



OSSTF District 25 Ottawa-Carleton

*Protecting and Enhancing Public Education*

**Minutes  
ESP Executive Meeting- Remote  
January 12, 2021**

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

**Regrets:** Jada McLeod

**1. Call to Order**

1.1 The meeting was called to order at 5:46

**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 read the pledge and

All are welcome to attend an Indigenous speaker series Jan 12 & Jan 26, 2021

[https://ocdsb.ca/news/indigenous\\_speaker\\_series\\_emily\\_marie\\_seguin](https://ocdsb.ca/news/indigenous_speaker_series_emily_marie_seguin)

**4. Approval of Agenda**

Lana Leif

**5. Approval of December 2020 Minutes**

Kelly, Judy

**6. Secretary's Report**

Reviewed action items from December's Executive meeting. See item #9

**7. Treasurer's Report**

7.1 As written

**Action Item:** Add a Budget Item for this years budget: Benevolent Fund

**8. Report from Provincial Office**

8.1 See written report

Leif asked Paul Caccamo from Provincial office to attend our contract ratification

**Action: Melodie to send Invite to Paul Caccamo to our Ratification vote**

**9. Business arising from Minutes**

9.1 Ratification of Collective Agreement process for remote information meetings and voting



OSSTF District 25 Ottawa-Carleton

***Protecting and Enhancing Public Education***

Leif did research regarding how other organizations have conducted ratification votes.

Zoom license – had to increase our license for this meeting and vote.

Have to be in attendance to vote. Attendees must register.

Link to the meeting on Sunday.

**Action** = ESP Exec to register for the ratification meeting by tonight. Have the CBC in a group. Cameras on. Need some watchers to be looking for questions.

Mics off camera off automatically

Co-hosts and hosts cannot vote. Melodie and Chelsea will be co-hosts but will be released from this duty so that they can vote.

**Action** Melodie to work on item 9.1 after AMPA. Call for anyone to express interest in working on this.

9.2 Report from the Pilot Stewardship Workgroup

Have not met since our last executive

Make a line item and invite people to be a part of this in the summer. It is a pilot program. Need a budget line.

9.3 On-going Constitution considerations

9.4 Report from Awards and Recognition Workgroup

Chelsea reviewed results of committee meeting

Awards to be given

\$500/year

\$50 for person – Gift Card

\$100 for group – Dinner for a team (when circumstances permit)

1 member a month to be nominated.

How would nominations

**Action Item:** Chelsea is creating Banner to be included in a newsletter; for members to click to reach the nomination form.

Entries will be tracked and entries and rewards on a google spreadsheet attached to the google form for budget purposes.

Timelines for the nomination awards. Monthly,



OSSTF District 25 Ottawa-Carleton

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**10. New Business**

10.1 AMPA

**Action:** Send your Release form and registration confirmation to Melodie.

10.2 ESP Tuition Bursary

Due January 19, 2021

25 submissions for Secondary Education; to be drawn by lottery.

10.3 Call for Applications to Provincial Committees And Councils

**Action:** Send interest to Melodie.

**11. President's Report**

11.1 See written report

11.2 Ministry Announcements of State of Emergency and Stay-At-Home Orders

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

12.1 See written report

**Note that the ratification date in the written report says Jan 21, but the correct date is Jan 24<sup>th</sup>, 2021.**

**13. Senior Executive Officers Reports**

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

**CPAC – conference coming up.**

**PD Day Google Classroom. We have a Great guest speaker.**

**13.2 Health and Safety Officer Report**

Melodie attended the committee. Learned a lot. Felt collaboration between the board and the federation. Working together for the wellness of members.

Full time health and safety officer. Requires constitutional amendment.

Hold provincial OSSTF accountable.

**14. Executive Officer Reports**

Concern for staff who are asked to go into work. Special education students are attending school. Staff who attend the schools are not being given Essential Service pay. Need for childcare for school staff. Grocery clerks, not being given pandemic pay. This pay has stopped for our healthcare workers and essential workers.

**15. Adjournment 7:14pm**

**OSSTF DISTRICT 25 OTTAWA-CARLETON  
ESP UNIT  
STATEMENT OF REVENUE AND EXPENSE  
FOR THE 12 MONTHS ENDED 6/30/2020**

	<u>CURRENT MONTH</u>	<u>YEAR TO DATE</u>	<u>ANNUAL BUDGET</u>	<u>% OF BUDGET</u>
<b>REVENUES</b>				
4201 OSSTF BARGAINING UNIT FUNDING	13,808.00	86,300.00	86,300.00	100.00
4302 OCDSB PD GRANT	0.00	7,838.13	8,700.00	90.09
4350 ESP PD DAY REVENUE	0.00	0.00	3,000.00	0.00
4401 MEMBER LEVY	7,923.08	87,851.56	86,160.00	101.96
4701 INTEREST INCOME	0.00	0.00	0.00	0.00
4802 OSSTF PD GRANTS	8,710.54	8,710.54	8,708.04	100.03
4840 ENCOURAGING POTENTIAL LEADERS GRANT	0.00	0.00	0.00	0.00
4923 INVOLVING THE NOT YET ENGAGED GRANT	0.00	0.00	0.00	0.00
4933 OSSTF COMMUNITY OUTREACH GRANTS	0.00	0.00	0.00	0.00
4832 OSSTF PAC - SPECIAL DISTRICT PROGRAMS GRANTS	0.00	0.00	0.00	0.00
4852 OSSTF DISTRICT COALITIONS GRANTS	0.00	0.00	0.00	0.00
4864 OSSTF WORKPLACE REP TRAINING	0.00	0.00	0.00	0.00
4872 OSSTF NEW MEMBER WORKSHOPS GRANTS	0.00	0.00	0.00	0.00
4815 UNION TRAINING ACCT. 2015	0.00	0.00	0.00	0.00
4903 OTHER INCOME	0.00	0.00	0.00	0.00
	<u>30,441.62</u>	<u>190,700.23</u>	<u>192,868.04</u>	<u>98.88</u>
<b>EXPENSES</b>				
<b>AMPA</b>				
9201 AMPA	(101.39)	657.61	4,000.00	16.44
<b>MEMBERSHIP MEETINGS</b>				
9205 REFRESHMENTS	0.00	0.00	1,500.00	0.00
9206 SUPPLIES	0.00	0.00	1,000.00	0.00
<b>SALARIES AND BENEFITS</b>				
9207 PRESIDENT	4,297.22	81,320.55	82,000.00	99.17
<b>EXECUTIVE EXPENSES</b>				
9209 MEETING EXPENSES	49.68	3,075.61	2,000.00	153.78
9210 MILEAGE/CELL PHONE	73.70	1,124.99	1,500.00	75.00
9212 OFFICE SUPPLIES	0.00	348.84	1,000.00	34.88
9236 EQUIPMENT	0.00	675.09	3,000.00	22.50
<b>PROFESSIONAL DEVELOPMENT</b>				
9214 COMMITTEE MEETING EXPENSES	0.00	0.00	300.00	0.00
9215 MILEAGE	0.00	50.73	500.00	10.15
9216 PD DAY LUNCHEON	0.00	0.00	5,000.00	0.00
9217 FACILITIES/EQUIPMENT RENTAL	0.00	0.00	100.00	0.00
9218 SUPPLIES	41.21	86.39	5,000.00	1.73
9219 HONORARIUMS	0.00	100.00	6,000.00	1.67
9231 PD RELEASE TIME	1,262.61	2,195.61	2,000.00	109.78
9240 PROFESSIONAL DEVELOPMENT	288.02	12,188.56	4,000.00	304.71

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	<u>CURRENT MONTH</u>	<u>YEAR TO DATE</u>	<u>ANNUAL BUDGET</u>	<u>% OF BUDGET</u>
<b>COLLECTIVE BARGAINING COMMITTEE (CBC)</b>				
9220 COLLECTIVE BARG. GRIEVANCES	0.00	0.00	400.00	0.00
9208 CHIEF NEGOTIATOR - SALARY & BENEFITS	3,965.08	83,715.08	87,000.00	96.22
9222 COLLECTIVE BARGAINING RELEASE	0.00	0.00	3,000.00	0.00
9223 MEETING EXPENSES	0.00	108.93	4,000.00	2.72
9224 MILEAGE/CELL PHONE	14.30	1,381.42	1,500.00	92.09
9237 SUPPLIES	0.00	0.00	200.00	0.00
9238 TAKEOVER	0.00	0.00	0.00	0.00
<b>POLITICAL ACTION (PAC)</b>				
9225 MEETING EXPENSES	0.00	0.00	1,400.00	0.00
9226 MILEAGE	0.00	0.00	500.00	0.00
9227 RELEASE TIME	0.00	137.66	700.00	19.67
9228 SUPPLIES	0.00	0.00	300.00	0.00
<b>MISCELLANEOUS COMMITTEES ACCOUNT</b>				
9229 MEETING EXPENSES	300.00	300.00	300.00	100.00
9230 MILEAGE	150.78	150.78	200.00	75.39
9232 SUPPLIES	0.00	0.00	100.00	0.00
9234 CONTINGENCY ACCOUNT	0.00	150.00	1,000.00	15.00
<b>MEMBERSHIP EXPENSE</b>				
9233 COMMUNICATIONS	22.60	100.29	500.00	20.06
9239 EXCELLENCE IN EDUCATION	80.00	80.00	2,900.00	2.76
9241 MEMBER SUPPORT FUND	0.00	2,800.00	6,100.00	45.90
	<u>10,443.81</u>	<u>190,748.14</u>	<u>229,000.00</u>	<u>83.30</u>
<b>EXCESS OF REVENUE OVER EXPENSES (EXPENSES OVER REVENUE)</b>	<u>19,997.81</u>	<u>(47.91)</u>	<u>(36,131.96)</u>	<u>0.13</u>

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	<u>PREVIOUS YEAR</u>	<u>INCREASE (DECREASE)</u>	<u>CURRENT YEAR</u>
<b>3600 EQUITY</b>	<u>291,044.52</u>	<u>(47.91)</u>	<u>290,996.61</u>

January 12, 2021

## Provincial Executive Liaison Report

To: District 25 ESP Executive  
From: Paul Caccamo, Vice President

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### 1. Update on Women's Advocate Program – December 2020

The first stage of training for the new Women's Advocates took place on November 27-28. Approximately 80 advocates participated in two days of Zoom meetings presented by OSSTF staff and two presenters from the Centre for Research & Education on Violence against Women & Children, Western University. The training focused on understanding the effects of domestic violence on women, how it impacts the workplace, and the role unions have played in addressing this issue. The sessions were very well received. However approximately 40 advocates, that originally had been identified by their Districts, were unable to participate for various reasons. Staff is looking at the feasibility of providing another training session in the spring for those members who were unable to participate in the November event.

Phase two of the training will take place February 20. This session will provide advocates with an opportunity to work with their regional counterparts. Participants will learn how to implement the program in their Districts, and how to respond to and support members. Participants will also have the opportunity to develop resources and materials that they can use within their regions.

A webinar is being developed for local leaders that will explain the program and outline the decisions that local Districts will need to make re: its implementation (e.g. how members will contact the advocate, what hours they are available, how breaks and vacations will be dealt with, how members will learn about the program, connecting with local employers etc.). Template brochures and posters will be provided and a template letter for employers will be included.

As training of advocates will need to be on-going, staff are developing a plan to create budget line for the program. Tentatively, OSSTF would be looking at an investment every other year to provide current advocates with refresher training and to provide new advocates with basic training. Costs are being explored and a motion would be developed for AMPA 2022.

### 2. Bill 124 Charter Challenge Update

This report provides a summary of the status of the *Bill 124* litigation. Susan Ursel and Kristen Allen, of Ursel Phillips Fellows Hopkinson LLP, are counsel for OSSTF/FEESO. Susan Ursel has taken a lead role among the counsel representing the applicant unions.

#### Expert Evidence

All of the applicant unions, including OSSTF/FEESO, have collectively retained Bob Hebdon to provide an expert opinion on the impact of *Bill 124* on meaningful collective bargaining. Hebdon is a Professor Emeritus at McGill University and is a recognized expert in public sector labour relations, collective bargaining, dispute resolution, and industrial conflict. OSSTF/FEESO counsel worked collaboratively with all union counsel to draft 12

questions for Dr. Hebdon to address in his report, and he has reported that his first draft is nearly complete. Once a draft is circulated, counsel will have an opportunity to share it with OSSTF/FEESO and to discuss it further with Dr. Hebdon before he completes a further draft. The tentative plan is to have this expert evidence finalized by January 15, 2021, although, it is likely this deadline will be pushed back if a draft is not received by December 14, 2020, since there are a number of parties who need to provide input.

### **OSSTF/FEESO Affidavit(s)**

Affidavits are being used to present witness evidence in order to help reduce the amount of testimony in chief that will be required. The Affiliates are aiming to have affidavits finalized and filed by January 15, 2021. Brad Bennett will be OSSTF/FEESO's primary affiant, and his affidavit will largely focus on the chilling effect *Bill 124* had on bargaining at the central table. Counsel has been working with Brad, Kerri Ferguson, Norm Westbury, and Vaino Poysa to collect all relevant documents that will assist in drafting Brad's affidavit. Drafting is underway and counsel anticipates having a draft to Brad to review in early January.

### **Status of Other Applications**

The other applicant unions, including the large coalition of unions represented by Steven Barrett from Goldblatt Partners LLP, have indicated their goal is to file their affidavits in a similar timeframe (before or by January 15, 2021). All union counsel is meeting to discuss this further, and also to discuss the order or manner in which the case should be argued. Presently, there is no consensus among the unions in terms of i) whether the applications should all be joined and heard by one judge or ii) if joined, or even if sequential, what order the applications should proceed in. Our present view is that the applications should proceed chronologically in terms of impact, with the sectors first impacted by *Bill 124* (namely education) arguing first. Other unions have different views, but discussions are still underway.

### **Preliminary Discussions with the Crown**

Steven Barrett has had a preliminary discussion with Crown counsel on behalf of the broader group about next steps. He has reported that the Crown's preliminary view is that the applications should be joined and all of the Applicants would make their arguments one after the other, and then the government would respond, followed by reply from the Applicants. He would not commit to discussing timeframes for the Crown's evidence until the Applicants' evidence is filed. Eventually, timeframes will have to be set for the Crown's responding evidence on the breach of the charter and section 1 (s. 1) evidence, the Applicants' responding evidence on s. 1, potential reply evidence on s. 1, cross-examinations on the affidavits, and then factums.

### **Next Steps and Case Management**

Like with any large civil proceeding, case management would help keep things moving forward in a timely and organized way. Union counsel is discussing the process by which they can obtain a case management judge, but again, that likely cannot occur until after the evidence is filed in January.

### **Possible University Sector Application**

The issue of the university sector's status remains outstanding. OSSTF/FEESO's original application did not refer to that sector, since their funding structure is distinctly different than that of boards of education. In addition, at the time of the application, it was not clear what impact the Bill might have on university sector bargaining. Now that bargaining has progressed in the sector, OSSTF/FEESO will need to consult with counsel and determine whether a separate application for our university sector bargaining units is necessary.

### **3. Pandemic Related Grievances**

As new situations arise in this pandemic, school boards are making decisions on how quarantine language should be applied that are problematic. As an example, when someone has done the self-assessment and is directed to get tested, in some boards quarantine leave is not permitted. At least four bargaining units have filed grievances on the issue of quarantine language not being granted.

A number of teacher bargaining units have filed grievances on the hiring of LTOs into what should be permanent positions.

Grievances have also been filed by a few of the teacher bargaining units in boards without a virtual school. The grievances are based on workload, management rights and privacy. Others are preparing grievances to be filed soon.

Many questions have come about inclement weather days as boards are requiring teachers to teach remotely on those days. As a paid day, a board is within its rights to require teachers to do some remote work especially when the infrastructure is in place to do so. Locals will have to deal with problematic situations in these situations as they arise. The provincial bargainers have been briefed on this and are providing advice as the questions come in. This same situation may arise for some education workers and the advice will be the same.

### **4. Election 2022 – Education Platform Consultation January 29, 2021**

As part of the Strategic Action Plan, OSSTF/FEESO will begin its 2022 Provincial Education Platform Consultations on Friday, January 29, 2021 with two half-day virtual sessions. The first session in the morning will include registrants from the Teacher, Occasional Teacher and PSSP Bargaining Units. The afternoon session will include registrants from ESS / education workers and university sector. As well, each OSSTF/FEESO committee, and advisory work groups (Environmental, FNMI, New Member, Equity, BPPOC) will be able to send one representative, who may attend both the morning and afternoon sessions.

Communications / Political Action Committee (CPAC) members and Election Organizers will attend both sessions. Provincial secretariat may attend either session. However, we strongly recommend that each department designate one staff representative attend for the full day.

Bargaining Unit will be allowed up to two (2) delegates. All other attendees, including Election Organizers, CPAC Committee members and other committees and advisory work group chairs/representatives will not count towards their respective Bargaining Unit's complement.

The two sessions will be identical and will outline the education platform consultation plan with our members and other interested parties. This consultation will begin the formal process, which will culminate with the release of OSSTF/FEESO's education platform for the 2022 provincial, municipal and trustee elections at June Provincial Council.

The agenda for the meeting will include:

- Introduction by PE member
- Details of plan and timelines
- Breakout sessions for participants
- Closing remarks



At the session, delegates will receive an introduction to the plan to have individual member submissions completed through the *protected* section of the provincial website. A fillable form will be created for members to complete.

As well, local districts and Bargaining Units will be encouraged to promote awareness of the consultation and to make individual member submissions. Districts and BU's should also consider holding roundtables to enhance participation in the member consultations, where possible. In addition, we will encourage committees and advisory work groups to have group discussions about the platform, and to make a group submission if they choose.

After receiving feedback from the education platform consultations on January 29, we will formally launch the all member consultation and webpage at February Provincial Council.

Equity caucuses will occur on Thursday evening and through the day on Friday. In order to facilitate participation in the equity caucuses, all participants will be permitted to request up to a full day of time release on Friday, January 29, and, if necessary, for the evening of Thursday, January 28.

Registration and consultation information can be accessed on our provincial website by logging into the Registered Users section of the website and clicking the 2022 Provincial Education Platform Consultations link under the [Upcoming section](#).

Registration will close at 11:59 pm on Friday, **January 22, 2021**. Participants will receive the necessary links required to participate in this virtual consultation via email prior to the event. For further information, please refer to D/BU #104.

#### **5. School Council Guide and Toolkit Report to the Provincial Executive**

In 2015, OSSTF/FEESO designed a comprehensive school council guide to assist Districts and their school council representatives. The guide defined the role of a school advisory council representative, gave an overview of the history of school advisory councils and advised representatives about what they could expect in their role.

That guide was developed in 2015 and needed an update. Furthermore, the guide needed to give Districts that had never engaged school councils a starting point from which to begin their engagement.

Out of that need, the School Council Toolkit was developed. The toolkit collaborates with the guide, but is directed at District and Bargaining Unit leaders. The toolkit assists local leaders on how to update their constitutions to ensure the school council representative has a fair election procedure and gives the leadership tips on outreach to members. In addition, the toolkit provides information for members on the role of the school council representative and facilitating the sharing of information.

The guide and the toolkit are both available in English and French and will be available on the OSSTF/FEESO website.

#### **6. Meetings of Districts with “No Virtual Schools”**

A meeting with District / teacher Bargaining Unit leaders in school boards with no virtual schools took place on Thursday, December 10. Staff representatives from both the Protective and Professional Services Divisions attended.

Representatives from the following Districts were present:

District 3 – Rainbow

District 6A – Thunder Bay

District 17 – Simcoe  
District 19 – Peel  
District 21 – Hamilton-Wentworth  
District 22 – Niagara  
District 26 – Upper Canada

This was the first time that District 6A attended this meeting as they were told recently that the public school board would abandon the use of a virtual school in favour of hybrid learning or pushing students to TVO courses in February.

Each district provided an update on their current situations, and any recent changes announced by their respective employers. Most are continuing to pursue grievances related to workload and failure to post contract positions. Districts highlighted the many communications and political action initiatives they have taken to try to sway school board leaders to change their plans as members face significant workload pressures.

Some general highlights from the meeting include:

- There was appreciation expressed by some for the provincial level messaging related to hybrid learning, and suggestions for action in DBU 90;
- District 17 is sharing additional information with Provincial Office staff and District 6A on the poor results of sending students to TVO; District 17 reported that 142 TVO courses were “never opened” by students, costing the board well over \$100,000, while many of the students who attempted the TVO courses did not complete the courses;
- Direct contact with trustees by District leaders is problematic in many cases; trustees don’t understand how the system works or pedagogical practices, or senior management at the school board gets hostile when OSSTF/FEESO leaders contact trustees in many cases;
- Many Districts are now collecting data from members, or are in the process of doing so; reporting on workload / stress issues, higher failure rates for students – especially for those learning from home virtually;
- Using data to lobby the school boards about the problems of hybrid learning or the lack of a virtual school has drawn some attention to the issues;
- School board leadership and management are using the excuse of “we are doing the best we can with what we have” as a default when pressed on issues; appear reluctant to push back against the government or take action;
- Districts have had limited engagement with local media; difficult to message the challenges without straining relationships with the employer and some in the public.

Staff offered some strategies to support local efforts to try to move school boards to set up virtual schools and avoid hybrid-learning models where possible. Among the strongest strategies were the sharing of data from member surveys with school boards, getting on the agenda for a presentation at monthly school board meetings, continue to engage senior management at school boards through meetings and letters, and share with their local membership all of the advocacy they are doing locally.

There was a general feeling that the school boards are not going to change their minds in any way, no matter how much we advocate or inform them. As increased failure rates of students begin to emerge at the end of semester one / quadmester two, there is an opportunity to increase pressure on individual school boards to change their plans, or to publicly call on the provincial government for more support.

Provincial Office staff continues to offer their assistance to these Districts. The group agreed that they should continue to meet monthly as they have found the discussions and

sharing of strategies and data very helpful.

The next meeting will be planned for some time in late January.

## **7. Remote Learning Fall Institute Update**

The Fall Institute was held on November 23-28, 2020. Seven workshops were scheduled:

- Cultiver la résilience \*
- Remote learning options for the early learning support team (x2)
- Modelling Calmness
- The Science of Learning
- Anti-racist Education Online
- Power of Podcasts

\* (A second session scheduled for Saturday was cancelled because no registrations were received.)

Just over 300 members registered to participate. As expected, not all of those who registered actually attended. Unfortunately, one webinar (The Power of Podcasts) had to be cancelled because the presenter was ill. In total over 100 members participated over the course of the week. Because of the success of this event, the Educational Services Department plans to hold additional events later in the year.

## **8. Meeting with Ministry of Education Equity Secretariat of the Ministry of Education Regarding De-streaming**

Staff from the Educational Services and Member Protection departments attended a meeting with the Education Equity Secretariat of the Ministry of Education and their staff. The meeting was requested by the office of the Education Equity Secretariat and was held on December 02, 2020. Representatives from OTF and affiliates were also present. The main purpose of the meeting was to initiate a conversation regarding de-streaming.

Pat Case, Education Equity Secretariat, provided a general overview for wanting to meet with federation representatives regarding de-streaming. Citing research as well as principles based in equity, the Ministry is looking to set the foundations for conversation with OTF and affiliates as they implement a plan for de-streaming. At the start of the meeting, Case specifically referenced OSSTF/FEESO's policy on de-streaming and acknowledged that he is aware of our position that the last time the government went down this road during the Harris years; the plan implemented in the early 1990s was a disaster. Case indicated that his office would be keeping that history in mind as the plans for de-streaming unfold this time. Case told affiliate representatives that they expect that these meetings should take place over a protracted period. As the Minister Lecce already announced in the spring of 2020, the government will be introducing de-streaming starting with grade 9 mathematics in the fall of 2021. Staff from OSSTF/FEESO asked what resources and dedicated supports would the Ministry of Education be prepared to put into place to ensure that de-streaming is implemented properly. One such example we raised was in reference to research that indicated the need to have smaller class sizes. Representatives from OTF and affiliates echoed the same concerns and cautions. At this time, Case and his team were not able to provide specifics as they are awaiting direction from the Minister of Education. Prior to the end of the meeting, OSSTF/FEESO staff again strongly advised the Education Equity Secretariat that research clearly shows that any shift to de-streaming needs to be done properly, with appropriate and dedicated resources and supports in place; therefore, the government needs to take their time with their implementation.

Case and his team told federation representatives that we can expect to hear from them again. However, no further meetings are scheduled at this time. Staff assigned will continue to monitor as things develop and will attend meetings as required.

## 9. Recent DBUs

- 104 - Election 2022 - Education Platform Consultations - January 29 2021
- 103 - REVISED - Research Study - Life Work and Family in a Pandemic Survey
- 102 - Accommodating Family Status during the Elementary School Shutdown
- 101 – Appointment of Director
- 100 – Provincial LTD Plan
- 099 - Home Office Expenses for Employees Working from Home due to COVID-19
- 098 - Ministry Correspondence - Ministry of Education Updates
- 097 - Student Achievement Awards - Virtual Celebration
- 096 - Ministry Correspondence - COVID-19 Health and Safety Refresher
- 095 - Ministry Correspondence - School-Based Health and Rehabilitation Services
- 094 - Performance Based Funding for Post-Secondary Institutions
- 093 - Resignation of Pierre Côté, General Secretary
- 091 - Submission of Resolutions for AMPA 2021
- 090 - Upcoming Advocacy and Public Awareness Communications - Hybrid Learning
- 089 - Ministry Correspondence - New Elementary Report Cards and Update on the Evaluation of Social-Emotional Learning Skills
- 088 - Additional COVID-19 Funding
- 087 - Appointment of Executive Assistant
- 086 - Mental Health First Aid Funding
- 085 - WSIB Claims during COVID-19
- 084 - Ministry Correspondence - New Support for Learners Financial Support Program
- 083 - Ministry Correspondence - COVID-19 Funding - Additional High Priority Areas and Funding for the Education and Community Partnership Program
- 082 - Ministry Correspondence - Ministry of Education Updates
- 081 - Temporary Amendment to the Ontario Teachers Pension Plan (OTPP) 50-day Re-employment Rule
- 080 - 2021 AGMs
- 079 - OSSTF Participation in a Healthy Professional Worker Research Study
- 078 - Job Postings for Executive Assistant
- 077 - Changes to the Early Childhood Educators Act and the Ontario College of Teachers Act
- 076 - Black Persons and Persons of Colour Advisory Work Group
- 075 - Ministry Correspondence - School Board COVID-19 Monthly Survey
- 074 - Canadian Teachers' Federation - Pandemic Research Report
- 073 - Ministry Correspondence - COVID-19 School Absence Online Reporting Tool  
Reminder
- 072 - Member Survey - Addressing Systemic Racism in Ontario Schools
- 071 - Ministry Correspondence - Mathematics Proficiency Test Update
- 070 - Fall PD Institute 2020



## Stewardship Pilot Workgroup Recommendations

December 15, 2020

After consulting with the D25 Education Services Secretariat, the workgroup has come up with the following recommendations for the Stewardship Pilot Program:

1. No members-at-large should be on the workgroup
2. The District will be divided among the superintendencies (12 Zones) and board buildings
3. Approximately 16 Zone reps will be needed
4. The executive officers will fill in any Zone rep gaps as the pilot begins
5. The President and PSO should tally the information requested by members from now until June
6. From this data, a FAQ flow chart will be created by the ESP Executive
7. This flow chart will be used by Zone reps to direct member queries. Reps do not counsel or advise members on what to do. Reps share resources available to members.
8. The Zone reps will take 2 workshops 1) on equity and 2) dealing with difficult people
9. The constitution will be amended to reflect the Pilot, its funding and the new tasks of the executive officers.
10. Cost of program TBD

## ESP President's Report

January 12, 2021

### **1. Bargaining**

- 1.1 An agreement was reached with between ESP and the Board December 14, 2020
- 1.2 Final details are being worked out the with board
- 1.3 Discussion continues regarding a ratification vote remotely
- 1.4 Previously scheduled leaves denied on strike days – info to follow

### **2. OCDSB Relations**

- 2.1 JOHS meeting (in for Lana). Learned a lot, I look forward to attending again
- 2.2 Step 2 Grievance denied
- 2.3 December 22 Emergency meeting with HR
- 2.4 December 28 Emergency meeting with HR and Employee Wellness
- 2.5 Communications much improved ahead of Employee Newsflashes

### **3. OSSTF Relations**

- 3.1 Meeting with Rosemary Judd-Archer re Stewardship Program
- 3.2 Daily consultation with field rep, Chris Goodsir, over the break
- 3.3 Various bulletins regarding return negotiations with Ministry

### **4. District Relations**

- 4.1 DEC supplemental discussions regarding the organisation of Corvus Office Staff
- 4.2 Corvus closed to guests, likely until the end of January
- 4.3 AMPA Planning

### **5. ESP Work**

- 5.1 OMERS buy-back for OSSTF strike days
- 5.2 Three all-member emails sent over the break based on meetings w HR re: return to work
- 5.2 Respectful Workplace Meeting review
- 5.3 Fielding communication from members about concern regarding return to work on Jan 4
- 5.5 President Office Hours December 17 and January 18. 2021
- 5.6 OTIP benefits issues for term employees
- 5.7 Various member inquiries and issues
- 5.8 ESP Bursary Prep for January announcement

Vacation Days Remaining

15 days for the 2020-2021 school year



**1. Grievance/Arbitration Highlights**

- 1.1. 1 Step 2 Grievance hearing held Dec. 9 with Member in attendance. Grievance denied by Employer; to be withdrawn by Union.

**2. CBC / Negotiations Updates**

- 2.1. Tentative contract agreement reached with OCDSB at bargaining table Dec. 14th
- 2.2. Ratification meeting scheduled for Thursday, Jan. 21, 5:30 PM

**3. Other Activities and News**

- 3.1. Protective Services Committee Provincial scheduled Jan.. 21-22 (virtual)
- 3.2. Protective Services Committee Provincial scheduled Feb. 11-12 (virtual)
- 3.3. Protective Services Committee Regional scheduled Feb. 26 (virtual)
- 3.4. Term employee benefits issues – ongoing
- 3.5. Individual member advice and counselling.

**4. Outstanding Vacation/Extra Hours**

- 4.1. 9 Vacation days taken over Christmas (off Dec. 21 to Jan. 8). 30 vacation days remaining.