



OSSTF District 25 Ottawa-Carleton

Protecting and Enhancing Public Education

Agenda
ESP Executive Meeting- Remote
February 9, 2021

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

Regrets: Jada McLeod, Lana Lotan

1. Call to Order

1.1 The meeting was called to order at 5:45pm

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 gave the land acknowledgement

3.2 Local issue concerning land development and issues surrounding Algonquin territory that it presides on [Algonquin chiefs denounce urban expansion](#).

4. Approval of Agenda

Saul, Kelly

(minor adjustment made referring to December 2020 minutes rather than January 2021 minutes.)

5. Approval of **January 2021 Minutes**

Kelly, Chelsea

6. Secretary's Report

6.1 B< work underway Next year setup and planning underway. Issue surrounding student registration and virtual schools; impact on staffing.

6.2 Provincial Political Action Conference (PAC) Jan 29,2021 Items to highlight: Preparation for 2022 Election; Upcoming Member consultation process; Consideration of Changing OSSTF name to better represent and include support staff.

7. Treasurer's Report





OSSTF District 25 Ottawa-Carleton

Protecting and Enhancing Public Education

- 7.1 See written report
- 7.2 Budget updated to February submitted to executive.
- 7.3 Increase in Board funds approved for Professional Development Day activities.

8. Report from Provincial Office

- 8.1 See written report
Highlights include recent discussions surrounding March break cancellation; concern over Minister of Education handling of education matters in regards to: TVO infrastructure for virtual learning; payouts to parents; and allowing Universities to go bankrupt.

9. Business arising from Minutes

- 9.1 On-going Constitution considerations
Upcoming meetings Planned between now and April.

Action: ESP Executive to review the roles in the constitution; provide feedback and recommendations to update responsibilities.

Action: Melodie to put out a call to members for participation on the Constitution committee

- 9.2 Report from Awards and Recognition Workgroup
Defer update to April's meeting. Plan to award recipients at May 11th AGM.

10. New Business

- 10.1 [Coldest Night of the Year Fundraiser](#)

**BIRT ESP D25 Bargaining unit will make a donation of \$250 to the Coldest Night of the Year Fundraiser, taken from line 9239 of the 2021 budget.
Motion Carried.**

11. President's Report

- 11.1 See written report

12. Protective Service Officer's Report

- 12.1 See written report
Note correction: Union contract ratified on January 24, 2021
- 12.3 OSTA's contract will be coming up for renewal. A committee will need to be struck for negotiation and bargaining.





OSSTF District 25 Ottawa-Carleton

Protecting and Enhancing Public Education

13. Senior Executive Officers Reports

13.1 Vice-President and Ed Services Report

13.1.1 Attended Provincial Political Action Conference.

13.1.2 PD Committee Update

13.2 AMPA is upcoming

Action: All to send Judy your mailing address as Judy is putting together packages for AMPA attendees.

13.2 Health and Safety Officer Report

No Report

14. Executive Officer Reports

Discussion: Concerns of Office Staff surrounding emotional support of staff members in the school. Self advocate and raise issues with Principal and advise union leadership.

15. Adjournment 6:57pm



Treasurer Report February

Financial Statement 2019-20 Finalized.

Attending a Ratification Meeting January 24, 2021

Attended a District Finance Meeting February 2, 2021.

Items discussed Financial Documents, Responsibility of Unit Treasurer, Year - end statements, District Budgets 2019-2020, Budget line descriptors, District Budget 2021, Provincial Workshop for the fall, Charitable donations.

Attended a PD Meeting on February 4, 2021

Attended a Recognition on February 4, 2021. Defer final criteria to next meeting.

Meet with Graham Satterthwaithe on budget 2020-21 and line descriptors.

Attached is final budget 2019-2020. As discussed last month outstanding line items per presented.

As of February 5 this 2020-2021 budget is attached.

Line #	Descriptor	2020-2021	Up to date Budget
	Revenue		
4201	District Assistance - was \$92757.57	\$ 91,169.48	32714.09
4302	OSTA	\$2,160.00	
4401	Levy (1% to a Max of \$5.00 per pay)	\$84,000.00	31869.57
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	\$64,583.66
	AMPA		
9201	AMPA	\$4,000.00	
	Total AMPA Expenditures	\$4,000.00	\$0.00
	Membership Meeting		
9204	Facilities (Membership Meeting)		
9205	Refreshments (Membership Meeting)	\$1,500.00	360.00
9206	Supplies (Membership Meeting)	\$1,000.00	
	Total Membership Meeting Expenditures	\$2,500.00	\$360.00
	President Salaries and Benefits		
9207	President (Salary and Benefits)	\$85,000.00	39,466.36
	Total Salaries and Benefits Expenditures	\$85,000.00	\$39,466.36
	Executive Expenses		
9209	Meeting Expense (Executive)	\$2,000.00	
9210	Mileage & Cell phone (Executive)	\$1,500.00	290.14
9212	Office Supply (Executive)	\$1,000.00	\$915.98
9236	Equipment	\$4,000.00	1,074.31
	Total Executive Expenditures	\$8,500.00	\$2,280.43
	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	199.78
9219	Honorariums (PD)	\$6,000.00	
9231	PD Release Time	\$2,000.00	130.01
9240	Professional Development - PD Day	\$4,000.00	
	Professional Development - Leadership Training	\$30,000.00	
	Total PD Expenditures	\$52,900.00	\$329.79
	Collective Bargaining Committee (15%)		
9220	Collective Barg. Grievances	\$200.00	
9208	Protective Services Officer Salary and Benefits	\$89,000.00	\$42,087.30
9222	Collective Barg. Release	\$3,000.00	391.27
9223	Meeting Expense (CBC)	\$4,000.00	807.20
9224	Mileage/Cellphone (CBC)	\$1,500.00	\$768.40
9237	Supplies (CBC)	\$200.00	95.44
9238	Resumption of Bargaining	\$0.00	
	Total CBC Expenditures	\$97,900.00	\$44,149.61
	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	\$0.00

	Other Meeting Expenses		
9229	Meeting Expense	\$300.00	
9230	Mileage	\$200.00	
9232	Supplies	\$100.00	
9234	Contingency Account Expense	\$1,000.00	
	Total Committee Expenditures	\$1,600.00	\$0.00
	Membership Expense		
9239	Excellence in Education (2%)	\$2,900.00	500.00
9233	Communications	\$500.00	240.13
9241	Member Support Fund/ESP Post Secondary Bursary	\$4,100.00	2657.90
	Total Membership Expenditures	\$3,400.00	\$740.13

	Total	\$258,700.00	\$87,326.32
	Transfer From Reserves to balance Budget		
2802	Staff Development Fund		
	General Reserves Fund transferred from equity	\$50,000.00	
	Equity	\$293,830.83	

ok

ok

**OSSTF DISTRICT 25 OTTAWA-CARLETON
ESP UNIT
STATEMENT OF REVENUE AND EXPENSE
FOR THE 12 MONTHS ENDED 2020-06-30**

	CURRENT MONTH	YEAR TO DATE	ANNUAL BUDGET	% OF BUDGET
REVENUES				
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
4853 OSSTF LABOUR COLLEGE FUNDING	3,407.09	3,407.09	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
	33,848.71	194,107.32	192,868.04	100.64
EXPENSES				
AMPA				
9201 AMPA	(101.39)	657.61	4,000.00	16.44
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	4,297.22	81,320.55	82,000.00	99.17
EXECUTIVE EXPENSES				
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
PROFESSIONAL DEVELOPMENT				
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	3,695.11	15,595.65	4,000.00	389.89

	<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	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
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	137.66	700.00	19.67
9228 SUPPLIES	0.00	0.00	300.00	0.00
MISCELLANEOUS COMMITTEES ACCOUNT				
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
MEMBERSHIP EXPENSE				
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>13,850.90</u>	<u>194,155.23</u>	<u>229,000.00</u>	<u>84.78</u>
EXCESS OF REVENUE OVER EXPENSES (EXPENSES OVER REVENUE)	<u>19,997.81</u>	<u>(47.91)</u>	<u>(36,131.96)</u>	<u>0.13</u>
	<u>PREVIOUS YEAR</u>	<u>INCREASE (DECREASE)</u>	<u>CURRENT YEAR</u>	
3600 EQUITY	<u>291,044.52</u>	<u>(47.91)</u>	<u>290,996.61</u>	

February 9, 2021

Provincial Executive Liaison Report

To: District 25 ESP Executive

From: Paul Caccamo, Vice President

1. Advertising with Kids Help Phone

OSSTF/FEESO purchased radio ads with nine radio stations across Ontario with information about Kids Help Phone from the Federation. We aired similar ads back in May as a way of raising awareness of the services that Kids Help Phone provides for young people, which is more important now than ever given the current pandemic.

Ads ran for one week in each of the following cities on stations that tend to reach a younger audience from November 16-22, except where noted:

- Toronto (November 9-15)
- Toronto (Indigenous Radio)
- Hamilton
- London
- Barrie
- Peterborough
- Ottawa
- Sudbury

2. OSSTF/FEESO Sign on to Statement by CDHAL in Support of the People of Belarus

As part of OSSTF/FEESO's continued defense of human rights and democracy, we were approached by past OSSTF/FEESO staff member, Anna Zhyn, requesting our organization's support and solidarity for the people of Belarus.

In May 2020, the PE approved \$500 in financial support to the workers of Belarus through Anna Zyhn. This is a request for additional funding and further support in the form of a solidarity statement.

The people of Belarus had been facing the tyranny of the Lukashenko government as it cracked down on protests and activism challenging the legitimacy of the recent 2020 elections. Protesters faced police and government violence, unfounded criminal charges, and incarceration simply for exercising their rights to protest and call for peace in Belarus. While the Lukashenko government has spent years eroding democracy in the country, the most recent crack down signals a significant turning point. The people of Belarus are taking the bravest stand and are demanding peace and democracy for the country.

The protest movement is largely being led by women and by the country's unions and workers. The diversity of Belarussians standing up for democracy demonstrates the scope of the unrest and determination of the people. The regime is targeting political and civil

activists, independent journalists, doctors, trade unionists and striking workers, university students and faculty, school teachers, cultural workers, athletes, and even the Catholic Church in Belarus, as well as many others.

The labour movement in Belarus has been particularly hit by the government of Lukashenko as he and his government have worked to erode workers' rights, eliminate employment security guarantees, and using forced labour. The workers of Belarus, united under the Belarussian Congress of Democratic Trade Unions is succeeding despite a lack of funds or access to independent courts in the country. Thanks to international support and solidarity, the story of the country's workers continues to garner condemnation from the international community.

The Provincial Executive approved a letter of support for Belarus and a donation was made BYSOL, an internationally supported Belarussian organization offering financial compensation of 1500 euro (500 euro x 3 months) to every repressed person in the country who has been "affected by or lost their job as a consequence of political repressions" - BYSOL

3. Bill 229, Protect, Support and Recover from COVID-19 Act (Budget Measures) Background

Former PC Finance Minister Rod Phillips tabled his 2020 COVID-19 delayed Budget bill featuring many promises of economic support for Ontarians. Unfortunately, the bill does not promise much for Ontario's education system. The budget projects that K-12 education spending will grow by \$100 million in 2021 and another \$200 million in 2022. K-12 Education spending is as follows:

- 2020-2021 – \$31.0 Billion
- 2021-2022 – \$31.1 Billion
- 2022-2023 – \$31.3 Billion

This year's Budget is \$500 Million less than the previous Liberal government had projected in their last budget in 2018.

The only other financial item K-12 education-related was a continuation of payments to parents to help support education of \$200 or \$250 for a child with special needs. Overall cost is projected at \$380 million.

The Budget also introduced measures for teachers and ECE's regarding matters of discipline and dismissal. The bill indicates that teachers and ECE's convicted of sexual abuse and/or child pornography will face a lifetime ban. The government wants this provision to apply retroactively. As well, discipline measures will be introduced for racist comments and behaviours.

For Post-Secondary Education (PSE), funding is as follows:

- 2019-20 \$10.5 billion
- 2020-21 \$10.7 billion
- 2021-22 \$10.9 billion
- 2022-23 \$11.2 billion

In addition, some other highlights include:

- \$466M over 3 years in capital grants for PSE

- \$100M investment for 2020-21 in Employment Ontario for skills training programs for workers
- \$59.5M in funding over 3 years for micro-credentials
- \$19.5M in mental health funding for PSE students (but only \$3.25 million is new)
- A new Skilled Trade Strategy

In OSSTF/FEESO's post-budget discussion with OCUFA, concerns continue that the government is eroding university funding and refuses to change course on performance-based funding and the \$3 billion it puts at risk. As well, the Budget would squander \$60 million on ineffective lower-level credentials at college level, which are a solution in search of a problem.

The bill received royal assent December 8, 2020.

4. **Bill 172, Education Statute Law Amendment Act (Fetal Alcohol Spectrum Disorder)**

Background

Liberal MPP Kathleen Wynne (Don Valley West) had originally proposed this bill on February 18, 2020, in the middle of OSSTF/FEESO's strike. As an opposition MPP's private member's bill, Wynne's bill was not expected to get much attention beyond its initial introduction. But, it seems Premier Doug Ford's recent praise of Wynne's tenure as Premier, particularly in recognition of her announcement that she will not stand for re-election in 2022, may have given an impetus to have her bill further reviewed. Wynne's bill would require boards of education to develop policies and guidelines with respect to Fetal Alcohol Spectrum Disorder (FASD). As well, teachers' colleges and early childhood education programs would be required to provide training for FASD.

Legislative Process

Wynne's bill passed 2nd Reading on November 3, with all-party support, and was referred to the Standing Committee on Social Policy. While government MPPs have indicated support for this bill, the standing committee's roster is fairly full at present and it is unlikely that the bill will be called for committee hearing any time soon. As well, its timeline to return to the legislative agenda for further debate, and possible passage, is uncertain. Nonetheless, the bill's progress should be monitored, as it may be called for a committee hearing at any time.

5. **Partnership Work Facing History and Ourselves**

As part of the May 22, 2019 PE action item assigned to the CPA Department, and our ongoing commitment to working with [Facing History and Ourselves](#), we have continued to meet with the Executive Director of the Canada office, Leora Schaeffer. Unfortunately, due to COVID-19 our ongoing discussions took a hiatus until recently.

Facing History and Ourselves is planning to make a presentation at the Human Rights Conference, rescheduled for May 2021. Discussions are also in the works for a possible Education Forum or Update article detailing the work done by OSSTF/FEESO members using materials and programming from *Facing History*.

On November 11, 2020, we met again with Leora (virtually) to discuss ongoing partnership options. In particular, we discussed the role that *Facing History and Ourselves* is playing as a co-conspirator in anti-oppression work. The organization has been actively working to

support other anti-oppression organizations, allowing them to take the lead, and for *Facing History* to act in a supporting role, using their already established network of educators, presenters, trainers, and resources as aids in this work. The organization continues to offer professional development, and has shifted to delivering learning using virtual methods.

Facing History and Ourselves is situating its anti-oppression work in a context that is valuable for OSSTF/FEESO to consider:

- They acknowledge the need to continue to reach out to other groups directly involved in fighting anti-Black racism, anti-Indigenous sentiments, and other forms of oppression.
- They recognize that as an organization currently teamed with First Nations, Metis, and Inuit organizations in teaching about the horrors of Residential Schools, that they must provide services and resources, as they are able – that co-conspirator work makes a difference.
- That for some anti-oppression groups, organizations like theirs and ours, we have to remember that there is often little or no reason for them to trust us, and that our work is to earn that trust and to earn the recognition of being a co-conspirator.
- They are committed to continuing their work on heightening “students’ understanding of racism, religious intolerance, and prejudice; increases students’ ability to relate history to their own lives; and promotes greater understanding of their roles and responsibilities in a democracy.”

Leora also spoke about their work in the face of COVID-19, including responses to support educators transitioning to online platforms with classroom content, teaching ideas, and on-demand webinars. Topics include:

- supporting students’ social-emotional learning during this crisis
- creating community during school closures
- helping students understand the increased racism and widening educational inequities resulting from the pandemic

In response to the increased civil unrest unfolding around the world, *Facing History* launched [Reflecting on George Floyd's Death and Police Violence Towards Black Americans](#), “to help educators understand how the events of the past have led to this moment, and guide students to see within themselves the power to make choices that will create a better future for us all.”

Facing History and Ourselves is, like many non-profit organizations, seeking financial support from labour organizations, including OSSTF/FEESO. Leora has approached us with a request for \$10,000 in support to allow them to continue to provide materials and supports for educators.

Over the next few months, staff will continue with steps in exploring methods of modelling allied relationships through an ongoing partnership with *Facing History and Ourselves*.

A History of OSSTF/FEESO's recent commitments and engagement with Facing History and Ourselves:

May 2019 - \$1000.00 sponsorship of their event “Unlearning Hate: A Conversation with Derek Black and Allison Gornik”

September 2019 – First meeting with Dan Earle, Tracey Germa, and *Facing History and Ourselves*

September 2020 – OSSTF/FEESO writes letter of support for *Facing History and Ourselves' proposal to the Canada History Fund*

The Provincial Executive approved a donation to *Facing History and Ourselves*.

6. OPAN Open Letter to Provincial Government

The Ontario Parent Action Network released an open letter to the provincial government in December calling for increased testing in schools for students and staff, increased safety measures in schools, and income and rent supports. They had asked parent and community groups, along with provincial teacher and education worker unions to sign on to the letter. They believed a united statement would add needed pressure to the Ford government at that critical moment. The letter is included below:

OPEN letter: Parents, (Community, and unions) Call for Increased Testing in Schools and Urgent Support for Families:

December 16th, 2020

*Doug Ford, Premier of Ontario
Christine Elliott, Ontario Minister of Health
Stephen Lecce, Ontario Minister of Education
Dr. David Williams, Chief Medical Officer of Ontario*

Since the beginning of the pandemic, parents, guardians, caregivers, and education workers have been asking this government to take needed measures to keep schools safe from COVID-19, such as: improvements to ventilation systems in school buildings, reduced class sizes, adequate testing and tracing for students and staff, and paid sick days for caregivers of students that need to self-isolate. However, the provincial government has ignored our phone calls, our petitions, and our collective actions.

The Ford government has repeatedly stated that our schools are safe; in fact, Premier Ford called schools "safer than homes". However, the pilot testing initiative in Thorncliffe Park Public School tells us that a significant number of COVID-19 cases in schools are being missed.

Daily school cases have surpassed 350 in Ontario, with XXXX schools currently experiencing multiple cases, XX% of schools currently have at least one case. The total death toll in Ontario is now over 4000 people. (These numbers will be updated when the letter is released) Recent asymptomatic testing in schools have revealed significant case numbers, in some instances resulting in entire school closures.

As parents, guardians, caregivers, and community we call for:

- *A massive scale-up of accessible school and community based volunteer asymptomatic testing.*
- *Smaller class sizes (for both in-class and virtual) and ventilation improvements.*
- *Increased measures to suppress community spread including improved workplace safety, and paid sick/care days for all workers.*
- *Strong income supports and rent relief for all families experiencing income loss with students home during classroom and school closures, or in virtual school.*
- *Tech devices and adequate learning supports for students in virtual school and during classroom or school closures.*

The Ford government's Covid response plan has failed thousands of families that have lost loved ones. The Ontario government's response has especially failed poor, Black, Indigenous, and racialized families who have been impacted most and have felt the abandonment of the provincial government during the first and second wave, yet comprise the majority of workers considered essential. The government must take these immediate concrete steps to redress this pervasive injustice.

We invite parents, community groups, and union locals across the province, whose members are part of school communities across Ontario to sign on to these demands for safer schools. We invite Public Health Units, School boards, and the Province to take up and support these demands.

Sincerely,

Ontario Parent Action Network

The Provincial Executive approved OSSTF/FEESO as a signatory on the open letter.

7. Moose Hide Campaign Day 2021

On an early 2011 August morning, an Indigenous man named Paul Lacerte and his daughter Raven were hunting moose near the infamous Highway of Tears, a section of highway between Prince George and Prince Rupert, British Columbia, where dozens of women have gone missing or been found murdered. They had brought down a moose that would help feed the family for the winter and provide a moose hide for cultural purposes. As the daughter was skinning the moose her father started thinking... They were so near the highway that has brought so much sorrow to the communities along its endless miles, here with his young daughter who deserved a life free of violence. They decided to use the moose hide to inspire men to become involved in the movement to end violence towards women and children. Together with family and friends, they cut up the moose hide into small squares and started the Moose Hide Campaign. Their original goal was to distribute one million squares of moose hide to bring awareness to this campaign.

We are approaching the 10th year of the Moose Hide Campaign. To celebrate, the Moose Hide Campaign is bringing supporters together on **February 11, 2021**, for a day of collective action to end violence against Indigenous women and girls. This will be the Moose Hide Campaign's first online event. There will be guest speakers, interactive online workshops, ceremonies, knowledge sharing from Elders as well as the #FasttoEndViolence event. The Moose Hide site offers open registration for anyone who wishes to participate. The site contains resources, shareable posters and social media banners. Events begin at 8:30 a.m. and run until approximately noon. This event will be an opportunity to honour those women and children that the Indigenous community has lost due to violence.

[Click here to learn more, find resources and register early](#)

A donation to the Moose Hide Campaign was approved by the Provincial Executive.

8. 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>).

9. 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 now be 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 capitalising 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.

10. Government Changes Mandate of TVO/TFO to Consolidate all On-Line Learning in Ontario

The Ford Government introduced amendments to the *Ontario Educational Communications Authority Act* and *Ontario French-language Educational Communications Authority Act, 2008*. The amendments to the Acts were to allow the Minister of Education to prescribe an expansion of duties and responsibilities of the two public broadcasters. The Government then informed TVO/TFO on July 8, 2020 that their mandate was changing to “.... take on a central leadership role in supporting online learning in the publicly-funded education system.”

The Government indicated that no changes would be effective until after proclamation of the amendments and after consultation with stakeholders which included “school boards and school board consortia, teachers’ unions, Catholic stakeholders, French-language stakeholders, and Indigenous partners.” Though the Government said consultations would begin in the summer, the teacher unions were not invited to consultation meetings until October 20, 2020. The consultation meetings on October 29 and 30 were largely informational with minimal opportunity to provide meaningful input.

The Government expected TVO/TFO to provide a business case to the Ministry by December 2020 for:

- Establishing a centralized course catalogue of system-wide online course offerings that will make it easier for students to find and register for these courses.
- Developing and maintaining a library of high quality, engaging online courses in the ministry Virtual Learning Environment that teachers across the system can use to deliver online and remote education.
- Expanding student access to online learning through centralized coordination and delivery of online learning courses taught by qualified teachers certified by the Ontario College of Teachers.
- Capitalizing on economies of scale to maximize class sizes for online learning courses.

The Government also expects implementation beginning September 2021.

TVO/TFO's expansion into on-line learning will potentially have a significant impact on school board funding, OSSTF/FEESO and other affiliate membership, collective agreements and public education overall.

OSSTF/FEESO staff are assigned from all four departments to examine and report on the:

- impacts on our central and local collective agreements
- education sector legislation considerations
- impact if TVO/TFO becomes a credit granting body
- educational funding impact on school boards
- potential privatization of on-line learning e.g. public/private partnerships, partial/full contracting out, or partial/full privatization
- strategy to mitigate the actions of the government through political action (e.g. election platform, lobbying materials to be used with MPP's, school board trustees, and other allies and coalition partners)

A position paper is being prepared with recommendations and will be finalized upon receipt of the above information.

11. Ontario Federation of Labour Women's Committee Report

OFL Women's Committee Report to the Provincial Executive

The Ontario Federation of Labour (OFL) Women's Committee met virtually on January 14, 2021. Affiliates from across Ontario were present. They included members from USW, Machinists, Society, OCBCC, PSAC, OECTA, ETFO, Equal Pay Coalition, IBEW, SEIU, SEIU Healthcare, COPE, Jill Andrews (NDP) and CUPE.

OSSTF/FEESO staff asked the committee, with the indulgence of the Chairpersons, if the committee could begin sharing their 'feminist moment' at the beginning of the committee meetings. The committee members shared reading recommendations, their feelings about world events and life events that caused them to reflect on their feminism.

Patty Coates, President of the OFL gave an update on actions the OFL is working on. A reminder was given that the OFL lease is up within a year and they will be looking for new office space. The provincial emergency order was discussed and questions surrounding why it took such a long time to put it in place were asked. It was reported that many 'non-essential workers' who worked from home during the first wave of the pandemic are now being told by some employers that they are 'essential' and must report to work. Media is

taking notice of the paid sick leave issue and the OFL President is being asked to participate in a number of press opportunities. The OFL is continuing with their anti-oppression reviews with a consultant.

The December 6 Day of Remembrance and Action virtual vigil was well attended. Participants found the event very moving.

International Women's Day planning has begun. The challenge is to create events virtually. The March 8 Project pins and posters are available for purchase and information was sent out to affiliates to distribute to members. This is the 11th anniversary of the project and the theme is "Sheroes Persist".

Jill Andrews from the NDP gave a report highlighting:

- Many constituents are trying to stay afloat at this time;
- Grief and grieving is being experienced in all walks of life;
- Motion 89, an NDP petition was introduced in December of 2019 and the Ford government has yet to adopt it. This motion calls for a gender-equity strategy to be used to review all bills before they become law to assess the impact they have on marginalized persons lives. Women, those living in poverty and BIPOC persons are most affected by laws that do not consider gender and equity.

12. Black Persons and Persons of Colour Advisory Work Group

Applications for up to ten vacancies on the new Black Persons and Persons of Colour Advisory Work Group were solicited through D/BU memo #076 2020-21 as well as advertisements in *Update* and on OSSTF/FEESO social media accounts, beginning November 18, 2020. The deadline for the submission for applications was 4:00 p.m. on Friday, December 11, 2020.

The Provincial Executive approved the appointment of the following members to the Black Persons and Persons of Colour Advisory Work Group:

- Jason Boston – TBU D12, 2-year term
- Solange Scott – PSSP D12, 3-year term
- Faiza Gafaneh – ECE D25, 3-year term
- Shushmita Gupta – OTBU D21, 1-year term
- Milton Hart – TBU D16, 3-year term
- Arwinder Kaur – Unité 58 D32, 2-year term
- Veronica Montague – PSSP D12, 1-year term
- Bina Shah – TBU D25, 1-year term
- Irene Taylor – ESS D9, 3-year term
- Stan Yep – TBU D19, 2-year term

13. Recent DBUs

- 139 - OSSTF/FEESO Job Posting - Equity Diversity Inclusion Coordinator
- 138 - Long Term Disability Advisory Work Group Vacancy
- 136 - Secondary Teacher Working Conditions Study
- 135 - Ministry Correspondence - Federal Safe Return to Class
- 134 - ES Spring PD Institute 2021
- 133 - Designated Members of PSC
- 132 - Attending Remote AMPA 2021 as an Observer
- 131 - Staffing Chart - Updated Secretariat Assignments 2020-21

- 130 - CTF/FCE Job Posting - Deputy Secretary General
- 129 - Black History Month
- 128 - 37th Annual Injured Workers Day - June 1, 2020
- 127 - Ministry Correspondence - Ministry of Education Updates
- 126 - ETFO Posting
- 125 - Appointment of Executive Assistants
- 124 - Ministry Correspondence - Education Sector Eligibility for Emergency Child Care
- 123 - Moose Hide Campaign Day - February 11, 2021
- 122 - Ministry Correspondence - Ministry of Education Updates
- 121 - Lifted - OECTA Pink Listing of the Northeastern Catholic District School Board
- 120 - International Women's Day - March 8 Project

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ESP President's Report
February 09, 2021

1. Salary Grid Update

1.1 An update announcement was posted to the GEM conference by HR and I sent it also to personal emails. All exec should have the new salary grid

2. OCDSB Relations

2.1 Federations meeting with Superintendent McCoy January 22 per schools reopening to students

2.2 Arbitration resolved

2.3 Employer and OCDSB-ESP Membership ratified the latest collective agreement

2.4 Board budget meetings have begun and enrollment is a concern

2.5 Leif and I have requested a Labour Relations meeting, scheduled March 3

3. OSSTF Relations

3.1 Meeting with Rosemary Judd-Archer re New President Coaching

3.2 Pre-Deposition for Bill 124 January 14

3.3 Provincial Council February 5

3.4 AMPA updates

3.5 Facilitated a session in the Provincial Elections Consultations with C/PAC

4. District Relations

4.1 Pre-AMPA meeting for delegates and alternate is Saturday morning, March 6, held virtually, please watch for more info

4.2 A word about Evelyn

4.3 The office staff have certified with COPE (Canadian Office and Professional Employees Union); I will sit on the Employer's table team in negotiation of the first collective agreement

5. ESP Work

5.1 Ongoing Respectful Workplace investigations and complaints

5.2 Fielding communication from members, general administration

5.3 President Office Hours January 18 and February 8, 2021

5.4 ESP Bursary provided to 6 recipients

5.5 Great feedback from members about the email updates, pleased to report that the personal email list is greatly improved

5.6 Launched application form for joint committee on student supervision

Vacation Days Remaining

15 days for the 2020-2021 school year; will be taking 5 days Feb 12-19

1. Grievance/Arbitration Highlights

- 1.1. 1 Grievance withdrawn (Discipline)
- 1.2. 1 Arbitration settled prior to Arbitration hearing (Discipline)

2. CBC / Negotiations Updates

- 2.1. 2019-2022 ESP-OCDSB Collective Agreement ratified by Union Jan. 21 and by Employer Jan. 23
 - i) Labour Relations to work on draft final agreement for joint review
 - ii) Retroactive salary increases to be paid on Feb. 19 pay for ESP members
 - iii) Labour Relations to correct 2020 strike day pre-approved leaves as per Central Agreement
 - iv) Complications with Central Agreement Sulp (Scheduled Unpaid Leave Plan) provisions
- 2.2. Call out for OSTA Collective Bargaining Committee by end of February (OSTA contract extension ends Aug. 31, 2021)

3. Other Activities and News

- 3.1. Protective Services Committee Provincial Jan.. 21-22 (virtual)
- 3.2. Protective Services Committee Provincial scheduled Feb. 11-12
- 3.3. 2 Active Respectful Workplace Investigations
- 3.4. Individual member advice and counselling.

4. Outstanding Vacation/Extra Hours

- 4.1. Vacation days taken Jan. 25 and Feb. 8. 28 vacation days remaining.