



OSSTF District 25 Ottawa-Carleton

*Protecting and Enhancing Public Education*

## **ESP Executive Council Meeting- Remote Nov 10, 2020**

### **Minutes**

**Present:** Melodie Gondek, Leif Walther, Paul Caccamo, Judy Soifer, Saul Mogelonsky, Kelly Mills, Lana Lotan, Erin Lang, Anita Luciano

**Regrets:** Jada McLeod, Chelsea Dykens

**Retirement Recognition Celebration 5:15-5:45 p.m.**

#### **1. Call to Order**

1.1 The meeting was called to order at 5:47 p.m.

#### **2. Appointment of Chair /Anti-Harassment Officer**

2.1 President will Chair

2.2 AHO for the meeting: Kelly Mills

#### **3. Pledge/Anti-Harassment Statement/Indigenous Land Statement**

3.1 Melodie Gondek provided link to reconciliation calls to action report

[http://www.trc.ca/assets/pdf/Calls\\_to\\_Action\\_English2.pdf](http://www.trc.ca/assets/pdf/Calls_to_Action_English2.pdf)

#### **4. Approval of Agenda**

4.1 Addition of 10.1.2 Regional Stewardship

4.2 Agenda Approved by Leif, Seconded by Lana

#### **5. Approval of October 2020 Minutes (Reminder that written reports and minutes are supplied to the membership)**

5.1 Note to Add Members to Awards Committee: Judy Soifer and Erin Lang

5.2 Minutes approved by Kelly, Seconded by Lana

#### **6. Secretary's Report**

6.1 Brief from CPAC conference Nov 6-7

6.1.1 Provincial Opportunities for Communications Training

6.1.2 Provincial Opportunities for Member Mapping



OSSTF District 25 Ottawa-Carleton

*Protecting and Enhancing Public Education*

**7. Treasurer's Report**

**7.1** Motion to Amend budget for Retirement Awards to be applied towards the 2020-2021 budget.

BIRT Gift cards will be purchased for an amount not exceeding \$25.00 per person, and sent to retirees, and these funds are to be taken from line 9239 of the **2020-2021 budget**.

**Moved by Kelly**  
**Seconded by Lana**  
**Carried**

**8. Report from Provincial Office**

See 8.1 written report

**9. Business arising from Minutes**

**9.1** Recognition and Awards Committee Report and Recommendations (Saul, Anita, Chelsea, Judy, Erin)

**9.1.1** Nomination Form to be created, process established for receiving and determining recipients as well as an appropriate reward for individual or group.

**Action: Google form to be created for Nominations (Chelsea)**

**10. New Business**

**10.1** Senior Officer Meetings with President/Open Office Hours

**Action: Melodie Gondek to provide email to Executive outlining office hours.**

**10.1.1** Regional Stewardship committee discussion

**10.1.2** Committee to be established to determine a way forward. Members expressing interest Lana, Leif, Saul, Judy

**Action: Melodie Gondek Meeting Date and time to be established for New committee.**

**10.2** Allowance Increase for Emergency Funds during Covid-19

Motion deferred to Dec 2020 Executive meeting pending review of available funds.

**10.3** Reimburse SSP for portion of Labour Action print ads



OSSTF District 25 Ottawa-Carleton

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Motion deferred to Dec 2020 Executive meeting pending review of available funds.

**11. President's Report**

**11.1 See written report**

**12. Protective Service Officer's Report**

**12.1 See written report**

**13. Senior Executive Officers Reports**

**13.1 Vice-President and Ed Services Report**

**13.1.1** Brief from CPAC conference:

Empower our children to Dream Big

Upcoming 2022 Election strategy

**13.1.2** ESP PD Committee meeting: Established a theme; determining Format and budget

**13.2 Health and Safety Officer Report**

**13.2.1 See written report**

**14. Executive Officer Reports**

**14.1** Discussion around safety protocols at school

**15. Adjournment 7:33 p.m.**



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## ESP Member Support/Emergency Funds Application Form

### Eligibility:

1. This subsidy is available to levy-paying ESP members in good standing.
2. Continued availability of this subsidy is subject to an annual review of funding sources by ESP Executive.
3. Up to a yearly maximum of \$400.00 per federation year per member will be approved.
4. Signed and completed applications are to be submitted, under confidential cover, to:  
ESP Member Support/Emergency Funds,  
OSSTF District 25,  
9 Corvus Ct  
Ottawa, Ontario  
Or [melodie.gondek@d25.osstf.ca](mailto:melodie.gondek@d25.osstf.ca)  
All applications will remain confidential.

Name: \_\_\_\_\_ OSSTF Number: \_\_\_\_\_

Work Location: \_\_\_\_\_ Work Tel: \_\_\_\_\_

Position Title: \_\_\_\_\_ Home Tel: \_\_\_\_\_

Nature of Application: ☐ Extreme Emergency ☐ Accident ☐ Prolonged Illness

☐ A copy of my financial statement to OSSTF Benevolent Council is attached

☐ Please attach any invoices/bills that may be pertinent to your application

To assist the Committee in processing this application, please provide additional/pertinent information below:

Member Signature: \_\_\_\_\_ Date: \_\_\_\_\_



November 10, 2020

## Provincial Executive Liaison Report

To: District 25, ESP Executive

From: Paul Caccamo, Vice President

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### 1. Shine the Light

November is Women Abuse Prevention Month in Ontario. However, due to the COVID-19 pandemic, there will be some changes to materials normally available for order by Districts for the December 6 Commemoration.

The *Shine the Light* campaign, initiated by the London Abused Women's Centre, is focused on building awareness, engaging people in breaking the silence and encouraging all communities to speak out against violence against women.

Unfortunately, the London Abused Women's Centre (LAWC) is unable to take and ship orders of purple lapel pins due to a shortage of staff at their centre. Therefore, OSSTF/FEESO will not be offering pins for order to Districts.

Additionally, OSSTF/FEESO would normally make White Ribbon large signing posters available for order as well. Due to safety concerns and varied COVID-19 protocols in schools, it was determined that having a 'gathering point' for staff where they may be sharing pens and touching the same display could be a safety concern. Therefore, White Ribbon signing posters will also not be available for order.

The OSSTF/FEESO December 6 Commemorative poster will be available for order and posters will be shipped directly to Districts that order them.

Dates to note include:

- November 20 – OSSTF/FEESO Provincial Councilors are requested to wear purple in solidarity
- November 25 – International Day for the Elimination of Violence Against Women and Day 1 of the 16 Days of Activism Against Gender Violence
- December 1 to December 7 – Commemorative displays in OSSTF/FEESO worksites
- December 6 – National Day of Remembrance and Action on Violence Against Women
- December 10 – International Human Rights Day

### 2. Potential Ministry Professional Development Collaboration

On Thursday, October 22, OTF, OSSTF/FEESO, ETFO, OECTA and AEFO met with Pat Case and his staff from the Education Equity Secretariat to discuss the possibility of collaborating with the government to provide professional learning opportunities for members focused on anti-Black racism. During the discussion, the ministry staff outlined their plans for a "year of learning" that would include four modules. At this time, they see the modules as recorded webinars that educators would access from the VLE (Virtual Learning Environment). They have identified four goals for the training and will be providing the goals to the affiliates and OTF.

Case was enthusiastic to the affiliates submitting a proposal on collaboration and indicated that while his branch did not have funding to support the collaboration he believed that funding might be available through the Anti-Racism Directorate. Any proposal would need to go to the Minister for approval. We were encouraged to submit an initial proposal as quickly as possible.

OTF and the affiliates are interested in submitting a proposal. As OSSTF/FEESO is already undertaking a number of projects (Addressing Anti-Black-Racism, Allyship, Canadian Black Lives, Understanding Micro Aggressions) that may align with the ministry's goals, we could request support to fund/partially fund local and/or regional presentation to members. The initial proposal would only require a general outline of our request. A more detailed contract would be developed only if initial approval was obtained.

### 3. **Ontario Federation of Labour Women's Committee Report**

The Ontario Federation of Labour (OFL) Women's Committee met virtually on October 7, 2020. Affiliates from across Ontario were present. They included members from USW, Machinists, Society, OCBCC, PSAC, OECTA, SEIU and CUPE.

Patty Coates, President of the OFL gave an update on actions the OFL is working on, highlighting the difficulty in dealing with the current government. It was mentioned that the OFL is continuing to build capacity in communities through the Power of Many campaign. The OFL has been working actively with many affiliates on training and organizing their activists. They are also rebuilding their rapid response teams in many municipalities.

The OFL is undertaking an anti-oppression review. They are looking at all of their processes, constitutions and practices. This will be a lengthy but necessary process.

Several webinars offered by the OFL will be happening during the next few months. Upcoming webinars will be posted on the OFL Calendar

This year is the 11th anniversary of *International Women's Day March 8 Project*. The theme for the 11th anniversary is "**Sheroes Persist**". Pins and posters will be for sale again in late winter. Once it becomes available, the information regarding how to order pins/posters will be sent to District Status of Women Committees and Bargaining Unit leaders.

### 4. **OLRB Complaint re Government's Guide to Re-opening Ontario's Schools**

We are extremely disappointed in the decision of the Chair of the Labour Relations Board when he dismissed our OLRB health and safety case without even hearing the evidence. Our case challenged the lack of effective health and safety measures in the Province's Guide to Re-Opening Ontario Schools, which set out the legal requirements for re-opening our schools. What this means is that the Labour Relations Board has declined to consider meaningful, clear province-wide workplace health and safety standards for our schools. Standards which could have been applied by the Ministry of Education, school boards, Ministry of Labour Health and Safety Inspectors and school communities every day, on the ground, right away, to prevent the spread of COVID-19.

Our case sought to establish provincial standards on class size and distancing, cohorts for students and teachers, masking, ventilation and busing. The things, which all-knowledgeable experts say must be addressed and addressed now in order to make our schools safe.

Instead, the Labour Relations Board has told us to bring each individual case of a violation of health and safety precautions forward, one at a time, for adjudication. This is not a sensible approach to the problem of the pandemic and we deeply regret that this is the Board's decision.

This decision is not a good message for health and safety in this Province during COVID-19.

Our case sought to present evidence for the imposition of the precautionary principle in school health and safety. The precautionary principle has been endorsed time and again by experts, as it was after SARS and other public health crises in Ontario.

The precautionary principle means that when there are threats of serious harm as there are with COVID-19, scientific uncertainty must be resolved in favour of prevention. The Occupational Health and Safety Act directs employers to take every precaution reasonable for the safety of a worker.

Our evidence on these issues would have shown the need for the following measures. These are measures that are well within the capacity of the Province to take. We do not know why the Province is not taking these measures.

1. That Class size be set at 15-20 students, wherever 2 meter distancing cannot be maintained in a given classroom.
2. That cohorts for student to staff contacts be set at 50 and be applicable not just to students but also staff. Cohorts are the maximum number of people someone can be in contact with in school. Right now, they are only applicable to students and can go as high as 100. One hundred is not a meaningful number for slowing transmission of the disease. Failing to apply cohorting to staff puts staff at risk and also puts students at risk.
3. That the American Society of Heating, Refrigerating and Air-Conditioning Engineers' "School and University Reopening Standards", as updated by that Association from time to time, be set as the minimum standards for ventilation in schools and other education worksites, as they have been set by the Province for Ontario's Court System. ASHRAE is an internationally respected standard setting organization.\*\*
4. That the Ontario Public Services Health and Safety Association's busing and transportation standards as set out in the PSHSA document "Health and Safety Guidance During COVID-19 for Student Transportation Employers", be set as the minimum standards for busing and other forms of student transportation. The Association is created and supported by the Minister of Labour. We do not understand why the Minister would decline to follow its guidelines.
5. That all students be required to wear non-medical masks at all times during the school day, subject to reasonable exceptions for medical accommodations. Masking is fundamental to safety in this pandemic.
6. That all standards ordered by the MOL in respect of COVID-19 be reviewed every month for continuing compliance with the best science available at the time, will be updated as the original issuing body updates them, and may be replaced by more stringent or detailed standards as the science dictates and the Ministry, in consultation with stakeholders, determines.

A joint OSSTF/AEFO/ETFO/OECTA Press Conference was held on October 7 where the experts that were to present at the hearing, had it been allowed to take place, presented their evidence regarding these safety measures.

Undoubtedly, we will be faced with many, many individual situations in schools and classrooms across the Province. Situations, which could have been simply addressed on the ground by clear Province-wide standards that protect all of us fairly and equally. Now we will be forced to deal with them individually and adjudicate them individually where the Occupational Health and Safety Act is violated. Make no mistake, we, as a union will be taking action to protect our members' health and safety throughout the Province. Our job

has been made much more massive and difficult by this decision of the Labour Relations Board but we will do what we have to do to keep our members and their students as safe as we can make them.

**\*\* NOTE:** We have actually asked for more detailed relief in our application around ventilation, as follows:

- install and maintain HEPA or better filters in each classroom and throughout the school and other board buildings, and to assess and provide for other filtration and air circulation options as needed;
- upgrade existing heating, ventilation, and air conditioning (HVAC) systems to meet the ASHRAE standards;
- stipulate the air exchange rates e.g. HVAC systems in accordance with the ASHRAE standards;
- provide for alternative measures for air circulation and filtration in buildings with no HVAC systems, e.g. those which rely on hot water heat;
- provide for alternative measures for air circulation and exchange in buildings with no or inadequate windows that open; and
- assess air flow/circulation in each classroom and throughout the school and board buildings and develop a plan for ensuring optimal air flow and filtration locally, considering how air flow will interact with other preventative measures such as Plexiglas barriers.

## **5. Short Term Communications and Political Action Strategy – September to November 2020**

The Provincial Executive and staff have continued to discuss and develop a communications and political action strategy that has adapted to constantly changing landscape created by an unpredictable and indecisive Ford government. Despite the challenges, we have fashioned our messaging and actions through a number of different lenses. The overarching goals are to maximize our impact, and minimize the loss of public and member support.

The strategy follows these themes and priorities:

- A safe return to schools for all;
- Minimize making the union “the enemy” that Ford is looking to blame – avoid an “us versus them” narrative;
- Echoing and reinforcing the concerns of parents, students and communities regarding the school reopening plan – avoid being the loudest voice;
- Advocate for the safety of our members, which translates into making our schools safer for students;
- Assert that the members do want to return to schools and worksites, but want to ensure the safety of students and our communities.

The use of these messaging lenses is supported by our outside consultants, including Sussex and Aurora, as well as by polling data. These discussions were useful to reinforce the notion that we need to be patient and strategic.

### **Primary Messaging Theme – Safety for All**

OSSTF/FEESO’s framework for reopening of schools released on June 19, 2020 was entitled *A Safe Return for All*. This broader theme captures the essence of what our demands are, as well as those from many parents and activists who have expressed concerns about the Ford school reopening plan. If our schools are safe with proper protocols, funding and safety measures, then everyone in the community is safer, and less likely to spread COVID-19. In short, safe school environments equal safe communities.



It is a message that is difficult to refute at face value. It shows that OSSTF/FEESO continues to advocate for policies and procedures aimed at ensuring all who attend our schools and worksites are truly safe and that every reasonable precaution possible is taken to make this happen. It allows us to point to medical expertise, including the Hospital for Sick Kids report, to back up our statements of our goal of making sure our schools and worksites are safe for all. It shows that our demands are reasonable and aligned with experts and the public. It proves that we are again, the rational adult voices in the room.

It is from this broad theme that our messaging should continue to emanate from over the short term with a revision to **Safety for All** as students and staff return to schools.

### **Communications**

As cases of COVID continue to increase, and with it the possibility of one or more schools closing, the following communications and messaging considerations are in active development and underlie our strategy:

#### Who Will Take the Blame?

- Developing narratives that show education workers and teachers are doing their best for students, both in terms of delivery of services and delivery of curriculum;
- If, and when, one or more schools close due to COVID outbreaks, position our members as the ones who are not at fault for outbreaks, or the general collapse of the Ford government's school reopening plans; maintain our focus on our calls for safety for all;
- Make the Ford narrative that "teacher unions" are to blame for the failure of the plan difficult to accept for the public;
- Call out Ford on the choices he has made to not hire enough teachers and other education workers to meet the need for smaller class sizes;
- Continue to point out where the government has failed to bring in policies and funding that will keep students and communities safe; the government made poor choices, and failed to listen to parents, educators and all the medical advice available.

#### Echoing Parent Voices

- Parent voice is what has driven the government to change its initial plans for school reopening, albeit not to everyone's satisfaction;
- Parent interests are aligning well with our demands – parents have more political leverage than education unions with the Ford government given their ideological leanings.

#### General Communications and Messaging Tactics

- Keep demands simple and easy for the public to understand;
- Use of visuals, animations and graphics for sharing on social media to highlight our messaging;
- New Safety for All page on the provincial website where members and the public can access messaging, visuals and resources;
- Sharing of positive stories of the good things our members and communities are doing to make the best of a difficult situation – instill confidence in the publicly-funded system and those who work within it – potentially facilitated through our *Here For Students* website;
- Continue our ongoing outreach to parent groups and allies;
- Keep members informed of the OLRB case through regular COVID-19 Updates.

### **Political Action**

As students return to schools, it is highly likely that health and safety violations will emerge. We have provided training to our local leaders on work refusals, and provided resources on

how to identify safety issues. There will be situations where health and safety concerns will be raised, and be subject to public scrutiny. Traditional political actions may not be doable and warranted in every situation. As we noted earlier, parent voice is crucial and they need to be at the forefront of highlighting the faults of the government plan.

#### Local Focus

- Diversity of issues and situations across the province will make it necessary for more local level-focused actions on the introduction of virtual schools for example;
- Our focus should be on resolving issues locally with the employer before undertaking any specific political action, including going to local media;
- Consultation with field secretary team and Provincial Executive liaison will help to maintain some consistency in messaging and action.

#### Social Media

- Consistent sharing of visuals and messaging from provincial level;
- Careful consideration of sharing parent messaging if it forwards our agenda of safety for all;
- Local and provincial social media actions (i.e. Twitter Storms) are under consideration, but should focus on safety for all – avoid direct attacks on government or employer.

#### Protests – Not a Good Idea

- Physical distancing requirements make it a challenge to engage in traditional protests or information rallies; puts members and the public at risk;
- Members are overwhelmed with their current work, adapting to a difficult situation – difficult to mobilize for a physical political action;
- Risk feeding into the narrative that the unions are obstructing the reopening of schools and are organizing themselves to do just that.

#### **Conclusion**

The short-term communications and political action strategy will focus on maintaining public support and advocating for a safe learning environment for all. Maintaining public support is vital to our short and long-term goals. In the short-term, the public, especially parents, will continue to have a strong influence on changing government policy for the better. In the long-term, maintaining public support and awareness will assist us in making publicly-funded education an important election issue in 2022.

A balance of holding the government to account for its poor planning with highlighting the great work that our members do to keep students safe while delivering quality education and service to students will help retain public support.

#### **6. The Reissued Call for a National Action Plan on Violence Against Women and Gender-Based Violence**

The Canadian Labour Congress (CLC) is seeking OSSTF/FEESO's endorsement of the Reissued Call for a National Action Plan on Violence Against Women and Gender-Based Violence. This Reissued Call is the result of a collaboration of 18 partners from feminist civil society organizations, including the Canadian Labour Congress.

In the Liberals' 2019 electoral platform, the need for a National Action Plan on Violence Against Women and Gender-Based Violence was recognized, along with a promise of \$30 million for its development. The plan was included in the January 2020 Speech from the Throne. In the most recent Speech from the Throne, the government indicated that it will "continue to advance with a National Action Plan on Gender-Based Violence."

As we adapt to COVID-19 and its numerous impacts, the need for a national plan is greater than ever. Women's Shelters Canada and the Canadian Labour Congress, along with other partners, have advocated for this plan since 2015 and initially developed a blueprint for a National Action Plan on Violence Against Women.

The Reissued Call outlines in great detail what the National Action Plan (NAP) on Violence Against Women must be:

- Grounded in an intersectional women's human rights framework, responsive to norms, obligations and standards throughout;
- An all-of-government approach, inclusive of federal ministries in addition to the Department for Women and Gender Equality (WAGE) and the provincial/territorial Status offices;
- Structured to provide continuous coordination and incentives for provincial and territorial adoption and leadership as solutions to the jurisdictional challenges of universal and national standards;
- Grounded in VAW/GBV community-based expertise and service sustainability - Inclusive of a robust prevention agenda;
- Guided by intersectional feminist expertise - attached to a realistic and substantial budget, with the pervasiveness of the social harm;
- Productive of interventions that are culturally and linguistically accessible and safe;
- Guided by a robust feminist Monitoring, Evaluation, and Learning (MEL) process; and
- Harmonized with the parallel national action plan(s) on Missing and Murdered Indigenous Women and Girls (MMIWG).

Full report:

[https://endvaw.ca/wp-content/uploads/2020/09/Reissued-Call-NAP-on-VAW.GBV\\_.pdf](https://endvaw.ca/wp-content/uploads/2020/09/Reissued-Call-NAP-on-VAW.GBV_.pdf)

Sign on:

[https://survey.ca1.qualtrics.com/jfe/form/SV\\_bwuQdpi3GMeQWIB](https://survey.ca1.qualtrics.com/jfe/form/SV_bwuQdpi3GMeQWIB)

## 7. Recent DBUs

064 - Ministry Correspondence - Teacher Hiring PPM for Feedback  
063 - Ministry Correspondence – Supporting School Board Operations for 2020/21 School Year  
062 - December 6th Commemorations  
061 - 2020-21 First and Second Year Presidents Training  
060 - Policy for Approval of Legal Assistance  
059 - Project Overseas 2021 - Canadian Teachers' Federation  
058 - OSSTF/FEESO Annual Designated Charity - Kids Help Phone  
056 - Mental Health Resources from OTIP  
055 - Student Achievement Awards 2021  
054 - Picket Line Protocol for PSUO-SSUO Strike  
053 - CTF Teacher Mental Health Check-in Survey - Pandemic Research  
052 - Speaker Bank Applications  
051 - Ministry Correspondence - Update on Teacher Hiring Practices  
050 - Ministry Correspondence - Readiness to Move to Remote Learning  
049 - Ontario's COVID-19 School Screening Tool  
048 - Environmental Advisory Work Group - Call for Member  
047 - Research Study - COVID-19  
046 - Educational Services PD Workshops  
045 - CPAC Conference - Registration Now Open  
044 - Ministry Correspondence - COVID-19 Funding-High Priority Areas  
043 - Ministry Correspondence - Assessment Evaluation and Reporting  
042 - Ministry Correspondence - Updated Screening Guidance  
041 - Decision - OLRB Complaint on Re-opening of Schools  
040 - Student Achievement Awards 2021

- 039 - Women in Canada Curriculum Resource
- 038 - Black People in Canada Curriculum Resource
- 037 - Job Posting for Executive Assistant
- 036 - Associate Teacher Considerations in Light of COVID-19
- 035 - Transfer to QECO Certification Update

## Health and Safety Report for November 2020

### 1) First Aid Training

Discussion took place related to what First Aid training currently looks like, extensions for expired qualifications that have been issued during the pandemic and outstanding JHSC recommendation related to having a trained first aid worker on the evening shift at sites. OH&S is in the process of arranging First Aid training to resume. Expired qualifications are now valid until December 2020. It was raised that even with COVID-19 measures in place that individuals may be uncomfortable with being in close proximity to others during in person training. Clint Vester is to follow up regarding Ministry requirements during a pandemic.

### 2) Communication: All employee updates

The JHSC appreciates the regular communication to all employees related to health and safety. This is beneficial so that all employees across various bargaining units and casual members without access to conferences have access to the same information. We would like to see a regular health and safety component added to the weekly employee update that has been going out and if possible, that these are not sent out late Friday afternoon or evening.

### 3) Riverview Alternative School – limited access area

This limited access area is being used for storage. After noting that there was possible asbestos containing material on the dirt floor there was signage posted to indicate that Type 2 measures would be required to enter this area. It is believed that items were removed after this signage was posted. It was noted that there had been flammable items, possible a floor finish product and paint being stored in the area and that should be removed if still there. Gaps in Confined Space Procedure discussed related to limited access spaces. Awareness training is currently only for representatives whose sites contain confined spaces. Confined Space vs. Limited Access Space training developed by OH&S was shared during JHSC meeting. Please be aware if working at a site with a confined space or limited access space, that this space is not to be used for storage and members of our bargaining unit should never be entering those spaces.

### 4) Contact tracing, sign in requirements & safety concerns related to staffing

Discussion took place and a number of examples provided related to concerns with contact tracing and notifications. Several inconsistencies were noted. Concerns raised that staff are not being directly contacted when decisions are being made if they are a high-risk contact or not. Concerns also raised related to timing and the delay that can occur between the school being notified of a confirmed case and OPH providing information to high-risk contacts. Teachers can often be the first contact for the parent/guardian as the parent/guardian is following up with respect to work for when the student will be off. It was noted that there is a lag time if you attend testing outside of the City of Ottawa as OPH would not be the one initially following up to provide the notification. There is also a lag time of notification as the public health nurse has to confirm the case and then do the contact tracing with the principal.

#### 5) Protocol for students exhibiting symptoms

A number of recent changes to COVID-19 screening for students. There are now two tiers of symptoms for students. The OPH Symptomatic Student at School Decision Guide was updated on October 8, 2020. It is important that employees are aware that there has not been any change to screening for employees.

#### 6) Face Shields

The changes related to face shields in the recent Which PPE, When? document have been well received. A number of concerns had been raised related to wearing the face shields that had been provided. Additional information would be beneficial to go out to employees as to what is CSA and examples of what approved safety glasses with side shields or goggles look like. As follow up to previous recommendation also need information on how to store and transport these.

#### 7) PPE and products received monthly

There is no consistency across the Board with regards to the type of PPE and cleaning/sanitizing products received every month. There have been multiple reports of people having reactions to both masks of different brands and to hand sanitizers that contain fragrance. If this occurs, be sure to first talk to supervisors to have the products removed and exchanged if possible with inventories and connect with Employee Wellness if necessary to explore accommodations.

**1. Grievance/Arbitration Highlights**

- 1.1. 1 Undue Discipline Grievance submitted at Step 1 and denied...to be submitted at Step 2.

**2. CBC / Negotiations Updates**

- 2.1. Bargaining Ground Rules meeting held with Board Thursday, Oct. 8  
2.2. Bargaining days with Board and ESP table team held Oct. 30, Nov. 5 and Nov. 9. Two future dates scheduled Nov. 16 and Nov. 20.

**3. Other Activities and News**

- 3.1. Member discipline meetings held Oct. 8 (one grievance filed)  
3.2. D25 District Negotiations Advisory Committee Meeting held Oct. 14<sup>th</sup>  
3.3. Provincial Health and Safety During Covid Town Hall held Oct. 14<sup>th</sup>  
3.4. Labour-Management meeting with Board held Oct. 26<sup>th</sup>  
3.5. Provincial Protective Services Committee virtual meeting held Oct. 22-23  
3.6. Attended Region 1 (Northern) Protective Services Committee Regional Virtual Meeting Nov. 6 to present workshop on importance of networking and local bargaining survey.  
3.7. Region 5 Protective Services Committee Regional Virtual Meeting to be held Nov. 13<sup>th</sup>.  
3.8. Medical and family accommodation meetings held with Wellness and Labour Relations  
3.9. Individual member advice and counselling.

**4. Outstanding Vacation/Extra Hours**

- 4.1. 39 Vacation days remaining. 12 days scheduled over Christmas

President's Report  
November 10, 2020

**Bargaining: October 30, November 5, November 9**

Three bargaining dates have passed:

**October 30** Brief exchange - Employer interest & ESP interest

**November 5** expanded Employer interests and discussion

**November 9** expanded ESP interests and discussion

**Next bargaining date is November 16**

**OCDSB Relations**

1. Employee Engagement and Equity - ongoing
2. Labour Management Meeting - October 26
3. OCDSB Committee of the Whole - October 26
4. Federation Presidents' Meeting with Director - October 29

**OSSTF Relations**

1. Provincial Health and Safety Town Hall October 14
2. Communication and Political Action Conference Nov. 6-7
3. Speakers Bank Applications due Nov 30
4. PSUO Strike Updates and support campaign: RESOLVED

**ESP Work**

1. Accommodations
2. Respectful Workplace Meetings
3. Grievance
4. Discipline
5. CBC Meetings
6. Virtual Retirement Party
7. Various member inquiries and issues

**Vacation Days Remaining**

15 days for the 2020-2021 school year