



OSSTF District 25 Ottawa-Carleton

Protecting and Enhancing Public Education

ESP Executive Council Meeting- Remote December 8, 2020

Present: Melodie Gondek, Leif Walther, Judy Soifer, Saul Mogelonsky, Kelly Mills, Erin Lang, Jada McLeod, Anita Luciano, Chelsea Dykens

Regrets: Lana Lotan, Paul Caccamo

1. Call to Order

1.1 The meeting was called to order at 5:49 p.m.

2. Appointment 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 acknowledged the indigenous land statement and will send [The Wampum Belt: A Nation to Nation Relationship - Bing video](#)

4. Approval of Agenda

4.1 Addition of Agenda item 9.5 Discussion regarding the format of Meetings in 2021 and Meal allowance expenditure.

4.2 Agenda approved by Kelly and seconded by Leif.

5. Approval of November 2020 Minutes

5.1 Amendment to November minutes in regards to the SSP Political action campaign contribution, as per Saul, this contribution is to be taken from budget line 9228.

5.2 Minutes approved by Jada, seconded by Anita.

6. Secretary's Report

6.1 Brief from the meeting of the Provincial Assembly

6.1.2 Opportunities Upcoming to attend AMPA in March

6.2 Reviewed Action Items from November's ESP Executive meeting



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6.2.1 Google form to be created for Nominations (Chelsea)

6.2.2 Melodie Gondek to provide email to Executive outlining office hours.

6.2.3 Melodie Gondek Meeting Date and time to be established for New committee.

6.2.4 Treasurer to reach out to provincial OSSTF for guidance on budget management.

7. Treasurer's Report

7.1 See written Report

7.1.1 Financial statement 2019-20 not available from the district office as of yet.

7.1.2 Discussions with Provincial office for regarding 2020-2021 Budget Modification process.

Action: Melodie Gondek to send email to ESP Executive regarding meal allowance for the past four meetings, members to confirm and provide details for receiving funds.

8. Report from Provincial Office

8.1 See written report

9. Business arising from Minutes

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

9.1.1 Chelsea Created a google form for nominating members who have gone above and beyond in their role or have demonstrated exceptional work.

Action: Updates to ESP Member nomination Google form to include questions to aid the nominator to explain reason for awarding this member. Committee also to provide award suggestions for approval.

9.2 President Office Hours:

9.2.1 Next open office December 17, 2020.

[Use Google form to book a meeting](#)



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9.3 Allowance increase for Emergency Funds during Covid-19:
Motion deferred to January 2021 Executive meeting pending review of available funds.

BIRT the ESP executive increases the amount of money to members making Emergency Funds requests from to \$XXX during the 2020-2021 school year.

9.3.1 Consider allowing a member to apply for emergency funds more than one time in a calendar year. In special consideration of this year's Covid-19 situation a motion will be considered once the 2019-2020 budget numbers are confirmed. This would require an amendment to the constitution.

BIRT the ESP executive will consider application for subsequent Emergency funds per annum up to a maximum of # time per year.

9.3.2 While this motion is deferred, the union office can assist a member in providing support with Grocery gift cards up to an amount of \$200.

9.3.3 Benevolent funds are currently listed under budget line item 9239 and should be modified to be a separate line item.

Action: Saul to determine procedure for modifying 2020-2021 budget to allow for this separate line item for Benevolent funds.

9.4 Report from the Pilot Stewardship Committee

9.4.1 Progress is being made quickly in determining a way forward. Representation will be divided by trustee zones. Consultation with Provincial Stewardship coordinator required.

9.5 Meeting format for 2021 (January – June) and Meal allowance

BIRT ESP Exective to continue meeting remotely from January to June 2021. Moved Saul, seconded Anita. Carried.

**BIRT Meal Allowance to be provided at \$15 per person.
Moved Kelly, seconded Chelsea. Carried.**



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10. New Business

- 10.1 District 25 Committee to determine need for district H&S Officer
- 10.2 ESP Constitution Committee Report on Provincial OSSTF expectations

11. President's Report

- 11.1 See written report

12. Protective Service Officer's Report

- 12.1 See written report
 - 12.1.1 Negotiations are ongoing.

Action: Leif to look into options for Ratification voting.

13. Senior Executive Officers Reports

- 13.1 Vice-President and Ed Services Report
 - 13.1.1 PAC did not meet this month
 - 13.1.1.1 Yard signs in support of OSSTF can be obtained by contacting the union office and can arrange to be picked up at the union office.
 - 13.1.2 Professional Development Day Committee has some exciting ideas planned for this year's event. Details to come.

14. Executive Officer Reports

- 14.1 Support our office staff and provide encouragement, it has been a difficult year.

15. Adjournment

- 15.1 Meeting Adjourned at 6:54 p.m.

Treasurer Report December

Financial Statement 2019-20 not available from the district office as of yet.

Bargaining on November 9th, 16, 20 and December 3rd. Future dates December 14.

Attended a PD Meeting on December 1 discussed option for April 23.

Attended a Recognition on December 1 and discussed criteria with Chelsea making google form for nomination.

Emailed with Jim Spray about the budget 2020-21.

Emailed and had 3 conversations with Graham Satterthwaite on budget 2020-21 and line descriptors.

Finishing cheques for Meal allowances for September to December 2020.

A motion to has to be put into place for January to June if virtual meeting continue.

Line #	Descriptor	2020-2021
	Revenue	
4201	District Assistance - was \$92757.57	\$ 91,169.48
4302	OSTA	\$2,160.00
4401	Levy (1% to a Max of \$5.00 per pay)	\$84,000.00
4701	Interest	
4802	BOARD PD Grants	\$8,700.00
4802	OSSTF Grant	\$9,240.05
4350	PD Day Revenue	\$3,000.00
	Additional Required from Equity to balance Budget	\$64,530.47
	Additional income -	
	Total Revenue	\$262,800.00
	AMPA	
9201	AMPA	\$4,000.00
	Total AMPA Expenditures	\$4,000.00
	Membership Meeting	
9204	Facilities (Membership Meeting)	
9205	Refreshments (Membership Meeting)	\$1,500.00
9206	Supplies (Membership Meeting)	\$1,000.00
	Total Membership Meeting Expenditures	\$2,500.00
	President Salaries and Benefits	
9207	President (Salary and Benefits)	\$85,000.00
	Total Salaries and Benefits Expenditures	\$85,000.00
	Executive Expenses	
9209	Meeting Expense (Executive)	\$2,000.00
9210	Mileage & Cell phone (Executive)	\$1,500.00
9231	Release Time	\$2,000.00
9212	Office Supply (Executive)	\$1,000.00
9236	Equipment	\$4,000.00
	Total Executive Expenditures	\$10,500.00
	Professional Development (2%)	
9214	Meeting Expense (PD)	\$300.00
9215	Mileage (PD)	\$500.00
9216	PD Luncheon	\$5,000.00
9217	Facilities/Equipment	\$100.00
9218	Supplies (PD)	\$5,000.00
9219	Honorariums (PD)	\$6,000.00
9240	Professional Development - PD Day	\$4,000.00
	Professional Development - Leadership Training	\$30,000.00
	Total PD Expenditures	\$50,900.00
	Collective Bargaining Committee (15%)	
9220	Collective Barg. Grievances	\$200.00
9208	Protective Services Officer Salary and Benefits	\$89,000.00
9222	Collective Barg. Release	\$3,000.00
9223	Meeting Expense (CBC)	\$4,000.00
9224	Mileage/Cellphone (CBC)	\$1,500.00

9237	Supplies (CBC)	\$200.00
	Total CBC Expenditures	\$97,900.00
9238	Resumption of Bargaining	
	Political Action (3%)	
9225	Meeting Expense (PAC)	\$1,400.00
9226	Mileage (PAC)	\$500.00
9227	Release Time (PAC)	\$700.00
9228	Supplies (PAC)	\$300.00
	Total Political Action Expenditures	\$2,900.00
	Other Meeting Expenses	
9229	Meeting Expense	\$300.00
9230	Mileage	\$200.00
9232	Supplies	\$100.00
	Total Committee Expenditures	\$600.00
	Membership Expense	
9239	Excellence in Education (2%)	\$2,900.00
9233	Communications	\$500.00
	Total Membership Expenditures	\$3,400.00
	Contingency Account	
9234	Expense	\$1,000.00
9241	Member Support Fund/ESP Post Secondary Bursary	\$4,100.00
	Total Contingency Expenditures	\$5,100.00
	Total	\$262,800.00
	Transfer From Reserves to balance Budget	
2802	Staff Development Fund	
	General Reserves Fund transferred from equity	\$50,000.00
	Equity	\$293,830.83

December 2, 2020

Provincial Executive Liaison Report

To: District 25 ESP Executive

From: Paul Caccamo, Vice-President

1. Canadian Labour Congress Women's Committee Report – November 2020

The Canadian Labour Congress (CLC) Women's Committee met on November 23, 2020. The virtual meeting was attended by multiple affiliates such as CUPW, OFL, BCFL, LIUNA, NUPGE, SFL, OECTA, ETFO, IBEW, USW, SEIU, NFL, CFNU, PSAC and CUPE.

The CLC Director reported that the CLC Equity and Human Rights department has merged and Vicki Smallman has been appointed the Director. Fatima Gardaad is a new hire whose portfolio included anti-black racism and Indigenous issues.

The National Survey on Harassment and Violence at Work in Canada from the University of Western Ontario was launched earlier in 2020 and will remain open until approximately International Women's Day – March 8, 2021. There is an option in the survey for members to indicate they are interested in participating in a focus group later. Members are encouraged to fill out the survey online.

On December 7, 2020, the CLC's website Domestic Violence at Work will launch. It will include many resources and education pieces for workers and union leaders regarding domestic violence. The website address is DVatWork.ca.

There was a discussion, which covered the many action coalitions that the CLC is involved in arising out of work with the United Nations, which are occurring right now. One of them is the Gender-Based Violence (GBV) Action Coalition, which is looking to ratify ILO C190.

The W20, which is a parallel process to the G20, is happening now. It is hosted by the G20 host country, usually by an NGO in the country. The CLC is peripherally involved in monitoring discussion and ensuring there are labour priorities. Unfortunately, the host country is Saudi Arabia. Some NGO's, like Amnesty International, have boycotted the process. It makes sense that there can be no discussion of women's issues when four women's rights defenders are in a Saudi prison awaiting their fate, which could be very dire depending on the outcome of their trials. Amnesty International has called for the women to be free before the leaders' summit happens on November 20.

The CLC presented to the federal Standing Committee on the Status of Women - Impact of COVID-19 on Women. Their focus was on women's jobs, unpaid work and the care economy to create a care economy commission. The CLC has also participated on a Task Force on Women and the Economy with a similar focus to the standing committee, migrant workers, women, Indigenous people, people of colour, unpaid workers and new Canadians. These are thought to be the people who are most impacted by COVID-19 and who have suffered the most and, therefore need to be at the centre of these discussions.

The 50th Anniversary on the Royal Commission of Status of Women is on December 7.

The Equal Pay Commission and Centre for Research and Education on Violence Against Women and Children compiled a manifest of sorts. This document will be released shortly.

There has finally been some movement on creating a National Action Plan (NAP) on GBV. The blueprint group, led by Women's Shelters Canada has been leading the advocacy on this for the last 5 years. Minister Monsef is quite motivated to make progress towards an action plan. The CLC is currently part of this roundtable. The government has developed some guiding principles, which have been agreed upon by the Provinces and Territories. Unfortunately, there is not a lot of transparency in this process of development and it is mostly focused on federal actions. In addition, compliance of Provinces and Territories will be difficult. The ILO Convention 190 has been a roadmap to this Action Plan and while it is not perfect, it is a small step towards a lofty goal.

Indigenous groups are monitoring the Murdered and Missing Indigenous Women and Girls (MMIWG) calls to action from the National Inquiry on MMIWG. There is still no movement on the calls to action. Many Indigenous women's organizations are involved in the NAP blueprint group and there is a hope that some of the calls will be integrated into the plan.

2. Meeting with Ministry of Education Equity Secretariat

Educational Services staff along with representatives of the Ontario Teachers' Federation and the other teacher affiliates met with Pat Case, Assistant Deputy Minister, Education Equity Secretariat and members of his team on October 22, 2020. The meeting was requested by OTF on behalf of the affiliates to discuss the possibility of accessing government funds to provide professional development resources to members. Similar partnerships have occurred under previous liberal and progressive conservative governments.

The meeting provided OTF and the affiliates with an opportunity to talk about the quality professional development that the federations provide to their members. We suggested that the Ministry of Education's plan to implement anti-racism and human rights training and professional development could provide an opportunity for the federations to collaborate with the Ministry as we have under previous governments. ADM Case replied that he has wanted to work with the affiliates. He then took the opportunity to describe the work that the Education Equity Secretariat is doing. Work is continuing on the collection of student identity-based data. The Ministry had been holding regular meetings of stakeholders on this project and the collection of staff data but those stopped under Ford. However, the project has continued without us. Eight boards are on the verge of being able to disaggregate their student data. Thirteen boards have continued working on collecting staff data. Case indicated that the government remains committed to this work and they are working to have signed contracts with every board by the end of the year. He has been speaking with all of the directors to keep the project moving. OSSTF asked if the school board data would be available to other organizations and Case assured us that part of the goal of this project is to ensure that the data is made public.

Case also talked about the need for boards to develop credible human rights complaint procedures that can be used by school communities. According to Case, there were more than 800 applications made to the Ontario Human Rights Tribunal from 2012-2018 from the education sector and half of those came from employees. The boards that have "produced" the largest number of complaints have been assigned Human Rights Advisors. The goal of the advisors is to help address systemic issues as well as individual complaints. The secretariat is also working with indigenous partners to include indigenous ways of dispute resolution.

Case also mentioned the PPM on a draft hiring policy and wanted us to consider encouraging racialized members to seek advancement. He remarked that the difficulty they had in appointing an acting director in Peel. There were only four black and four south Asian associate directors in the sector. He said that things were somewhat better when they looked at the participants in Supervisory Officer courses. OSSTF suggested that the Ministry should consider the barriers that Black, Indigenous, and People of Colour face including the cost of the courses required. We also suggested that the government should consider providing non-teaching staff with in the system to apply for management positions. This would be a better first step than opening up the search for directors to people outside of education.

The rest of the meeting focused on the governments plan for “a year of professional learning” on anti-black racism. The Equity secretariat has planned for four sessions that will be provided to school boards. They are currently thinking of creating self-directed learning modules or recorded webinars created by ministry staff that teachers would access. Further information shared since the meeting suggests that the webinars might be available to school boards for presentation during PD days. There was no response when we raised questions about plans for training for other education workers. Case suggested that the affiliates would be provided with an opportunity make some remarks at the beginning of the session. The ministry staff also suggested that the affiliates might help to find members with lived experience and teachers doing exemplary work to participate in the sessions. No opportunity to collaborate on the content was suggested.

At the conclusion of the meeting, Case suggested that while there was no money in his budget to consider partnerships with the affiliates, he thought there might be other avenues available and that he would take any proposals we presented forward to the deputy minister. Staff has developed an initial proposal requesting provincial funding for work that the Federation has already planned, including expansion of the mentorship program, development of the Allyship and Combatting Anti-Black racism workshops, the Canadian Black lives resources and delivery of regional professional development opportunities on equity and anti-racism.

3. Health First Aid (MHFA)

The pandemic has not only derailed key pieces of our Strategic Action Plan (SAP) relating to MHFA training, it has also demonstrated that the need for the training is more acute than ever before.

While the updated SAP that is going to AMPA 2021 will be able to address the plan on a go forward basis, we need concrete action now for leaders and members.

Various providers are still offering the MHFA Basic training program in some areas of the province.

The SAP had originally set aside \$150,000 this Federation year for the MHFA item; \$20,000 of this was for the training of a number of OSSTF/FEESO members to become instructors.

This training is always delivered face to face, and therefore, is not going to happen in the 2020-2021 Federation year.

Presidents and time-release officers are encouraged to access the #2015 account if they would like to go ahead with training at the local level.

More information on the training and application process will go out to local leaders via a

DBU in December 2020.

4. EQAO and the Future of Testing

The Education Quality and Accountability Office (EQAO) finally called a meeting of its' EQAO Advisory Committee (EAC) on Wednesday, October 21, 2020, seventeen months after the last meeting held in May 2019. EQAO's original mandate was to meet at least twice a year and up to three times per year when required. This changed with the election of the Ford Government. Representatives from OTF and the four affiliates were in attendance along with EQAO staff, and representatives from most stakeholder organizations that are part of the EAC. EQAO Board Chair, Cameron Montgomery was in attendance for the entire meeting – Board chairs, which were part-time positions in the past, have rarely attended or had any significant role other than provide a brief greeting to the EAC. Montgomery, the first full-time Chair of the Board, spoke at length during the meeting on the future of EQAO.

EQAO leadership revealed in the meeting that the Ford Government had given EQAO a new mandate letter. Unfortunately, they did not share the actual contents of this letter. EQAO did say it is status quo for the short term but major changes will occur in the near future. According to Montgomery, the changes *"... will make EQAO a "research superpower" in the area of large-scale assessment with an expanded and enhanced research arm, akin to the likes of StatisticsCanada or OECD."*

The meeting was primarily informational with members allowed limited to no opportunity to provide input on any item presented. EQAO staff were challenged by stakeholders about EQAO neglecting to consult and collaborate with stakeholders, especially when there were plans to change the direction of EQAO and future assessments.

This meeting had three key pieces of information provided. First, there will be no primary/junior assessments for the 2020-2021 school year. Second, student success on the Ontario Secondary School Literacy Test (OSSLT) is still a graduation requirement for this school year. *

* On Friday, October 30, 2020, 6:13 PM, nine (9) days after the EAC meeting, the Ministry of Education issued a memorandum to the Directors of District School Boards. In the memo, the Ford Government made the declaration that:

The literacy graduation requirement will be waived for all students graduating during the 2020-21 school year.

The ministry is continuing to explore a field test of the online OSSLT in Spring 2021, which could allow the opportunity for non-graduating students to write the test and have successful attempts counted on their transcript.

The OSSLT will be an on-line test to be administered in Spring 2021. However, students may opt to take the Ontario Secondary School Literacy Course (OSSLC) without having ever attempted the OSSLT as was previously required.

The third item, and the one that drew the greatest number of comments and questions, involved the Grade 9 Mathematics Assessment pilot project for 2020. The current vendor providing the Math Proficiency Test (MPT), administered to Faculty of Education students, will be developing the testing platform for ***an on-line, adaptive, multi-stage assessment.***

The Government tendered the contract for the development of future computer-based assessments this fall.

The key points about the Grade 9 Mathematics Assessment:

- it will not replicate the ‘pen-and-paper’ version of the test – in fact, the **pen-and-paper version will not be available as an option** and may only be used under extenuating circumstances and by request by school/board administrators;
- only students of in-person mathematics courses will complete the pilot test – **students enrolled in remote-learning classes will not complete the pilot test**;
- the assessment window will be **available every month** (from November 2020 to June 2021) to support the many COVID-19 models of in-person instruction;
- the adaptive model (msCAT) to be used, **will alter the difficulty level of subsequent questions posed** to the student, based on the level of success achieved on each question attempted by the student;
- all tests will be unique and will begin with a question of medium difficulty - with **subsequent questions at low/medium/high levels of difficulty** - when pressed, EQAO indicated they did not feel that the student will only experience low level difficulty questions;
- the test will be administered in two segments, each consisting of **twenty-five multiple choice questions** with at least **an hour allowed for each segment** – students will be **permitted as much time as they desire** to complete the segments and will be able to go back and review/change their answers at any time before submitting for evaluation – this is allegedly to reduce the administration time, preparation time and amount of anxiety of students taking the test;
- results will be machine marked on-line and results reported almost immediately – but **the report will only indicate the overall achievement with no indication of the difficulty level of any of the questions attempted by the student** [it is conceivable that a student will encounter the majority of the questions at only one level of difficulty – students achieving an overall Level 4 could have completed a majority of low level difficulty questions or a majority of high level difficulty questions – but only the achievement level will be revealed to the teacher and the student].

In the past, teachers incorporated some portion of the EQAO assessments to varying degrees in the students’ summative mark. This year, EQAO is requesting that teachers and students negotiate and agree to how much of the Grade 9 Mathematics Assessment is used for summative purposes.

Student questionnaires will be a part of the Grade 9 assessment and will take approximately twenty minutes to complete on-line. The questionnaire will be “student-friendly” with age appropriate language. Students will not have to answer all questions. EQAO will provide a rationale for the questionnaire and how answers will be used. The questionnaire is based on a Math Attitude and Perceptions Survey (MAPS) developed in B.C., designed to identify students’ attitudes and perceptions about learning mathematics.

Analysis algorithms are being developed by EQAO to account for and estimate the impact of COVID-19 on student learning of mathematics. It is interesting that EQAO admitted that it cannot yet correlate questionnaire responses with actual math achievement results but that they are working on a model for correlation.

Stakeholders had many questions but few answers were given during the meeting. EQAO staff only gave acknowledgment of stakeholder concerns. The Chair of the Board, Montgomery, said he would bring the EAC’s questions, comments and concerns to the

entire Board and share them with the government.

5. 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

Sign on:

https://survey.ca1.qualtrics.com/jfe/form/SV_bwuQdpi3GMeQWIB

6. Certification Webpage Updates and Information

As OSSTF/FEESO moved to QECO certification upon ratification of a central T/OT deal in May 2020, DBUs and articles have been distributed to alert members to the change and provide them with links to QECO's website and processes. Similarly, OSSTF/FEESO has updated the provincial website to provide current information, links, and FAQs for members.

Many Districts and Bargaining Units have also updated their websites to provide information and direct members to the QECO website. They would have to register and start the application process if looking for course approval and/or a category change. There do remain some websites with older information and links to the OSSTF/FEESO Certification Department, which no longer exists. It is recommended that these pages be updated as soon as possible. D/BU #35/2020-2021 and the OSSTF/FEESO Certification pages may be used as a guide for information and links that might be considered for possible inclusion.

Updating webpages and communications would also provide an ideal opportunity to remind members who are not in either OSSTF/FEESO Group 4 or QECO Category A4 to apply for a re-evaluation if they have not done so in recent years.

7. Leadership Coaching

Educational Services is set to begin piloting a new program for local leaders. Research suggests that as individuals move into leadership roles their focus should expand from dealing primarily with tasks to include managing people and creating vision. However, most of our training for local leaders has continued to focus on supporting the tasks. The Leadership Coaching program will provide new Bargaining Unit presidents with an opportunity to explore these higher level leadership skills.

Educational Services field secretaries will be offering an opportunity for first-year presidents to engage in three individual leadership coaching session during their first year. The goal of these sessions will be to support local leaders in developing/honing their skills as they work with their executives and members, set Bargaining Unit directions and build effective and productive union locals.

Local leaders will continue to be able to access their field secretaries to address specific areas of concern, to ask questions re: processes and procedures and to seek consultation. This new program will provide an opportunity for first year-presidents to focus on their leadership skills rather than specific tasks (e.g. effective use of authority and power vs how to handle a grievance).

New presidents will be introduced to the program at the New Presidents training on November 12th and will work with their ES field secretary to set coaching dates. The department is planning to offer a small number of additional sessions to second year presidents as requested.

8. Bill 213, Better for People, Smarter for Business Act Background

Amongst its provisions, this bill will confer Canada Christian College the ability to be a degree-granting university for Bachelor of Arts and Bachelor of Sciences degrees. The change in the institution's status is troubling for a number of reasons, including:

- Its application to be a degree-granting institution has not yet been approved by the independent Postsecondary Education Quality Assessment Board (PEQAB). The government's legislation undermines and prejudices the review by the PEQAB; and
- The school has a history of homophobia and Islamophobia. In particular, it openly rejects the rights of LGBTQ2SI individuals and mandates certain moral standards for their faculty, students, and staff that contradict protections outlined in the Ontario Human Rights Code. As well, this school has faced accusations of condoning hate speech including homophobia and Islamophobia, as well as teaching the denial of evolution.

At this point, the bill has met a hostile reception from the opposition political parties and the media.

Legislative Process

[Bill 213, Better for People, Smarter for Business Act](#) is currently in 2nd Reading debate and includes many other provisions besides this proposal. There is no clear legislative schedule for the bill at this time for its passage. The bill is a priority for the government and pressure to remove Canada Christian College may force the government's hand if it wants the bill to pass, despite the fact the government has a majority government and can easily pass the bill.

While this bill may not directly affect OSSTF/FEESO today, the rewarding of degree-granting status to Canada Christian College has the potential to diminish the value of a university degree. As well, creating more universities without proper vetting and consultation will dilute the value of a university degree, particularly when small, privately run institutions seek to expand their base. OSSTF/FEESO has already issued a statement on this issue. In addition, OSSTF/FEESO should prepare a written submission to the appropriate standing committee. As well, OSSTF/FEESO, through the Legislative Observer, should request an oral presentation appearance with the appropriate standing committee.

9. Ontario Universities and Colleges Coalition (OUCC) Meeting – October 29, 2020

OSSTF/FEESO gave the group a brief report on the strike situation at the University of Ottawa. The challenges of getting the University to the table were highlighted but it was indicated that there was a possibility of a mediation session later in the day (29th). Members of the group were informed that they could support the local on social media, financially and through brief scheduled visits on the picket lines. On behalf of the OSSTF/FEESO SSUO-PSUO unit, N. Westbury thanked the OUCC for their letter of support.

A discussion regarding Bill 213 and Canada Christian College took place, led by the Ontario Confederation of University Faculty Association (OCUFA) representatives. The Canadian Federation of Students (CFS), OCUFA and OSSTF/FEESO indicated they all have either written a letter to the Ministry and/or done a press release denouncing the bill.

OSSTF/FEESO suggested as many organizations as possible should consider applying for standing, if a committee hearing on the bill occurs. OUCC is considering sending a joint letter to the government denouncing the bill.

OCUFA led a discussion on Bill 168, Combating Antisemitism. A number of concerns were raised regarding the contents of the bill and how the government passed portions of it. Due to the number of issues raised by various groups, including CFS, OCUFA, the Ontario Federation of Labour (OFL) and OSSTF/FEESO, the government decided to pass the definition contained in the bill by an Order in Council. See the following link for further information.

<https://www.holocaustremembrance.com/resources/working-definitions-charters/working-definition-antisemitism>

The group had a brief discussion on budget 2020 that was released on November 5, 2020.

Health & safety/COVID-19 on campuses was discussed. The Ontario Public Service Employees Union (OPSEU) raised the fact that central tracking of cases in the college/university sector should be occurring. There is a concern that some college campuses are mandating a higher percentage of in-person learning for international students in order to ensure they secure their student visas.

10. CTF Lobbying for Tax deductions

The Canadian Teachers' Federation is advocating with the Government of Canada to allow teachers and education workers working from home to be able to deduct the cost of information technology and connectivity from their annual taxes. OSSTF/FEESO has been supporting this lobbying effort and has provided the CTF with some data on the expenses that were and are being incurred by members for working remotely during this pandemic.

11. Pay Equity Training

The OSSTF Pay Equity Manual and accompanying leader training has proven to be very effective in assisting local leaders with their pay equity processes. Staff continues to update the Pay Equity Manual, and the most up-to-date version is available on the Protective Services Search Engine. Given the current restrictions on in-person meetings, staff will be creating a webinar for new education worker Bargaining Unit leaders that introduces them to basic pay equity processes and the resources available in the manual. The webinar will continue to be used for basic pay equity training purposes and will replace the current Module 1 training. Modules 2-4, which include simulations, will still be offered when in-person training resumes.

12. Strategic Action Plan Report on Member Email Collection

One of the main communication barriers at the Provincial Office is that OSSTF/FEESO does not have every member's email in the membership database. Many attempts have been made to collect those addresses. During the last central agreement vote, it was evident that not only were many members unfamiliar with our member-protected site, but also that many of our email addresses were outdated and incorrect. For members to be able to vote on the agreement, a large number of members had to log in to the provincial site and update their information. This was extremely time consuming and frustrating for both Provincial Office staff, District and Bargaining Unit staff, and our members.

There has been some discussion about hiring a third party contractor to collect email addresses. Upon further discussion with OSSTF/FEESO's Information Technology Department, it has been determined that this is likely not the answer to our collection problem. Some of the issues identified in hiring a third party collection source are:

- Members may not trust a third party to give their primary email to;
- Members who have distrust in the third party will, most likely, give an email to OSSTF/FEESO that is not their primary, personal email;
- It would be expensive to hire a third party to do this collection;
- Emails quickly go stale, particularly if they are not a primary email address.

Multinational corporations such as banks or online shopping companies use their customer service protocols to ensure they have each customer's contact information. Furthermore, customers willingly hand that information over to companies to receive service. Each time the company speaks with a customer, they update the customer contact information.

OSSTF/FEESO does not typically use that customer service model when speaking with our members. If this customer service model occurred at every point of contact with our members, from Provincial Office to District, to the Bargaining Unit, we may be able to update current email addresses for most members. It can be as simple as asking a question similar to "I want to help, but before I do, in case I get cut off, what is your email and your contact number?"

Over the past few years, Districts and Bargaining Units have made a concerted effort to collect email addresses from their members. Some Districts and Bargaining Units have

collected a high percentage of their member's emails and they are stored in their private database. Unfortunately, many of those Districts and Bargaining Units have not sent that information to the Provincial Office or updated Unionware contacts. In some cases, Districts and Bargaining Units are reluctant to share their member's email addresses or contact information with Provincial Office because the District implies their members did not give their consent to share their personal information with Provincial Office. As an organization whose primary function it is to communicate and share information with its members, we should insist that we do indeed have the right to communicate and share directly with our members, and we must communicate to have a functioning union and a responsive, engaged membership.

Currently, we have approximately 46,000 member email addresses, some of which will be stale by the end of the Federation year. To increase this number, putting an "Update your profile" button on our website would not only add to the addresses we do not have but would also eliminate a portion of the incorrect addresses we have. Offering an incentive or giveaway would draw members to this task. An incentive works very well at the Bargaining Unit and District level and there should be no reason why it would not work provincially.

As a union, we have many events that members must register to attend. We capture member emails at that time but we do not take the next step to update them in our records. This should occur at every single contact point with our members, regardless of whether it is registering for AMPA or a local event, contact information should be updated in the provincial database.

The long-term solution to the collection of emails and ensuring accuracy is to share our 'customer service' model with Districts and Bargaining Units and all staff to ensure that capturing emails becomes our priority during any contact with members. It would also be incumbent upon us to share other solutions for gathering emails and updating databases with District and Bargaining Unit leadership.

It is imperative that Districts and Bargaining Units share their databases with provincial OSSTF/FEESO. The District and/or Bargaining Unit should have a position assigned to membership database updating. The managing of this task would be a large undertaking.

Moving forward, the Communications / Political Action Department will continue to develop protocols and implementation procedures at the appropriate levels of the OSSTF/FEESO:

- OSSTF/FEESO should create and adopt a 'customer service' protocol at all level of member contact;
- Districts and Bargaining Units should send their contact information databases to the Provincial Office for input into Unionware;
- Districts and Bargaining Units should create positions, or utilize existing positions, within their offices to ensure that each Bargaining Unit's Unionware account is up to date;
- It would be in the best interest of OSSTF/FEESO in managing our database transfer of information from Districts and Bargaining Units to hire temporary staff (i.e. summer student) to take the collected District and Bargaining Unit emails, check for accuracy, and transfer the emails OSSTF/FEESO does not currently have into our database;
- Develop a system to ensure that member information that is captured when registering for any events is uploaded either electronically or manually into OSSTF/FEESO's database;

- Create an incentive initiative to encourage members to go to our provincial website to update their information.

13. Cost Assessments for Members at Professional Colleges

Over the past several years, professional colleges have begun assessing costs to members who are the subject of complaints. The trend started when a member of the College of Early Childhood Educators (CECE) was assessed costs of \$257,353.76 after a lengthy hearing. The cost amount was intended to represent the total time spent by the College in prosecuting the case. The decision was appealed to Divisional Court, where it was found that, although the member's conduct was not unreasonable, the costs decision was permitted under the College's bylaws.

Since that time, other professional colleges have begun assessing costs at the conclusion of their hearing processes. For the most part, costs have not been assessed in every case. At the Ontario College of Teachers, costs tend to be assessed against members in cases where the college is of the view that the member has unnecessarily prolonged the College's process. The OCT bylaws state that the cost for each day of hearing is \$10,000.

The *OSSTF/FEESO Policy for Approval of Legal Assistance* does not provide that OSSTF/FEESO would pay any costs assessed in a professional college case. This is in part because OSSTF/FEESO has no statutory duty to represent members at professional colleges, but also because the policy requires members to follow the reasonable advice of legal counsel. In the past, those who did so were not perceived by the colleges to be prolonging the complaint process. However, now that colleges can assess costs against members who are not acting unreasonably, following the advice of counsel may still subject members to the risk of having cost assessments made against them.

The risk of facing a cost assessment will cause concern in some members, and will likely influence their decisions about how they proceed with their defense. Commonly, members are much more confident in their chances of success than they should be given the case law, and settlements recommended by counsel are generally the more reasonable and cautious path to take. However, there may be some cases where the risk of a cost assessment could cause a member to accept a settlement against the recommendation of counsel, where they may have had a reasonable chance of success at a hearing.

Where the threat of the assessment of costs causes a member to reconsider whether or not they should mount a reasonable defense, it affects their access to justice. In cases where OSSTF/FEESO is providing representation, and the member is following the reasonable advice of legal counsel and cooperating with assigned OSSTF/FEESO staff, they should be able to be confident that the decisions they make regarding their defense strategy will be supported. The current *Policy for Approval of Legal Assistance* already requires members to take the reasonable advice of counsel, and there are processes in place to end assistance in situations where members are not acting reasonably.

Effective September 1, 2020, OSSTF/FEESO will cover any costs assessed against members in professional college complaints, provided they meet the criteria for such coverage. The criteria will include the requirement that members cooperate and follow the reasonable advice of counsel.

Representation of members in complaints at professional colleges is a "value added" service to members. Current policy and practice in the "value added" services of representation in criminal matters and LTD appeals involve a cost-sharing provision. This recognizes the cost to OSSTF/FEESO, and encourages some shared responsibility on the part of the members, as well as providing an incentive to include some consideration of cost by the member when making decisions. Accordingly, members will be required to pay the

first \$1,000 in costs assessed at a professional college. As with criminal and LTD costs, there will be the ability for OSSTF/FEESO to waive the cost-sharing requirement in situations where members are able to show that it would cause financial hardship.

Details will be included in this year's updated *OSSTF/FEESO Policy for Approval of Legal Assistance*.

14. Hiring of LTO into Temporary Positions

The Ministry of Education provided funding in 2020:B14 as "... *onetime funding is for non-permanent teachers and supply teachers. The funding should be used for time-limited positions*". Non-permanent teaching positions do not exist other than as occasional teaching positions. The *Education Act* defines an occasional teacher as one who is replacing a teacher who is absent from his/her duties.

Many boards are using this funding by hiring LTOs to staff the virtual schools. As these LTOs are not replacing teachers who are absent from their duties, it is OSSTF/FEESO's position that this violates the *Education Act* and that these should be permanent positions.

Locals have been working with Boards to address concerns over hiring permanent teachers into the virtual schools. In most cases, the obligation to the teacher would be reflective of the number of courses they were hired to teach (i.e. a 0.17 FTE contract if they taught one course over a quadmester). Locals have also been encouraged to be flexible with other aspects of the collective agreement, such as layoff timelines, if the hiring of permanent teachers into the virtual schools will have a negative impact on current staff (e.g. part-time staff who should be offered increased status before new hiring occurs). It is our position that these teachers should be entitled to benefits, experience, seniority and other terms of the collective agreement in the event that they are not laid off and continue to work into next year.

In some boards the issue has been resolved and LTOs are only being hired behind absent teachers. In cases where the board is hiring non-permanent teachers, the locals have been instructed to file grievances. To date, many locals have filed grievances on this issue.

15. 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

16. Child Care and Early Learning Update

College of Early Childhood Educators

Disappointingly, the CECE is no longer allowing attendance at Council Meetings. Rather than allowing the public to attend their virtual meetings (like the Ontario College of Teachers, for example), the CECE has notified all those who requested observer status to the November meeting, that a link to the meeting will be posted on the website (presumably here :

<https://www.college-ece.ca/en/About-Us/Council-Meetings>).

As of November 11, the November 4 meeting had yet to be posted.

Ontario Coalition for Better Child Care

The Annual General Meeting was held November 5 to approve financial statements, appoint the 29 members of the Provincial Advisory Council and receive reports. Membership in the OCBCC has increased over the year to 233 licensed child care program and organizational members, 26 student and 86 individual members.

Child Care Worker and Early Childhood Educator Appreciation Day, while modified this fall, was still successful with municipalities again declaring the day, over 1800 posters and over 13,000 buttons distributed throughout the province.

Morna Ballantyne, the Executive Director of the Federal Child Care Now spoke to the participants at the AGM emphasizing the importance of capitalizing on these moments of renewed interest in the importance of child care as evidenced by the federal throne speech and the expressions of Canadians struggling to balance through the pandemic.

A representative from OSSTF/FEESO remains on the Provincial Advisory Council as well as on the Board of Directors and the Bylaw/Governance committee for the upcoming year.

Assigned Educational Services Staff continue to liaise with partners of the OCBCC with respect to proposed regulatory amendments, the workings of the CECE and all factors that impact child care and early learning in Ontario.

1. Bargaining

1.1 Bargaining continues.

1.2 Next negotiations set for December 14, 2020.

2. OCDSB Relations

2.1 While requests have been made for clarity and transparency ahead of information going to members, the Employer continues to advise the Federation of changes after memos have gone out to staff. This makes answering follow-up questions of members difficult and being an ally to the board a challenge.

2.2 Wellness issues continue to obscure our understanding of where members might be along their accommodation journey or leave requests. We know of several requests that have been made from members, but we have not been included in Wellness responses. When issues arise, this makes it difficult to address because we are starting from the beginning of a process and not always sure whom to contact first or where in the process things might sit.

2.3 ESP asked for a list of term employees, their positions and end dates on November 18. This has not been provided yet. This makes administrative organising a challenge given our OCV staff and all the members filling behind those on terms or on leave.

2.4 ESP has asked for an email list of members' OCDSB address several times since August. This has not been provided yet. This will make organising ratification difficult.

3. OSSTF Relations

3.1 Provincial Council met on November 20 – Erin L. attended while we were in bargaining.

3.2 AMPA registration is open.

3.3 Request for Constitutions to be opened in Spring AGMs for the purposes of allowing virtual attendance (see memo).

3.4 C/PAC conference feedback was good.

3.5 Attended PSC regional.

3.6 Continued encouragement of local members to run for seats in upcoming provincial and federal elections.

3.7 Attended Ontario Federation of Labour *Persons with a Disability Committee* as OSSTF delegate.

4. District Relations

4.1 Proposed motion of district H&S officer

4.2 OSSTF Office staff have organised and are now part of COPE

4.3 The district HR/SW committee has applied for and obtained funding for an equity library at the office.

4.4 At this time there is no Communications Committee and PAC is working to make recommendations

5. ESP Work

5.1 Accommodations

- 5.2 Respectful Workplace Meetings
- 5.3 Stewardship Committee launched
- 5.4 Step 2 Grievance this week
- 5.5 President Office Hours
- 5.6 Ongoing bargaining and CBC meetings
- 5.7 Various member inquiries and issues

Vacation Days Remaining

15 days for the 2020-2021 school year

1. Grievance/Arbitration Highlights

- 1.1. 1 Undue Discipline Grievance to be heard at Step 2 on Dec. 9.

2. CBC / Negotiations Updates

- 2.1. Bargaining dates held Nov. 16, Nov. 20 and Dec. 3
- 2.2. Bargaining scheduled Dec. 14

3. Other Activities and News

- 3.1. Protective Services Committee Regionals held virtually Nov. 13th (with Melodie)
- 3.2. Provincial Protective Services Committee held Dec. 3-4
- 3.3. Term employee benefits issues – ongoing
- 3.4. Individual member advice and counselling.

4. Outstanding Vacation/Extra Hours

- 4.1. 39 Vacation days remaining. 9 days scheduled over Christmas