

DISTRICT 26
Teachers' Bargaining Unit
ANNUAL GENERAL MEETING
Wednesday, October 21, 2020
4:30 PM

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 all indigenous peoples of all territories for sharing this land that each person stands on, so that we may come together today in a good way.

1. Call to Order
 2. Welcome
 3. Approval of Agenda (RES – PROCEDURE 2020-01)
 4. Approval of Minutes of May 9, 2019 Teachers' Bargaining Unit AGM
(RES – PROCEDURE 2020-02)
 5. Business Arising from the Minutes of May 9, 2019 Teachers' Bargaining Unit AGM
 6. Teachers' Bargaining Unit Executive 2020-21
 - 6.1 Presentation of Acclaimed Candidates for TBU Executive
 7. New Business
 - 7.1 Branch Steward Award
 - 7.2 Constitutional Amendments & Other Resolutions
 - 7.3 Report of the Treasurer and Presentation of the 2020-21 Budget
(RES – BUDGET 2020-01)
 8. Reports of the Officers (Written Reports – Questions Only):
 - 8.1 President
 - 8.2 Chief Negotiator/Contract Maintenance Officer
 - 8.3 Grievance Officer
 9. Adjournment
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DISTRICT 26
Teachers' Bargaining Unit
ANNUAL GENERAL MEETING
Virtual Meeting via Microsoft Teams
Wednesday, October 21, 2020
4:30 PM

1. **CALL TO ORDER**

2. **WELCOME**

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

Anti-Harassment Statement

A member of OSSTF/FEESO has the right to a workplace and union environment free from harassment and bullying. Harassment and discrimination are not joking matters. They have a destructive effect on the workplace environment, individual well-being, and union solidarity. Such actions are always unacceptable. As members of OSSTF/FEESO, our goal must be to protect human rights, to promote mutual respect and trust, and to foster inclusion.

OSSTF/FEESO is committed to strengthening member solidarity and takes seriously its own responsibility to ensure that members are treated with respect and dignity at all provincially sponsored OSSTF/FEESO events and meetings. Any member who feels targeted by harassment or discrimination must be able to speak up and know their concerns will be responded to immediately in accordance with District 26 Anti-Harassment Complaints and Resolution Policy and Procedure.

The designated Anti-Harassment Officer for OSSTF, District 26, 2019-2021 is Tanya Crosbie, cell phone 613-802-9818.

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

BIRT the agenda be approved.

Moved by:

Seconded by:

PROCEDURE – 2020-01

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

**Teachers' Bargaining Unit
ANNUAL GENERAL MEETING
Thursday, May 9th, 2019
4:30 PM**

Unapproved Minutes

1. Call to Order

2. Welcome

The Ontario Secondary School Teachers' Federation acknowledges and thanks the Haudenosaune People of this territory and other Indigenous Peoples for sharing this land so that we may come together today in a good way.

Anti-Harassment Statement

A member of OSSTF/FEESO has the right to a workplace and union environment free from harassment and bullying.

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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 OSSTF/FEESO Policies and Bylaws and the Resolution and Complaint Procedure, as approved by AMPA.

The designated Anti-Harassment Officer for OSSTF, District 26, 2018-2019 is Adrienne McEwen, cell phone 613-246-4472

3. Approval of Agenda (Resolution- Procedure 01)

BIRT the agenda be approved.

Moved by: Kris Ross

Seconded by: Paula Jones

CARRIED

PROCEDURE – 2019-01

4. Approval of Minutes of May 2, 2018 Teachers' Bargaining Unit AGM (Res –Procedure 02)

BIRT the minutes of May 2, 2018 be approved.

Moved by: Jason Marshall

Seconded by: Divina Hogan

CARRIED

PROCEDURE – 2019 - 02

5. Business Arising from the Minutes of May 2, 2018 Teachers' Bargaining Unit AGM

- No business

6. Teachers' Bargaining Unit Executive

6.1 Presentation of Acclaimed Candidates for TBU:

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

President – Adrienne McEwen

Vice-Presidents – Elpis Law, Pamela Linklater

Secretary – Alison Dennis

Treasurer – Tanya Crosbie

Chief Negotiator/Contract Maintenance Officer – Rob Shaheen

Grievance Officer – Rob Shaheen

6.2 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

7. New Business

7.1. Report of the Treasurer and presentation of the 2019-20 budget

Resolution – Budget 01

BIRT the budget for 2019-2020 be endorsed.

Moved by: Tanya Crosbie

Seconded by: Danny Thomas

CARRIED

RESOLUTION – BUDGET 01

7.2. Branch Stewart Award

For Outstanding Representation at the Branch Level the recipient for 2018-2019 is Linda Ross.

7.3. 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 TBU Bylaw 4.4.9 be amended by substituting the word "**plurality**" with the words "**ranked ballot**"

Proposed Language:

4.4 Elections at the Annual General Meeting

4.4.9 Election shall be by ~~plurality~~ **ranked ballot** vote by secret ballot, by those eligible to vote and voting, in all work sites within one week of the Bargaining Unit Annual General Meeting.

Moved by; Danny Thomas

Seconded by;

Alison Dennis

CARRIED

BYLAW 2019-01

BIRT TBU By-Law 4.5.3.2 be amended by a deletion and insertion of:

Proposed Language:

4.5.3.2 Election shall be by ~~plurality~~ **ranked ballot** vote by secret ballot, by those eligible to vote and voting, in the work site(s) by June 14th in each year.

Moved by; Danny Thomas

Seconded by;

Alison Dennis

CARRIED

BYLAW 2019-02

8. Reports of the Officers (Written Reports – Questions Only):

- 8.1. President
- 8.2. Treasurer
- 8.3. Chief Negotiator/Contract Maintenance Officer
- 8.4. Grievance Officer

BIRT the minutes of May 9, 2019 be approved.

Moved by:

Seconded by:

PROCEDURE 2020 - 02

5. BUSINESS ARISING FROM THE MINUTES OF MAY 9, 2019 TEACHERS' BARGAINING UNIT AGM

6. TEACHERS' BARGAINING UNIT EXECUTIVE 2020-21

6.1 Presentation of Acclaimed Candidates for TBU:

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

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

7. NEW BUSINESS

7.1 Branch Steward Award

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

7.2 Constitutional amendments & other resolutions

Constitution Article 14: Amendments to Articles and Bylaws

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

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

BIRT bylaw 25.5 be deleted.

Bylaws:

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

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

Moved by: Richard Scharf

Seconded by: Del Jones

CON 2020-01

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

TBU Treasurer Report

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

*UCDSB release invoice in dispute – approximate costs listed

BIRT the budget for 2020-2021 be endorsed.

Moved by: Tanya Crosbie

Seconded by: Adrienne McEwen

RESOLUTION – BUDGET 2020-01

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

8.1 TBU President Report – Adrienne McEwen

2019-2020 TBU Executive

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

TBU Council / CBC 2020-04-08

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

Meetings with UCDSB

- Ongoing discussions about concerns around Learning at Home, specifically inequities, with Chair of Trustees
- 2020-04-06 Learning at Home implementation
- 2020-04-06 Secondary Staffing Allocations
- 2020-04-23 OSSTF Concerns and Student Engagement
- 2020-04-28 HR Meeting
- 2020-04-29 Privacy Concerns Discussion
- 2020-05-04 HR meeting
- 2020-05-05 Negotiations planning meeting
- 2020-05-06 Spec Ed, PA Days, Exam Days
- 2020-05-08 Local Negotiations
- 2020-05-20 Placement Meeting 1
- 2020-05-19 Synchronous Learning Discussion
- 2020-05-26 Local Negotiations
- 2020-05-27 HR Meeting
- 2020-05-28 HR Meeting
- 2020-05-28 Pay Equity
- 2020-06-01 Class Caps Meeting
- 2020-06-03 Placement Meeting 2

Virtual School Visits

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

Local Town Hall

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

Provincial Council – June 5 – TBU invited

8.2 TBU Chief Negotiator/Contract Maintenance Officer Report – Elpis Law

Contract Maintenance Issues:

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

Resolved, or in the process:

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

Staffing Update for the 2020-21 school year

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

Statistics	May 20, 2020	2019-2020	2018-2019
Initial	524.50	519.50	584.33
Recall FTE	34.50 (2018)	76.50 (2010)	14.33 (2016)
People	58	76	–
SLOA FTE	22.83 (2001)	29.17 (2003)	–

Statistics	PM#1 (May 2020)		PM#2 (June 2020)		Displacement (June 2020)	
	Sections	FTE	Sections	FTE	Sections	FTE
Vacancies	94	15.67	72*	12.00	63 [€]	10.17
Filled	61	10.17	22	3.67	There remains 55 sections (9.17 FTE) for post spring staffing.	
Unfilled	33	5.50	50	8.33		
SLOA (picked up)	32	5.33	11	1.83		
Part Time Increase	1	0.17	0	0.00		
Transfers	28	4.67	11	1.83 FTE		
SLOA (released)	3	0.50	0	0.00		

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

* 2 sections added due to resignation

Provincial Negotiations Update

- Central Agreement has been ratified; 77.5% of the Membership Voted in Favour, 100% of BU Voted in Favour.
- Class Cap issue was discussed on June 1, 2020 with a proposal by OSSTF. The board did not discuss the issue.

Local Negotiations Update

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

8.3 TBU Grievance Officer – Elpis Law

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| <p>❑ Staffing Grievances: In progress, Award for some issues, Remedies pending
TBU: 2008-09, 2008-11, 2009-06, 2009-08, 2010-06, 2010-15, 2011-08, 2012-04, 2012-06, 2013-03, 2013-04, 2014-06, 2014-07, 2015-04, 2015-05, 2016-03, 2017-02, 2017-03, 2019-01</p> <p>Staffing grievances for Spring Staffing and/or Post-Spring staffing from 2008-09 year 2017-18.</p> <p>❑ SST/LNR in the Library Grievances: Sept 10, 2019, Nov 12, 2019: Decision from Arbitration (May 20, 2020)
TBU: 2009-10, 2010-03, 2010-14, 2011-10, 2012-08, 2013-06, 2014-10, 2015-06, 2016-04, 2017-04, 2018-04, 2019-05</p> <p>Workload Infractions in each school year from 2009 to current</p> | <p>❑ 2018-01: Spring Staffing Process 2018</p> <p>❑ 2018-02: Discipline without Just Cause</p> <p>❑ 2019-02: Sick Leave</p> <p>❑ 2019-04: Discipline without Just Cause</p> <p>❑ 2019-06: Discipline without Just Cause</p> <p>❑ 2019-07: Failure to Accommodate</p> <p>❑ 2019-08: Failure to Accommodate</p> <p>❑ GRV-19-0027: Leave of Absence Denial</p> <p>❑ GRV-19-0029: 2019-09: SST/LNR in the Library Grievance 2019-2020 Sem 1</p> <p>❑ GRV-19-0030: Failure of Duty to Accommodate</p> <p>❑ GRV-20-0001: Failure of Duty to Accommodate</p> <p>❑ GRV-20-0005: Leave of Absence Denial</p> <p>❑ GRV-20-0014: Sick Leave</p> <p>❑ GRV-20-0036: Dismissal without Just Cause</p> <p>❑ GRV-20-0043: SST/LNR in the Library Grievance 2019-2020 Sem 2</p> <p>❑ GRV-20-0044 Failure to Provide Proper Accommodations</p> <p>❑ GRV-20-0045: Discipline with Just Cause</p> <p>❑ GRV-20-0050: Program Leader Positions</p> |
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9. ADJOURNMENT