 26
PSSP Bargaining Unit
ANNUAL GENERAL MEETING
Online via ZOOM
Tuesday May 4, 2021
5:00PM

AGENDA

A member of OSSTF has the right to an equitable work and union environment free from the destructive effects of discrimination and harassment. The designated Anti-Harassment Officer for OSSTF, District 26, 2020-2021 is Tanya Crosbie, cell phone 613-802-9818.

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.

1. Call to Order
2. Welcome
3. Roll Call
4. Approval of the Agenda [RES – PROCEDURE 2021-01]
5. Approval/Amendment of Appendix A: Minutes of PSSP Bargaining Unit AGM May 19, 2020
[RES – PROCEDURE 2021-02] – PAGES 6 & 7
6. Business Arising from the Minutes of PSSP Bargaining Unit AGM May 19, 2020
7. Approval/Amendment of Appendix B: Minutes of PSSP Bargaining Unit All-Member Meeting October 21, 2020 [RES – PROCEDURE 2021-03] – PAGES 8 & 9
8. Business Arising from the Minutes of PSSP Bargaining Unit All-Member Meeting October 21, 2020
9. Provincial Executive Liaison Report – Dave Warda, Executive Officer
10. Reports of Officers:
 - President
 - Chief Negotiator
 - Grievance Officer
 - Health and Safety officer
 - Treasurer [RES – BUDGET 2021-01] – Page 4
 - Members at large

11. New Business:

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

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

12. Adjournment

DISTRICT 26
PSSP Bargaining Unit
ANNUAL GENERAL MEETING
Online via ZOOM
Tuesday May 4, 2021
5:00PM

PSSP AGM MINUTES
CONFIDENTIAL WORKING DOCUMENT *NOT APPROVED*

1. Call to Order
2. Roll Call
3. Welcome
4. Approval of the Agenda

BIRT the agenda be approved.

Moved by:

Seconded by:

PROCEDURE 2021 - 01

5. **Approval/Amendment of the Minutes of PSSP Bargaining Unit AGM May 19, 2020**

See Appendix A – Pages 6 & 7

BIRT, the minutes of May 19, 2020 be approved.

Moved by:

Seconded by:

PROCEDURE 2021 - 02

6. **Business Arising from the Minutes of PSSP Bargaining Unit AGM May 19, 2020**

7. **Approval/Amendment of the Minutes of PSSP Bargaining Unit All-Member Meeting
October 21, 2020**

See Appendix B – Page 7 & 8

BIRT, the minutes of October 21, 2020 be approved.

Moved by:

Seconded by:

PROCEDURE 2021 - 03

8. **Business Arising from the Minutes of PSSP Bargaining Unit All-Member Meeting
October 21, 2020**

9. Provincial Executive Liaison Report – Dave Warda, Executive Officer

10. Reports of Officers:

President
Chief Negotiator
Grievance Officer
Health and Safety Officer
Members At Large
Treasurer

PSSP EXPENSES		2020-2021			2021-2022
		Budget	Actuals	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

BIRT the budget for 2021-2022 be approved.

Moved by:

Seconded by:

RESOLUTION – BUDGET 2021-01

11. New Business:

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

President: Stephanie Sheeler

Vice-President: Kathryn Stewart

Secretary: *Vacant*

Chief Negotiator/Contract Maintenance: Elaine Gribbin

Grievance Officer: *Vacant*

Treasurer: *Vacant*

Health and Safety Officer: *Vacant*

Members at Large: CJ Kenney

Vacant – 3 Positions

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

12. Adjournment

APPENDIX A:

**DISTRICT 26
PSSP Bargaining Unit
ANNUAL GENERAL MEETING Minutes
Tuesday May 19, 2020
5:00PM**

A member of OSSTF has the right to an equitable work and union environment free from the destructive effects of discrimination and harassment. The designated Anti-Harassment Officer for OSSTF, District 26, 2018/2019 is Tanya Crosbie , cell phone 613-802-9818.

The Ontario Secondary School Teachers' Federation acknowledges and thanks the Haudenosaunee, Algonquin, Huron-Wendat, Anishinabewaki and other Indigenous Peoples for sharing this land so that we may come together today in a good way.

1. Call to Order: 5:09 pm

Attendance: Tanya Crosbie, Shelley Bulloch, Jim Mulville, Stephanie Sheeler, Patti Houston, Crystal Watson, Malini Leahy (Provincial Executive Officer) , Elaine Gribbin, Rob Dubyk (Executive Assistant), Sherri Blanchard, Louise Mulder, Dot Scardellette

2.0 Welcome and President's Remarks: Jim Mulville welcomed all members. Rob Dubyk (Provincial Executive Assistant) Chaired the Meeting

3.0 Approval of Agenda (Resolution – Procedure 01)

BIRT the agenda be approved.

Moved by;

Seconded by;

CARRIED

4.0 Approval of Minutes of May 9, 2019 PSSP Bargaining Unit AGM (Resolution – Procedure 02)

BIRT, that the minutes of May 9, 2019 be approved as amended.

Moved by;

Seconded by;

CARRIED

5.0. Business Arising from the Minutes of May 9, 2019 PSSP Bargaining Unit AGM:

None

6.0 Provincial Executive Liaison Report- Melini Leahy, Executive Officer- Written Report

Discussion on Friends, Enemies and Frenemies and bringing technology into schools.

Discussion on the Canadian Labour Congress Women's Committee Report and the communication plan.

Discussion on the OFL Women's Committee Report

7.0 Reports of the Officers.

-President – Verbal and Written report. See Written Report.

-Treasurer (Resolution- Budget 01) verbal report by Treasurer Shelley Bulloch and written report given.

-Chief Negotiator/Grievance Officer: Discussion on the Bargaining Locally is ongoing and are receiving assistance with Steve Newstead.

There are 3 grievances in arbitration and 1 going into step 3.

Health and Safety: Discussion on delays in JHSC meetings. There are concerns of Wellness of Workers and having a strong plan for returning to work for our members who are vulnerable to COVID 19. Many issues are on hold.

Discussion on PSSP doing home visits when returning to work (example PPE etc for these visits)

Members at Large: NONE

BIRT the budget for the 2020/2021 be endorsed.

Moved by;

Seconded by;

CARRIED

8.0 New Business:

- 8.1 Elections: As per Bylaw 5.2 of the PSSP Bargaining Unit Constitution, Nominated and Acclaimed:

President: **Stephanie Sheeler**
Vice President: **Shelley Bulloch**
Secretary: **Shelley Bulloch**
Chief Negotiator/Contract Maintenance- **Vacant**
Grievance Officer: **Vacant**
Treasurer: **Shelley Bulloch**
Member at Large: **Jim Mulville**
Member at Large: **CJ Kenney**
Member at Large: **Paddy Houston**
Member at Large: **Elaine Gribbin**
Health and Safety Officer- **Shelley Bulloch**

- 8.2 A message from new retired member

- 8.3 Discussion on the vacant positions Stephanie has asked for members to consider the vacancies.

9.0 Adjournment - 5:35 pm

APPENDIX B:

Meeting Minutes
PSSP BARGAINING UNIT
All Members Meeting
ONTARIO SECONDARY SCHOOL TEACHERS FEDERATION
Upper Canada District 26
VIRTUAL via MSTeams
October 21, 2020

CONFIDENTIAL WORKING DOCUMENT NOT APPROVED

The Anti-Harassment Officer for this meeting is Tanya Crosbie (1-613-802-9818)

A member of OSSTF has the right to an equitable work and union environment free from the destructive effects of discrimination and harassment. The designated Anti-Harassment Officer for OSSTF, District 26, 2020-2021 is Tanya Crosbie, cell phone 613-802-9818. The Ontario Secondary School Teachers' Federation acknowledges and thanks the Haudenosaunee ("Ho-den-no-show-nee"), Algonquin, Huron-Wendat ("Huron-when-dat"), Anishinabeewaki ("Onish-shin-naw-bay-walk-key"), of this territory and other Indigenous Peoples for sharing this land so that we may come together today in a good way.

1.0 Call to Order This meeting was called to order at 4:40 PM

2.0 Roll Call

Present

Stephanie Sheeler (President)
Tanya Crosbie (District Officer)
Elaine Gribbin (Secretary/Treasurer)
Paddy Houston (Member at Large)
Kathryn Stewart (Member at Large)
Louise Mulder
Pam
Dave Warda (Provincial)

Regrets

C.J. Kenny (Member at Large)
Jim Mulville (Member at Large)

3.0 Approval of the Agenda:

BIRT the Agenda be approved.

Moved by: Elaine Gribbin

Seconded by: Kathryn Stewart

CARRIED

4.0 Report from Provincial Office – Dave Warda Refer to Provincial Liaison report emailed to members.

5.0 President's Report: Team has been working hard for a healthy & safe start. PSSP group less affected when compared to TBU & OTBU. Labour Management meeting Friday Oct. 23rd. Unpaid leave days as granted in the central agreement TBD by UCDSB. Will inquire re: student success funds used to hire a temporary position (SSC) – should have been permanent and backfill to bring back a recalled worker.

6.0 Items for Discussion:

6.1 General Updates – Working with UCDSB has been challenging past few months / lack of response(s); PSSP not the only BU dealing with this issue; meeting with all unions/Bus who have staff in UCDSB this past Monday and will collaborate re: issues affecting UCDSB workers. Some concerns re: people within and outside of our BU doing the work of PSSP members & this issue will be brought to Labour Management. All union reps to decline the Director's "Initiatives Meeting".

6.2 Working in the times of COVID – Focus on what PPE is needed / accessing PPE. UCDSB just released / made public a document re: how to respond to an illness. Question from Paddy re: what to do with leave/illness. Tanya & Stephanie reviewed the document with HR and asked questions but answers have not yet been provided. This will be updated to reflect any new orders by Public Health Units or the province. PSSP is collaborating with other union groups re: Health & Safety.

6.3 Negotiations – Central agreement was ratified in the Spring. Local negotiations have been taken over by Provincial (provincial resumption). No or status quo were responses to all attempts to bargain. Our BU has 100% support from provincial in light of recent layoffs in our BU and UCDSB withdrawing from the Pay Equity process. Examples of UCDSB choosing not to follow even our Central agreement. Steve Newstead will be leading negotiations at the table but Tanya & Stephanie will remain involved.

6.4 Executive Membership – We need more members!! Currently we have a President, Secretary and members at large but no Grievance Officer or Chief Negotiator. Question posed by Kathryn re: role & responsibilities of the Grievance Officer – would be trained and supported through District office.

7.0 Treasurer's Report – No change to budget. Some \$ spent on meetings and thank you gifts purchased for outgoing long-standing members.

8.0 New Business – OPSEU approached us re: the work of PSSP members. Not anticipating any change with the SSP situation despite many discussion re: role of SSP & increased need in COVID times & increased focus on mental health.

9.0 Door Prizes & Adjournment Door prizes won by Pam, Louise, Kathryn, Stephanie & Elaine. Meeting adjourned at 5:25pm.