



3.1 OSSTF District 25 Ottawa-Carleton

Protecting and Enhancing Public Education

Agenda
ESP Executive Meeting- Hybrid Meeting
October 12, 2021, 5:45 pm

Attendees: Melodie Gondek, Leif Walther, Judy Soifer, Saul Mogelonsky, Kelly Mills, Lana Lotan, Anita Luciano, Chelsea Dykens, Shelby McEachern, Maushumi Afroze, Erin Lang, Jeff Denys

Regrets: n/a

- 1. Call to Order – M. Gondek**
 - 1.1 The meeting was called to order at 5:48 p.m.
- 2. Pledge/Anti-Harassment Statement**
 - 3.1 Deem read
- 3. Appointment Anti-Harassment Officer**
 - 2.1 AHO for the meeting: J. Soifer
- 4. Indigenous Land Statement**
 - 4.1 Land acknowledgement – M.Gondek
Visit website [Whose Land](#)
- 5. Approval of Agenda**
 - 6.1 Moved S.Mogelonsky, Seconded: C.Dykens
- 7. Approval of Sept 2021 Minutes**
 - 7.1 Moved S.Mogelonsky, Seconded: L.Lotan
- 8. Secretary's Report – E.Lang**
 - 8.1 Review outstanding action items.
- 9. Treasurer's Report – S.Mogelonsky**
 - 9.1 See Written Report
 - 9.2 Awaiting PD grants
- 10. Report from Provincial Office- J. Denys**
 - 10.1 See Written Report : Provincial Executive Liaison Report



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Protecting and Enhancing Public Education

- Upcoming regionals – protective services training
- OCT 29-30 Health and safety meetings
- OCT 29-30 Elections readiness
- 4 elections officers around the province. Getting relationships established.
Ready to go full time release in February. Goal: Get rid of Ford.
Polling is telling us that people like Doug Ford.
Throne speech – no talk about Education or schools.
The governments agenda is not us.
- Check Wow the Uninvited
Here is their website: <https://actwow.ca/>
Pay inequity and pay increase discrepancy between men and women centered positions.
Females are 254. Report Govt spending rules
- OMERS fund has been successful over the past 12 months, after putting some pressure on, assets have increased.
Looking for Omers pension feedback – see link.
- Consulting Amy Greer - Epidemiologist

Members can attend a Visit by Provincial Executive – Oct 20, 2021 virtually. All are welcome to attend and ask questions.

11. Business arising from Minutes

11.1 Review of Committees

11.1.1 Zoom reminder – zoom meetings rather than using google meets. PD is ok be use work platform. Request Zoom login for a specific time. There are two available zoom accounts need to co-ordinate schedules.

11.1.2 Awards and Recognition

Awards and Recognition Committee – Oct 14. Anita Luciano is the chair.



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To use the google meets for the first meeting. Consider using Zoom for future meetings. Login to Zoom is available.

11.1.3 Constitution Committee

Constitution committee – meeting before the next ESP meeting. Judy is the chair.

11.1.4 ESP Zone Representatives

Zone Reps – sent out the call for applicants – no interest so far.

12. New Business

OCDSB Mandatory Vaccination Procedure
Discussion.

13. President's Report

13.1 See written report

Lots of issues and concerns around the issue of covid.
OSTA has a new location on Merivale Road.

14. Protective Service Officer's Report

14.1 See written report

- 8-10 Grievances – leave without pay
- Mandatory vaccination policy is now directly affecting peoples livelihoods
- OSTA collective agreement extension signed off Sept 20, 2021
- Chief negotiators
- ESP 2019-2020 Agreement - Still don't have a signed collective agreement. Sitting on the director's desk. We are all signed off.
- Call out for ESP Collective Bargaining Committee members for next round.

15. Senior Executive Officers Reports

15.1 Vice-President J.Soifer

Labour day rally, PAC meetings to resume shortly.

Oct 14 PAC.



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15.2 Health and safety L. Lotan

- Lana – co-chair
- Terms of reference given to the ministry inspector to be approved.
- ½ day worker meeting are to be covered by the board.
- **Health and safety elections. Oct. 12**

15.2 Ed Services Report C. Dykens

- 51 responses to the need assessment form.
- PD committee members.
- Wheel spin demo.
- Behavioral interviewing through OSSTF. Tips and Resume.
- PD – use the ESP google account rather than saving in the Google drive for work.

16. Other Executive Officer Reports

16.1 M.Afroze– Nothing to share

16.2 A.Luiano – trying to fit in the mandatory – reading.

Memo –employees should be allotted time to do this within the work day.

16.3 S. McEachern – online schedule after the holidays. Rotation – confusion between schools. Slow to be re-opening the library. Go to the school administration to discuss.

16.4 K.Mills - Nothing to report

17. Adjournment

17.1 Meeting Adjourned 6:48pm

Next Meeting: November 9, 2021 @ 5:45

**OSSTF DISTRICT 25 OTTAWA-CARLETON
ESP UNIT
STATEMENT OF REVENUE AND EXPENSE
FOR THE 12 MONTHS ENDED 2021-06-30**

	<u>CURRENT MONTH</u>	<u>YEAR TO DATE</u>	<u>ANNUAL BUDGET</u>	<u>% OF BUDGET</u>
REVENUES				
4201 OSSTF BARGAINING UNIT FUNDING	7,193.13	83,066.00	91,169.48	91.11
4302 OCDSB PD GRANT	0.00	8,038.13	8,700.00	92.39
4350 ESP PD DAY REVENUE	0.00	0.00	3,000.00	0.00
4401 MEMBER LEVY	7,700.98	87,694.74	86,160.00	101.78
4701 INTEREST INCOME	0.00	0.00	0.00	0.00
4802 OSSTF PD GRANTS	0.00	0.00	9,240.05	0.00
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
4853 OSSTF LABOUR COLLEGE FUNDING	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>14,894.11</u>	<u>178,798.87</u>	<u>198,269.53</u>	<u>90.18</u>
EXPENSES				
AMPA				
9201 AMPA	0.00	801.42	4,000.00	20.04
MEMBERSHIP MEETINGS				
9205 REFRESHMENTS	0.00	0.00	1,500.00	0.00
9206 SUPPLIES	0.00	0.00	1,000.00	0.00
SALARIES AND BENEFITS				
9207 PRESIDENT	7,083.33	84,999.96	85,000.00	100.00
EXECUTIVE EXPENSES				
9209 MEETING EXPENSES	60.00	549.82	2,000.00	27.49
9210 MILEAGE/CELL PHONE	364.54	1,279.15	1,500.00	85.28
9212 OFFICE SUPPLIES	0.00	1,231.29	1,000.00	123.13
9236 EQUIPMENT	0.00	1,074.31	4,000.00	26.86
PROFESSIONAL DEVELOPMENT				
9214 COMMITTEE MEETING EXPENSES	0.00	460.00	300.00	153.33
9215 MILEAGE	0.00	0.00	500.00	0.00
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	(40.00)	544.60	5,000.00	10.89
9219 HONORARIUMS	0.00	3,615.00	6,000.00	60.25
9231 PD RELEASE TIME	0.00	640.71	2,000.00	32.04
9240 PROFESSIONAL DEVELOPMENT	0.00	0.00	34,000.00	0.00

	<u>CURRENT MONTH</u>	<u>YEAR TO DATE</u>	<u>ANNUAL BUDGET</u>	<u>% OF BUDGET</u>
COLLECTIVE BARGAINING COMMITTEE (CBC)				
9220 COLLECTIVE BARG. GRIEVANCES	0.00	0.00	200.00	0.00
9208 CHIEF NEGOTIATOR - SALARY & BENEFITS	7,416.67	89,000.04	89,000.00	100.00
9222 COLLECTIVE BARGAINING RELEASE	0.00	391.27	3,000.00	13.04
9223 MEETING EXPENSES	0.00	908.89	4,000.00	22.72
9224 MILEAGE/CELL PHONE	106.83	1,230.78	1,500.00	82.05
9237 SUPPLIES	0.00	95.44	200.00	47.72
9238 TAKEOVER	0.00	0.00	0.00	0.00
POLITICAL ACTION (PAC)				
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	0.00	700.00	0.00
9228 SUPPLIES	0.00	0.00	300.00	0.00
MISCELLANEOUS COMMITTEES ACCOUNT				
9229 MEETING EXPENSES	0.00	407.28	300.00	135.76
9230 MILEAGE	0.00	0.00	200.00	0.00
9232 SUPPLIES	0.00	0.00	100.00	0.00
9234 CONTINGENCY ACCOUNT	0.00	0.00	1,000.00	0.00
MEMBERSHIP EXPENSE				
9233 COMMUNICATIONS	0.00	449.92	500.00	89.98
9239 EXCELLENCE IN EDUCATION	725.00	1,551.14	2,900.00	53.49
9241 MEMBER SUPPORT FUND	0.00	2,957.90	4,100.00	72.14
	<u>15,716.37</u>	<u>192,188.92</u>	<u>262,800.00</u>	<u>73.13</u>
EXCESS OF REVENUE OVER EXPENSES (EXPENSES OVER REVENUE)	<u>(822.26)</u>	<u>(13,390.05)</u>	<u>(64,530.47)</u>	<u>20.75</u>
	<u>PREVIOUS YEAR</u>	<u>INCREASE (DECREASE)</u>	<u>CURRENT YEAR</u>	
3600 EQUITY	<u>290,996.61</u>	<u>0.00</u>	<u>290,996.61</u>	

Provincial Executive Liaison Report

To: District 25 ESP Executive
From: Jeff Denys, Treasurer

1. Riding-by-Riding Consultations and Election Organizers - Update

Over 120 delegates from almost all of OSSTF/FEESO's 37 Districts attended our two-day Riding-by-Riding Consultations on Wednesday, May 13 and Thursday, May 14. Afterwards, the eight Election Organizers (EOs) met on Friday, May 21 to review the consultations.

The two-day consultations started with an analysis and review of the current political landscape and OSSTF/FEESO's objectives in the four half-day plenary sessions. Each of the sessions was divided into two breakout rooms with discussions in different regions led by the assigned election organizer. Delegates were presented with information on each riding in their District and Region with an emphasis on nominated candidates and the electoral prospects for the political party opposition in each riding. Delegates provided extensive feedback on those topics during the two-hour sessions. At the conclusion of the consultations, participants expressed satisfaction that the election process was underway and that important information had been exchanged between locals and provincial office.

At the subsequent Election Organizers meeting, the information collected had been added to each riding profile. EOs continued to discuss the road forward including preparations for a fall election conference in mid-October and a virtual Queen's Park Lobby Day in late November or early December. A further CPAC regional conference in late spring 2022 was also discussed.

EOs discussed a variety of possible sessions including campaign training, Bill 254/307 compliance and community/alliance building. Also, a session on how to publicize OSSTF/FEESO's Education Platform and a final session updating the Riding-by-Riding Consultations. Organizers continue to dialogue with their assigned Districts around engaging their local CPACs, preparing local election strategies, and local level training needs.

2. Recommendation for the Use

At the February 2, 2021 Provincial Executive meeting, the following motion was passed:

THAT the General Secretary assign the appropriate staff to investigate the use of the term LGBTQ2SI and replacing it with 2SLGBTQI+ on OSSTF documents and publications on a go forward basis.

Background and Outreach

To consider changing the organization's use of LGBTQ2SI to 2SLGBTQI required outreach

to a variety of external organizations and to internal OSSTF/FEESO stakeholders.

OSSTF/FEESO First Nations, Métis and Inuit Advisory Work Group

OSSTF/FEESO's FNMI AWG took time in May to discuss acronym options at length, once given the list of acronyms used by queer-focused organizations. Their recommendation is that OSSTF/FEESO move to the formalized use of an acronym that:

- Situates 2S at the front
- Adds a + at the end to extend representation to identities not easily captured in the acronym and in keeping with the practice of other Indigenous-led organizations.

The Provincial Executive approved the adoption and use of 2SLGBTQI+ (Two-spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, plus) in all OSSTF/FEESO communications, documents, and publications.

3. Ontario College of Teachers – Summer 2021

Structure & Governance

Following a lengthy governance review process, and the enactment of the changes to the *Ontario College of Teachers Act* that came into effect February 1, 2021, the OCT filed further regulation changes on August 6, 2021. These most recent changes will establish the regulations for the selection and appointments process for the new governing Council and committees. The OCT has now finalized changes to its governance model.

Paul Boniferno, the Transition Supervisory Officer, will appoint members to both the committees and the new, smaller, Council (equal number teaching profession and public, as per the February 1 changes) using this new process.

Qualifications - Draft Guidelines for Additional Qualifications (AQs) released

Items below all have a validation date of October 23, 2021:

Schedule A: One-session additional basic qualifications

- French as a Second Language (*For teaching in English-language schools only - not offered in French*)
- Religious Education in Catholic Schools

Schedule C: One-session additional qualifications

- Language, Grades 7 and 8 (*For teaching in English-language schools only - not offered in French*)

Schedule D: Three-session additional qualifications

- French as a Second Language (*For teaching in English-language schools only - not offered in French*)
- Religious Education in Catholic Schools
- Teaching and Leadership: First Nations, Métis And Inuit Settings

Schedule E: One-session Honour Specialist Qualifications

- French as a Second Language (*For teaching in English-language schools only - not offered in French*)
- Religious Education in Catholic Schools.

Qualifications – Finalized review for Additional Qualifications released

The 2 AQs below have now been finalized:

[Schedule C: One-session additional qualifications](#)

- Teaching Cree
- Teaching Lenape.

Addressing Anti-Black Racism

While the new AQ Course Anti-Black Racism is still in draft phase, the OCT will be releasing a Professional Advisory on this issue this fall.

Assigned Staff will continue to liaise with OTF affiliates on input and responses to the OCT on these matters.

This school year, the OTF affiliates are hoping to have 3 (as opposed to the previous 2) meetings with the OCT to discuss concerns and report on recent professional development opportunities provided to members.

4. OSSTF/FEESO Research Grant for Emergent Issues and Priorities

Educational Services Department staff assigned to the Research Partnership Review Committee met to consider themes to recommend to the PE for the 2021 - 2022, inaugural Research Grant for Emergent Issues and Priorities.

A fulsome discussion considered the Strategic Action Plan, the pandemic, and current and future issues facing education from an Ontario context. There was also a need identified: input from other departments. In the future, it would be ideal to have staff assigned from each department to be a part of the selection process for both the theme of, and the administration of, the award.

Three possible themes rose to the top of the list as recommended themes for the next academic year:

- Equity: Addressing Race, Racism and/or Colonialism in Education
- Education Technology: Hybrid learning, e-learning, virtual learning issues in Education
- Privatization threats and trends in Education

The grant application will go live in September, 2021, with a deadline of October 31, 2021. One of the three grants awarded will be reserved for researchers who identify as from indigenous, equity seeking, or oppressed groups.

5. Teacher Education Staff Work Group Meeting

A meeting of the Teacher Education Staff Work Group was held on June 8, 2021 and included representatives from OTF and from each of the four teacher affiliates. Assigned staff from the Educational Services Department attended the meeting on behalf of OSSTF/FEESO. The meeting agenda focused on two items: the Integrity of Teacher Preparation Programs Action Plan; the Math Proficiency Test (MPT).

Items of Interest

Initial Teacher Education Review

Discussion around affiliates re-examining our positions on teacher education programs, as the four-semester, expanded program does not appear to have had an impact on the preparedness of new teachers. Assigned staff will speak with OSSTF/FEESO staff attached, about conducting a review or environmental scan of research, locally and

internationally, around the length of initial teacher education programs and its impact on the quality of the programs. OTF will connect with Carol Campbell and Kathy Broad about trends in teacher education. Staff from the affiliates will look for current research and positions around initial teacher education programs.

Math Proficiency Test Update

On June 8, the Ministry announced the extension of the current deadline to fulfill the Math Proficiency Test (MPT) condition from August 31, 2021 to December 31, 2021 for Ontario-trained teacher candidates applying to the Ontario College of Teachers (OCT) for certification and OCT members with a condition to complete the MPT. The Ministry cites the introduction of public health restrictions and the closure of testing centres to help combat the COVID-19 pandemic resulting in delayed implementation of the MPT.

OTF is holding Math Office Hours each Wednesday to support teachers who need to pass the MPT. Numerous affiliate teachers volunteered to assist with these sessions, delivered in English and in French. The sessions are running well, but there is a mix of teachers/future teachers, those who have already taken the test and failed, and those who are booked for a future session. These sessions run as a conversation, not a presentation: those delivering the workshops tailor the session to the questions from teachers preparing for the test. The question remains: what will happen to members who do not pass the test by the new deadline of December 31, 2021?

6. Legal Challenge to Use of Notwithstanding Clause – Bill 254

Unfortunately and notoriously, our success in the constitutional challenge to Bill 254 was short lived. Days after the decision of the Superior Court striking down the pre-campaign period restrictions as contrary to the Freedom of Expression rights set out in the *Canadian Charter of Rights and Freedoms*, Premier Ford recalled the legislature for a rare weekend sitting in order to reinstate Bill 254's draconian restrictions on third party political advertisers. This was accomplished through use of the controversial notwithstanding clause of the *Charter*, which shields otherwise unconstitutional legislation from scrutiny for a period of five years.

Counsel for Working Families is now recommending that a new challenge to this legislation be mounted under Section 3 of the *Charter* – Democratic Rights of Citizens – which is not subject to the notwithstanding clause. Though a novel use of this *Charter* right, counsel suggests that the section protects citizens against a government's "self-dealing", and that the Court's determination that the government presented no evidence to justify Bill 254's extension of the spending restrictions from 6 to twelve months would raise that issue.

In the interim, the Ford government has passed Bill 307, which essentially reinstates the legislation in the former Bill 254. OSSTF/FEESO is now under an election spending restriction once again. Of note is that the government argued that issues-based advertising is not covered by the legislation, only paid advertising that makes direct reference to the election or a position that can be linked to a position of a political party. "Smaller class sizes" or "No to Hybrid Learning" would not necessarily be captured by Bill 307.

The Provincial Executive approved the recommendation for OSSTF/FEESO to join the court challenge and contribute additional funds to support the action.

7. Policy Program Memorandum No. 166: Keeping Students Safe: Policy Framework for School Board Anti-Trafficking Protocols

The Ministry announcement of PPM No 166 on July 6, 2021 centered around the Grades 1-8 curriculum. However, the elementary curriculum is only one piece of the framework; a significant portion of the framework has greater implications for education workers from both the elementary and secondary panels.

While the bulk of the curriculum development has been placed in the Grades 1-8 Health and Physical Education elementary curriculum, Policy/Program Memorandum No. 166, with its target implementation date of January 31, 2022, impacts the secondary panel as well.

In 2019, Ontario had the most police-reported cases of sex trafficking in Canada. Each school board is directed to establish a protocol to respond to suspected sex trafficking occurrences. The framework has been developed through the collaboration of several ministries and with input from equity seeking communities, particularly vulnerable to sex trafficking. The framework will serve as means of connecting the school board with local, community agencies to protect students and youth from sexual exploitation.

Schools are best placed to develop and support the caring relationships between adults and students to observe warning signs of trafficking and help youth understand inappropriate behaviours, online safety and how to avoid dangerous situations.

Policy No. 166 states that the “education sector can play a powerful role to safeguard the safety, mental health and wellbeing of school-aged children and youth by helping to recognize, prevent and respond to sex trafficking.”

Some students are at higher risk including children in care, Black and Indigenous youth, students with disabilities, 2SLGBTQI+ students and students who have language barriers and/or economic disadvantages. The Ministry particularly recognizes the struggle for Indigenous students, their families and communities to feel safe in schools.

School board protocols “should demonstrate a human rights-based, non-judgmental, culturally responsive, survivor-centered and trauma-informed approach to raising awareness, preventing, identifying and responding to sex trafficking.” According to PPM 166, the protocol must be reviewed every five years.

Protocols must include:

- Statement of principles
- Strategies to raise awareness and prevent sex trafficking
- Measuring success: accountability and evaluation
- Response procedures
- Training for school board employees

Conclusion

It is clear from the framework that curriculum has only been specifically developed for Grades 1-8. However, the protocol extends far beyond the Grades 1-8 curriculum presented and the protocol framework is also clearly aimed at the secondary panel. This will impact members' work by placing another layer of expectation on them to take training, understand procedural response and support in understanding sex trafficking and/or support students who may be vulnerable to or suspected of being trafficked.

The Provincial Executive approved a letter to the Ministry of Education in support of the framework which highlighted:

- the need for more OSSTF/FEESO teachers and educational workers to be staffed in schools to carry out the work dictated by the framework.
- meaningful, paid training for all teachers and education workers to support the implementation of the policy framework being presented.
- increased level of staffing for non-classroom teachers and education workers who will be the conduit for community collaboration and student support.

8. Ontario Coalition of Better Child Care Update

While OSSTF/FEESO is a member of the Ontario Coalition for Better Child Care (OCBCC), individual Bargaining Units and even individual members may choose to also become members of OCBCC on their own.

As a member of the national organization Child Care Now, OCBCC supported the September 14 National Day of Action on Child Care. OSSTF/FEESO, and all member organizations of OCBCC, shared information through their social media networks in hopes of keeping child care in the forefront of issues for the media; especially as the federal election approached.

Early Childhood Educator and Child Care Worker Appreciation Day 2020

[Provincial Councillors should note that this section of the report was sent to Bargaining Unit Presidents who represent ECEs the week of September 7]

Every year, the Ontario labour movement sponsors Child Care Worker and Early Childhood Educator Appreciation Day. October 21, 2021 marks the 21st anniversary.

This year is a celebration of Early Learning and Child Care Heroes and a call to the government to take action on the OCBCC [Roadmap to Universal Child Care in Ontario](#).

The day is often proclaimed and marked by municipalities, school boards and child care centres and this celebration is encouraged as an opportunity to call for better wages, working conditions and support for these workers.

Materials can be ordered through the Ontario Coalition for Better Child Care (OCBCC), of which OSSTF/FEESO is a member, in English or French by completing and sending [this form](#) by October 1, 2021. Remember materials for members are included as part of OSSTF/FEESO's membership. A PDF version of this year's poster can be found [here](#).

9. Update on the Key Developments of the OMERS Sponsors Corporation (SC) and the Administration Corporation (AC)

OMERS Announces First Six-Month Results

As part of OMERS' commitment to increase communication, OMERS shared, for the first-time, mid-year results on how their investment portfolio has performed.

OMERS investment return, net of expenses, was 8.8% for the period from January 1 to June 30, 2021 and the Plan's net assets have increased to \$114 billion, as of June 30, 2021, up from \$105 billion at December 31, 2020. Over the twelve consecutive months ending on June 30, 2021, the Plan has earned a net investment return of 18.2%. Please

feel free to read their six-month update, available at <https://www.omers.com/mid-year-investment-update>.

OMERS SC Focus Groups

OMERS Sponsors Corporation (SC) is inviting members to participate in a series of virtual 90-minute focus groups this fall. The OMERS SC is seeking input and feedback from members about OMERS Plan features. The SC will use the insights shared to help OMERS ensure they continue to communicate with members effectively. To participate in a focus group, members can register at <https://event-wizard.com/FocusGroup/0/register>.

OMERS Webinars

It is never too early to start educating yourself about your pension and creating a personal retirement plan to prepare for the future. Whether retirement is in the near future or years away, OMERS members can begin to plan today. OMERS' free webinars can help members learn about their pension from the comfort of their own home. These sessions expand pension knowledge to help plan for the future and get the most out of retirement. During the sessions, the Education & Training team are available to answer members' questions. Members can access the schedule and register for upcoming sessions at: <https://www.omers.com/events>.

In addition to the webinars provided by OMERS, OSSTF/FEESO is also continuing to provide pension webinars, along with Educators Financial Group, to members in semester one. In semester two, we will be returning to in-person workshops but will also hold a few webinars for members who prefer that format. Leaders are encouraged to promote the webinars to their members.

These webinars will focus specifically on pension planning and retirement. Whether members are fifteen years from retirement, or a few months away, they will discover common sense financial strategies and retirement planning ideas. The webinars are approximately 75 minutes long and provide opportunities for members to ask questions to the OSSTF/FEESO and EFG presenters.

Members will also be able to request a meeting to speak privately with an EFG financial specialist assigned to their region when they complete the survey, or they can submit a request through the following web link: <https://educatorsfinancialgroup.ca/>.

In semester one, these webinars will be on the following dates:

Wednesday, October 6, 2021 from 5:30 p.m. – 6:45 p.m.

Tuesday, October 19, 2021 from 6:00 p.m. – 7:15 p.m.

Tuesday, November 23, 2021 from 6:30 p.m. – 7:45 p.m. (French webinar)

Saturday, December 4, 2021 from 10:00 a.m. – 11:15 a.m.

Wednesday January 12, 2022 from 5:00 p.m. – 6:15 p.m.

Please refer to DBU #16 for the links to the webinars.

Leaders are also reminded that the deadline to register for an in-person OSSTF/FEESO pension webinar is September 30. Refer to DBU #237, sent in June 2021, for more detail.

OMERS Provides Continued Support throughout COVID-19

Over the course of the pandemic, OMERS has received numerous questions from members about the impact of COVID-19 on the OMERS Primary Pension Plan (Plan), including questions about the recent introduction of a paid Infectious Disease Emergency Leave (Paid IDEL) that some OMERS members may be eligible for.

OMERS has compiled the most common questions in an FAQ that is available on the COVID-19 Update: Information for Members page at www.omers.com. Given ongoing developments, OMERS updates this page with new information as it becomes available.

OMERS has also continued to update the OMERS Community page at <https://www.omers.com/omers-community>

This online hub provides information, resources and stories on the topics members told OMERS they cared about.

Improving Services for Members

The Retirement Planner is being updated. One of the best ways members can gain an understanding of their retirements is through taking advantage of the Retirement Planner, located under My Calculators in their [myOMERS](#) account. Later this fall, OMERS is adding new enhancements to the [myOMERS](#) Retirement Planner to help members calculate an increasingly comprehensive picture of their future finances.

The enhanced Retirement Planner will incorporate information from members' OMERS record and other sources to illustrate members' overall retirement income. Soon, they will be able to include these income sources as part of the Retirement Planner estimate:

- Additional Voluntary Contributions (AVCs),
- Assets,
- Canada Pension Plan (CPP) and Old Age Security (OAS),
- Expenses, and
- Other income sources.

This Retirement Planner is available to members through their [myOMERS](#) account, along with several other useful reports and features. More information on the features of the Retirement Calculator and [myOMERS](#) is included in the latest issue of the [Member Newsletter](#). A Financial Forecast Graph provides members a user-friendly visualization of their retirement income from the current date to far into the future. Members can also edit their retirement date to see what their retirement income might look like under different scenarios. The new Retirement Planner will feature: A Retirement Summary Table, which provides a comprehensive financial summary of members' retirement income, taxes and savings. Through this feature, members will be able to select any year (up to their 100th birthday) to view an estimated financial picture for that given year. Please encourage your members to leverage the retirement planner to help them prepare for a successful future retirement.

Quarterly Meetings

The third quarterly meeting of OSSTF/FEESO and OMERS took place August 17, 2021. These meetings are part of the communication initiative that OMERS has undertaken this year to meet regularly with sponsors individually, as well as the traditional joint sponsors and stakeholders' meetings held throughout the year. Topics at this quarterly meeting included reviewing the mid-year investment report, as well as highlighting ESG and I&D initiatives by OMERS.

ESG (the Environmental, Social and Governance lens): OMERS is continuing to invest in green, ESG companies consistent with its investment strategy. A consideration of ESG factors is one of many lenses they use to assess risk and value. Integrating ESG factors into their investment approach is not a trade-off for strong returns but rather a key part of delivering value for future generations.

I&D (Inclusion and Diversity) The OMERS team is quite diversified, and the inclusion and diversity team has promoted many activities within the company through programs, such as developing an enterprise-wide inclusion and diversity strategy and governance model and starting their education efforts focused on conscious inclusion.

International school partnership – This is a European based company, which has 50 schools globally – two in Ontario. OMERS has listened to the concerns voiced by OSSTF/FEESO regarding investing in private schools. Private schools undermine public education, not just in Canada but worldwide. OMERS has committed to making sure that OSSTF/FEESO values will be considered when looking at investments going forward. The situation is being monitored regularly by Paul Elliot, our representative on the AC board, and we are confident that the issues are being addressed.

Job Sharing Administration

The Supreme Court of Canada released a decision last year, *Fraser v. Canada*, that dealt with a challenge under the *Canadian Charter of Rights and Freedoms* related to the RCMP pension plan. OMERS has carefully reviewed the decision and it does not change their approach to job-sharing programs. A job share is a work arrangement whereby the duties of one position are shared by two or more employees. For OMERS' purposes, it is the employment relationship that dictates whether a job-sharing arrangement is a period of reduced pay or a change in employment conditions. Once OMERS is provided with this information, they administer the OMERS Plan accordingly. Following the Supreme Court Decision, OMERS updated a number of resources for members and employers to ensure they were aware of the decision and ensure employers continue to provide accurate and consistent reports.

OMERS Advisory Work Group (OAWG)

The OMERS Advisory Work Group has been formed for the new Federation year and includes many new members, as well as some members who have been on the advisory for many years, even since its inception. All advisory work groups who had lifetime members were advised to establish terms, which would allow for new members to apply to the group. This would ensure equity and inclusion in our provincial advisory work groups. The OAWG has established three-year terms, which will ensure experience in the group, as well as allow for new voices to be heard. The OMERS Advisory Work Group consists of representatives from Bargaining Units representing Education Workers, who are members

of OMERS. The work group meets at the request of PE whenever advice is needed on matters relating to OMERS.

Strike Top Ups

OSSTF/FEESO was able to meet our deadline to transfer all money owing for top up of all strike days (2019 and 2020) to the school Boards by December 31, 2020. We did this for our 25,000 members who were affected.

The school boards are responsible for buying back those days from OMERS using the funds we provided. Their deadline for transferring funds for the 2019 strike days was extended to January 31, 2021, but for any strike days in 2020, their deadline is December of 2021. OMERS is reporting that most boards have done this so far, but it is really a board by board process and depending on how they do the buyback, it can even be a member by member process.

If someone is retiring this year, the Board must do the buy back of the 2020 days for them individually because they only have 30 days from retirement (not the deadline of Dec 2021). Boards are aware of this.

It may take some time for the reflection of the buy back to show up in myOMERS, as this process can be rather time consuming.

Joint Letter Signed by OSSTF/FEESO and Other Union Sponsors

Given the recent rhetoric around the OMERS Plan and particularly with regard to expressed concerns around the performance of the plan fund in the years leading up to 2020, OSSTF/FEESO joined three other union sponsors and wrote a letter to clarify our position. We have full confidence with respect to the governance of OMERS Administration Corporation, the role of the Board of Directors, and the oversight of OMERS staff and leadership.

10. Early Childhood Educator French as a Second Language Professional Development Funds

The French as a Second Language Labour Market Partnership Committee (FSL-LMPC) approved the continuation of the OSSTF/FEESO FSL PD pilot project for ECE members. This project is funded by the MTCU, is managed by OPSBA, and includes numerous stakeholders.

In the spring of 2020, OSSTF/FEESO applied for, and received, \$7,000 from the Professional Development Opportunities for Education Workers Pilot Project. 41 ECE members from around the province were approved to receive \$175 towards a program for improving their French language skills. Unfortunately, many more were disappointed in not being able to do so due to limited funds.

For the 2021-2022 school year, OSSTF/FEESO applied for (and received) \$25,000. This expanded OSSTF/FEESO project, will have both a further and deeper reach, as more members will be able to access these funds and they can receive up to \$400 towards a program of their choosing.

Bargaining Unit presidents who represent ECEs were sent the application form in June and again in early September. The deadline is September 29, 2021. Any questions/concerns can be sent to Rosemary Judd-Archer (rosemary.judd-archer@osstf.ca).

11. DBU Memorandum

- 049 – Ministry Correspondence – COVID-19 Rapid Antigen Screening for Students and Children in Schools and Child Care
- 048 – Safety Protocols and COVID-19 Related Protests and Incidents
- 047 – 2022 Election Readiness Conference – October 29-30, 2021 [Registration Open]
- 046 – Ministry Correspondence – Updates to the School Screening Tool for the 2021-22 School Year
- 045 – Employee Life and Health Trust Advisory
- 044 – Health and Safety Workplace Safety Insurance Act Committee Conference
- 043 – Ministry Correspondence – COVID 19 Immunization Assessments for Vaccine Eligible Students
- 042 – OTF Communications – PD Grants for FSL teachers
- 041 – CSLF Co-Option Call for Applicants
- 040 – ETFO Posting Professional Relations LTD WSIB Services
- 039 – Ministry Correspondence – Mandatory Immunization Disclosure Policy – Extension of Pharmacy Access
- 038 – Anti-Harassment Training 2021-2022
- 037 – Anti-Harassment Policies and Procedures 2021-2022
- 035 – National Truth and Reconciliation-Orange Shirt Day Graphics and Resources
- 034 – Collective Agreements and Constitutions
- 033 – Ministry Correspondence – September 30, 2021 – National Day of Truth and Reconciliation
- 032 – Ministry Correspondence – Rapid Atigen Testing Indemnification of School Boards
- 031 – Worksite Visits – D34 – D35
- 030 – Worksite Visits D1 – D33
- 029 – Important Dates and Information Regarding EI Canada Recovery Benefits and ESA Rules
- 028 – Ministry Correspondence COVID-19 Vaccination Educational Video and School Focused Vaccination Clinics
- 027 - Application for ES Workshop
- 026 - Student Achievement Awards 2022
- 025 - Delayed Processing Times at the Ontario College of Teachers
- 024 - OSSTF/FEESO Speaker Bank Expanding and Looking for New Voices
- 023 - Update on OSSTF Provincial Operations
- 022 - OFL Convention



1. Business Arising From Minutes/Action Items

- Met With ESO for overview of PD Day – very excited by Chelsea's energy on this project
- Met with the 2021-2022 ESP Committees to get Chair and Secretaries set up; special thanks to everyone who donates their time to union work for the benefit of our members

2. Acknowledgement/Good News Items

- Hope everyone had a safe and happy long weekend

3. Grievance /Labour Relations Update

- Several grievances issued across the district related to Mandatory Vaccination Procedure
- WSIB Claims by Employer for injuries related to mental stress at work
- Several Employee Wellness meetings for one (1) accommodation
- Collaborative Table with HR – Test Kits at schools

4. Member Support and Other ESP Updates

- Ongoing support during implementation of OCDSB Mandatory Vaccination Procedure
- Many questions about test kits
- Upcoming debrief with members of Student Supervision Committee

5. OCDSB Updates

- Several Newsflash Updates and communication with members before consultation with Federations

6. District 25 and District Executive Council (DEC) Updates

- District Health and Safety Officer still in progress
- Constant communication with both Secretariat regarding OCDSB exemptions forms and MV Procedure
- Women's Advocacy Program Launch

7. OSTA

- Visited the new space on Merivale Rd with PSO to sign extension of Collective Agreement
- 1% Increase should be in full effect since ratification

8. Provincial OSSTF Activities

- Reelected Vice-Chair of Provincial Council
- Communications audit of Region 5 via Provincial CPAC
- PSC Moderator, Region 5

9. Vacation/Extra Hours Worked

- **One (1) Vacation day in October, 17 days remaining for the 2021-2022 school year**

10. Next Executive Meeting November 9, 2021, 5:45 pm

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1. Grievance/Arbitration Highlights

- 1.1. 1 Wrongful dismissal grievance denied by Employer; submitted to OSSTF Provincial and accepted for Arbitration.
- 1.2. Policy Grievance re OCDSB Vaccination Protocol filed
- 1.3. Policy Grievance re OCDSB Vaccination Medical Exemption Request form filed
- 1.4. Policy Grievance re OCDSB Accommodation process filed
- 1.5. Multiple individual grievances re: Vaccination Protocol Administrative Leave Without Pay pending
- 1.6. Multiple individual grievances re: Vaccination creed based exemption denials pending
- 1.7. Potential policy grievances re: WSIB and Stress Leave pending

2. CBC / Negotiations Updates

- 2.1. OSTA Collective Agreement extension ratified by OSTA members Sept. 15
- 2.2. OSTA Collective Agreement extension signed off by both parties Sept. 20; visit to new OSTA offices
- 2.3. ESP 2019 – 2022 Agreement still ALMOST signed off by all parties (but fully in effect)
- 2.4. Callout for ESP Collective Bargaining Committee members for next round beginning of January

3. Other Activities and News

- 3.1. Member discipline meeting support
- 3.2. Accommodation and Return to Work meeting support
- 3.3. HR and Labour Relations advocacy for Members
- 3.4. Individual member advice, counselling, support and advocacy.

4. Outstanding Vacation/Extra Hours

- 4.1. 1 Vacation day taken Oct. 4
- 4.2. 37 Vacation days remaining

ESP Executive Meeting - Education Services Officer Report

Updated automatically every 5 minutes

ESP Executive Meeting - Education Services Officer Report

Date: Oct 12, 2021

Name: Chelsea Dykens

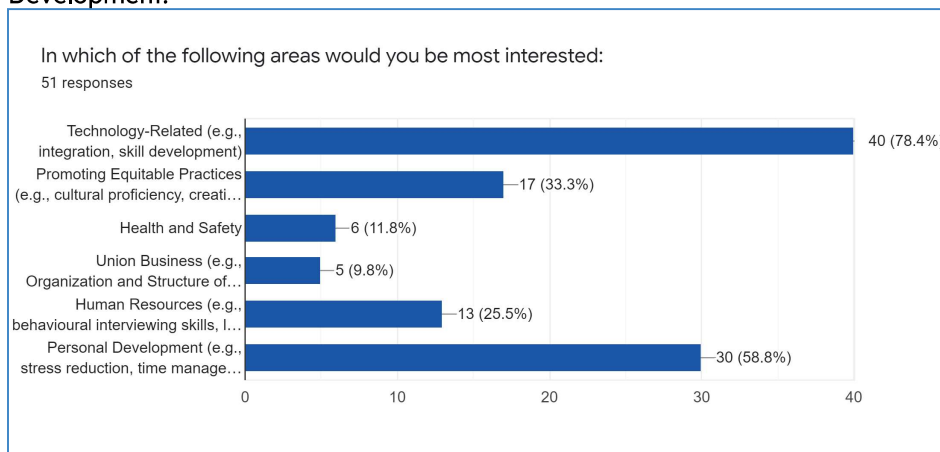
Position: Education Services Officer

Last Meeting Follow-up:

- PD Day will be Virtual again this year as decided by the executive.

New Business:

- I created an OSSTF D25 ESP Professional Development Needs Assessment form and it was sent out to members. We got 51 responses. All of this valuable feedback will help me and the PD Committee choose where to focus our workshops for this year. Here a snapshot of the most chosen areas for Professional Development:



- The PD Committee has been chosen. [Click here](#) to see the members if you are interested.
- First Meeting was held on October 5th. Very excited to start planning this year's PD Day.
 - [Meeting Notes - October 5th](#)

Notes:

- Next PD Day Committee meeting will be held on November 3, 2021.

Action Items:

- Need to choose a winner of the \$25 Chapters Gift Card from my Needs Assessment form.
- Will hopefully be deciding on a Theme at our next meeting and will report what we have come up with to the Executive.



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ESP Executive Meeting - Education Services Officer Report

Updated automatically every 5 minutes

- 1) JHSC Worker Representative meeting on Wednesday, September 15th and full JHSC meeting on Friday, September 17th.
 - We welcomed new members from the PECCS bargaining unit and the Occasional Teachers bargaining unit.
 - Terms of Reference have been given to the Ministry Inspector for review. When they are approved, one of the biggest changes will be that the Board will now cover the half day release for the worker rep meeting prior to the full joint committee meeting.
 - Training for new H&S reps at schools taking place the week of Sept. 20th.
 - Voting took place for worker members for the Violence Subcommittee and the Inspection Subcommittee. I am now the worker co-chair of the Inspection Subcommittee.
 - At the start of the full Joint Committee meeting, Janice gave an overview of the role of the JHSC for all new members and a reminder for returning members. The role of the JHSC is one of an advisory capacity to the Board. We raise awareness of health and safety issues, identify risks and hazards and make recommendations to remediate those hazards, monitor workplace inspections, request relevant information and attend testing. We promote a culture of health and safety awareness and importance and advise our workers with respect to the Internal Responsibilities System.
- 2) Chaired Inspection Subcommittee meeting on Tuesday, September 28th
 - We worked with Occupational Health and Safety to remedy a situation we had noticed with Health and Safety concern forms not being returned to the originating worker to decide whether the issue was resolved or not. This appears to be a recurring issue with both H&S concern forms and the EVIR forms.
- 3) Chaired Inspection Subcommittee meeting on Friday, October 8th
 - Several recommendations prepared to be brought forward to next JHSC meeting.
- 4) Participated briefly in the beginning of a work refusal by overseeing the Duty to Inform of the replacing worker.
- 5) Next meetings: JHSC Worker Meeting - Wednesday, October 13th p.m.
JHSC Meeting - Thursday, October 14th all day
Inspection Subcommittee - Thursday, November 4th all day