



3.1 OSSTF District 25 Ottawa-Carleton

*Protecting and Enhancing Public Education*

**Minutes**  
**ESP Executive Meeting- Remove Meeting**  
**November 9, 2021, 5:45 pm**

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

**Regrets:** n/a

**Call to Order – M. Gondek**

The meeting was called to order at 5:45 p.m.

- 1. Land Acknowledgement and call to order - S. MacEachern**
- 2. Appointment Anti-Harassment Officer**  
2.1 AHO for the meeting: **K. Mills**
- 3. Pledge/Anti-Harassment Statement**  
3.1 Deem read
- 4. Approval of Agenda**  
4.1 Moved: S. Mogelonsky, Seconded: K. Mills
- 5. Approval of Sept 2021 Minutes**  
5.1 Moved: C. Dykens, Seconded: S. Mogelonsky
- 6. Secretary's Report – E. Lang**  
6.1 Review outstanding action items.
- 7. Treasurer's Report – S. Mogelonsky**  
7.1 Final budget hoping to finalize in December. Planning to present in the January ESP executive meeting.  
**Action: Provide more time in the January to review and present.**
- 8. Report from Provincial Office – Jeff Denys**  
8.1 Provincial office report. Remotely joining us.  
8.2 Training academy – online training. Opportunities. Sign up.  
Let Melodie know for release time



### 3.1 OSSTF District 25 Ottawa-Carleton

#### *Protecting and Enhancing Public Education*

Action item: Conservative govt removing funds from Education –  
Thank you for the election readiness and bargaining. Great free-flowing ideas.  
November is Women's Abuse Prevention month

## **9. Business Arising From Minutes**

### **9.1 Review of Committees (5 minutes each)**

#### **9.1.1 Awards and Recognition**

Open the floor at the PD day.  
Only one nomination last year.  
Nominations in by Mar 31  
May AGM present awards  
Awards  
Logo  
Retirements  
Consider: Can supervisors or teachers nominate someone?

#### **9.1.2 Constitution Committee**

Judy will be reaching out to members this week to set up a meeting  
Discussion about having a past president position.  
Executive officer 2 year term coming up in this upcoming election.

Any additions or recommendations for updates to the constitution, send to  
J. Soifer

#### **9.1.3 ESP Zone Representatives**

No interest at this time. Leave this open until January.

## **10 New Business**

**Jeff Denys – meeting with the Provincial executive**

**Health and safety elections – Lana has been elected**

### **10.1 Bargaining Priorities Survey – L. Walther**

2021 Negotiations Survey – Presidents  
CBC – committee to be formed after January.  
What will be discussed centrally and what will be addressed locally.



### 3.1 OSSTF District 25 Ottawa-Carleton

#### *Protecting and Enhancing Public Education*

Survey to be reviewed by executive.

**Action:** Please provide input to Melodie by end of day Friday.

#### **10.2 AMPA Update**

Review of AMPA (Annual Meeting of the Provincial Assembly).

March - Friday before March break. Travel and meals are paid.

3 day meeting. Pass motions. Work to be considered by the federation.

Looks like this will be happening in person.

Provincial council gets the work done of the provincial assembly.

Hoping to have 8 members to attend. There is release time to travel Friday afternoon.

CVent goes out November 26, 2021.

**Action :** Who is interested: Let Melodie know as soon as possible.

If you attend AMPA, you are obligated to attend AMDA (district assembly)

#### **10.3 December 7, 2021 Executive Meeting Cancelled**

Next meeting is Jan 11, 2022.

#### **10.4 Meeting Location in 2022**

Hybrid does not seem to work. Do we want to meet in person?

Discussion: April meeting in person? (revisit in February).

Nice opportunity to get together and see each other in person.

Discuss barriers to meeting in person.

**Action;** Discuss taxi chits.

### **11. President's Report**

See written report

### **12. Protective Services Officer Report**

See written report

Grievances

Policy grievances regarding the covid policy. Melodie to present on behalf of the bargaining unit. Troy Cluff has helped to prepare this case.

2 grievances around exemptions

Creed exemption – religious exemption.



### 3.1 OSSTF District 25 Ottawa-Carleton

#### *Protecting and Enhancing Public Education*

Not consulting us for an accommodation. Discussion with labour relations that there should be a process for this request for accommodation. HR is to notify us when there is a request, it is in our constitution.

Issue with Wellness

2019-2022 Collective agreement. CBC.

#### **13. Vice-President's Report**

PAC meeting Oct 18. Nov 11 next meeting.

Election readiness conference

No one can do everything, but everyone can do something.

Participating

OSSTF Training academy

#### **14. Health and Safety Officer Report**

Elected the District Health and safety officer.

Duties and goals discussed with Melodie

Attended first DEC meeting.

Voted on her responsibilities

Occasional teacher key only given if they give keys or drivers licence. Responsibility of our staff to make this request.

Incident regarding scents in the workplace – serious reaction. We have a scent sensitivity program. You can ask for an accommodation.

We can't have informal accommodations; we need to have these formalized. This needs to be established but needs to be in writing in case position changes or supervisors change.

Attended Health and Safety & mental health workshop – WSIB

#### **15. Ed Services Officer Report**

Winner from the needs assessment form.

PD day meeting this past month. Planning is well underway.

Any swag must be loaded with the OSSTF name



### 3.1 OSSTF District 25 Ottawa-Carleton

#### *Protecting and Enhancing Public Education*

New logo  
Outline will be sent  
Feb 7, registration closes.  
Early bird prize to get registrations in.  
Dec 1, next PD meeting.  
Attended District Ed services meeting

## 16 Other Executive Officer Report

- 16.1 **M. Afroze** – Status of Women workshop; attending the women's conference.
- 16.2 **E. Lang** – Attended District communications meeting. Election readiness conference
- 16.3 **A. Luciano** – members are feeling overwhelmed and tired. We can help reach out to your union.
- 16.4 **S. MacEachern**- shared that she is now permanent with the school board.
- 16.5 **K. Mills** – nothing to report.
- 16.6 **S. Mogelonsky**

Meal allowance cheques to be dispersed for ESP executive meetings from line 9209 \$45 submitting request for all meetings attended

Glad AMPA is live.

## 17. Adjournment

The meeting adjourned at 7:14 p.m.

**Next Meeting:** January 11, 2022

**Dinner:** Reimbursement

**Meeting start:** 5:45 p.m.



3.1 OSSTF District 25 Ottawa-Carleton

*Protecting and Enhancing Public Education*

Line #	Descriptor	2021-2022 Budget	2021-2022 Cost
4201	District Assistance	\$89,805.85	
4302	OCDSB PD Grants	\$9,915.00	
4350	PD Day Revenue	\$500.00	
4401	Levy (1% to a Max of \$5.00 per pay)	\$86,160.00	14281.35
4701	Interest		
4802	OSSTF PD Grant	\$8,337.38	
4853	OSSTF Labour College Funding		
	Additional Required from Equity to balance Budget	\$49,948.02	
	Total Revenue	\$244,666.25	
	AMPA		
9201	AMPA	\$3,000.00	
	Total AMPA Expenditures	\$3,000.00	
	Membership Meeting		
9204	Facilities (Membership Meeting)		
9205	Refreshments (Membership Meeting)	\$750.00	
9206	Supplies (Membership Meeting)	\$500.00	
	Total Membership Meeting Expenditures	\$1,250.00	
	President Salaries and Benefits		
9207	President (Salary and Benefits)	85000.00	19591.79
	Total Salaries and Benefits Expenditures	85000.00	19591.79
	Executive Expenses		
9209	Meeting Expense (Executive)	\$2,000.00	59.13
9210	Mileage & Cell phone (Executive)	\$1,500.00	65.64
9212	Office Supply (Executive)	\$1,500.00	542.39
9236	Equipment	\$3,000.00	1474.73
	Total Executive Expenditures	\$8,000.00	2141.89
	Professional Development (2%)		
9214	Meeting Expense (PD)	\$750.00	24.16
9215	Mileage (PD)	\$300.00	
9216	PD Luncheon	\$5,000.00	
9217	Facilities/Equipment	\$100.00	
9218	Supplies (PD)	\$5,000.00	25.00
9219	Honorariums (PD)	\$6,000.00	
9231	Release Time	\$2,000.00	
9240	Professional Development - PD Day	\$4,000.00	
	Professional Development - Leadership Training	\$20,000.00	
	Total PD Expenditures	\$43,150.00	
	Collective Bargaining Committee (15%)		
9220	Collective Barg. Grievances	\$200.00	

9208	Protective Services Officer Salary and Benefits	<b>\$89,000.00</b>	<b>17811.75</b>
9222	Collective Barg. Release	<b>\$1,000.00</b>	
9223	Meeting Expense (CBC)	<b>\$1,500.00</b>	
9224	Mileage/Cellphone (CBC)	<b>\$1,700.00</b>	<b>424.20</b>
9237	Supplies (CBC)	<b>\$500.00</b>	
	<b>Total CBC Expenditures</b>	<b>\$93,900.00</b>	<b>18235.95</b>
9238	Resumption of Bargaining		
	Political Action (3%)		
9225	Meeting Expense (PAC)	<b>\$1,400.00</b>	
9226	Mileage (PAC)	<b>\$300.00</b>	
9227	Release Time (PAC)	<b>\$700.00</b>	
9228	Supplies (PAC)	<b>\$300.00</b>	
	<b>Total Political Action Expenditures</b>	<b>\$2,700.00</b>	
	Other Meeting Expenses		
9229	Meeting Expense	<b>\$750.00</b>	
9230	Mileage	<b>\$200.00</b>	
9232	Supplies	<b>\$100.00</b>	
	<b>Total Committee Expenditures</b>	<b>\$1,050.00</b>	
	Membership Expense		
9239	Excellence in Education	<b>\$1,000.00</b>	
9233	Communications	<b>\$500.00</b>	<b>67.80</b>
	<b>Total Membership Expenditures</b>	<b>\$1,500.00</b>	<b>67.80</b>
	Contingency Account		
9234	Expense	<b>\$1,000.00</b>	
9241	Member Support Fund	<b>\$1,000.00</b>	
9242	ESP Bursary Secondary Education	<b>\$3,700.00</b>	
	<b>Total Contingency Expenditures</b>	<b>\$5,700.00</b>	
	<b>Total</b>	<b>\$245,250.00</b>	<b>40037.43</b>
	Transfer From Reserves to balance Budget		
2802	Staff Development Fund		
	General Reserves Fund transferred from equity		
	<b>Equity</b>		



November 2, 2021

## Provincial Executive Liaison Report

To: District 25 ESP Executive

From: Jeff Denys  
Treasurer

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### 1. Action Plan to Support Equity, Anti-Racism and Anti-Oppression

The following motion related to the Action Plan to Support Equity, Anti-Racism and Anti-Oppression was passed at AMPA 2021:

PROC 207-21

BE IT RESOLVED THAT AMPA 2021 endorse the OSSTF/FEESO Action Plan to Support Equity and Anti-Oppression.

The plan is very comprehensive and includes many steps and processes to implement. In order to assist with the overall management of the Equity Action Plan, the Equity Team has broken down the plan into different components and the President and General Secretary have assigned Provincial Executive members and Staff to each component.

### 2. PROC 202 Consultations

Since AMPA 2021, members of the Equity Team have pursued a multi-pronged approach to ensure that needs of members are met, and the business of the house may run smoothly at AMPA 2022. The diversification of the Speaker Bank, a survey examining the Rules of Order and individual interviews with equity-seeking members are being complemented by a review of PROC 202 and the OSSTF/FEESO Rules of Order in general. There are some emerging trends that have been noted to date and the full results of the survey have not yet been collated.

There are numerous elements of PROC 202 that OSSTF/FEESO can consider changing to be inclusive and enhance member engagement. The General Secretary has assigned staff to consult with the Equity Advisory Work Group, the First Nations, Métis, Inuit Advisory Work Group, the Black Persons and Persons of Colour Advisory Work Group, the Parliamentary and Constitution Council and the Finance Committee on PROC 202.

### 3. Addressing Systemic Racism in Ontario Schools Interim Position Paper

In response to the government's action plan on addressing systemic racism in schools (released in July 2020), the Provincial Executive created an in-house work group to draft a position paper. The work group identified that the position paper would need to be evidence-based with proposed motions on external policy motions for AMPA 2021. The report to AMPA was endorsed in principle. That said, only some of the related policy motions reached the floor. The remaining motions have been submitted to Provincial Council for the November meeting. Therefore, until then, staff has put together an interim position paper as it does not yet reflect our external policies on all of these issues. Staff will revise the paper accordingly based on the outcome at the November Provincial Council.

The final position paper will be shared widely, including but not limited to: Provincial Council, the equity tab on our website, community groups through the allies and affiliates newsletter, newsletter for parent councils, and the Ministry of Education.

#### 4. Equity Update

Please check the OSSTF/FEESO website for monthly Equity Updates by clicking on the Equity Matters button on the home page:

<https://www.osstf.on.ca/about-us/what-we-stand-for/equity.aspx>

#### 5. Ministry of Education Curriculum Review

A meeting through OTF was held with two Ministry of Education staff early this fall as follow-up to a June meeting. The hope at the meeting was that the Ministry would indicate a return to more collaborative practices particularly in the area of curriculum review and revision.

Prior to June 2018, the Ministry of Education held, at least twice annually, Division/Subject Association Meetings where: the curriculum review process was discussed; information on which curricula would be reviewed/revised next; and the status of curricula under review would be provided. The Ministry would solicit input on draft curricula and its implementation from OTF, all of the Affiliates and the Subject Associations with the input seen to varying degrees in subsequent drafts and plans. Since the election of the Ford Government, there has only been one of these meetings – June 9, 2021 held virtually. At this meeting, a series of rapid-fire updates provided information on the status of curricula being reviewed over the course of the 2020-2021 school year:

- Science and Technology (Grades 1-8)
- Destreamed Mathematics (Grade 9)
- Science (Grades 9-12)
- Technological Studies (Grades 9-12)
- Business Studies (Grades 9-12)
- Civics and Citizenship (Grade 10)
- Computer Studies (Grades 10-12)

No time was provided for input nor was any input solicited from those invited to the meeting. About midway through the meeting, the participants were divided into two breakout rooms – one for English-language participants and the other for French-language participants. The specific focus of these breakout sessions was on the new Grade 9 destreamed Mathematics but the vast majority of the time spent was dominated by the EDU sharing its slide deck – long on *the vision and rationale for destreaming* and short on *implementation supports and resources*. Only in the last three minutes of the breakout room discussion, leaving totally insufficient time for any meaningful input, was there any request for input on three questions regarding Locally Developed Compulsory Credit Courses.

Most recently, Education Minister Lecce announced that the *residential school experience* would be inserted as content into the Social Studies (Grades 1-3) curricula with expected implementation in September 2023.

Most of the curricula, except for the destreamed Mathematics course (MTH1W) released in June 2021, are still in the preliminary stages of the review process. Currently, Ministry staff are *working through jurisdictional scans and benchmarking research*. Ministry of Education staff are *also preparing a synthesis of early drafts prepared by Ministry-contracted writing teams for Science and Technology (Grades 1-8) and Civics and Citizenship (Grade 10)*. The Ministry issued a call for writers for Grade 9 Science in August – this curriculum revision has not yet begun. Overall, it appears that **little substantive progress has occurred at the**

**Ministry since June 2021.**

The Ministry is awaiting *deliverables from Ministry-funded projects* related to Destreamed Mathematics, which were conducted over this past summer. To date, few if any additional supports and resources to support implementation of the Mathematics, Grades 1-8 and Destreamed Mathematics (Grade 9) curricula have been made available. Teachers have access to minimal implementation, if any, supports. When asked as to when supports will be available, the Ministry continues to give the same platitudes to which we have become accustomed and are either unable or unwilling to answer these questions.

With respect to the infusion of additional Indigenous-focused content in the Social Studies (Grades 1-3) curricula, the Ministry indicated that teams of educators would be supported and guided by Indigenous Elders and knowledge keepers but finding bilingual or francophone Indigenous experts has been challenging and that teams in both languages were working closely to effect the revisions.

No information on any potential destreamed Grade 10 Mathematics curriculum has been forthcoming from the Ministry of Education.

At every opportunity, OSSTF/FEESO along with OTF, the other Affiliates and the Subject Associations continue to press Ministry of Education staff for:

- regular Division/Subject Association meetings;
- respond to inquiries with the necessary information
- the opportunity to participate in open and collaborative dialogue in the curriculum review process; and
- value and incorporate the input provided for draft curricula, resources and implementation strategy

**6. Hybrid Learning Pushback Campaign**

As the return to in-person learning moves forward, a number of school boards are offering hybrid learning models. As we know, this model poorly serves both members and students, creating an untenable learning environment for all.

Leaders and members from those boards currently offering hybrid learning are struggling. Currently, a number of local initiatives are happening along with provincial initiatives (i.e. Here For Students campaign), with some, including that from District 9 (Greater Essex), positively impacting board decisions and ending hybrid learning in their boards.

Leaders are requesting help and support in an organized provincial pushback campaign against hybrid learning. While not all boards are engaged in the model, the CPA Department has developed a no-hybrid campaign would benefit all districts, acting to educate the public on the dangers of hybrid learning, push back against boards with hybrid learning, and thanking boards not employing hybrid learning.

**The Plan**

1. Re-employment of our no-hybrid animations (completed) – <https://fb.watch/8lyzvmVln/>
2. Half-page, two-sided leaflet using static image from the animations to be used where possible for in-person handout and rendered for social media posts
3. Full-page ad in papers in areas where hybrid models are being employed, including graphics and an open letter from OSSTF/FEESO to Lecce and Ford

4. Template letter for D/BUs to send to parents
5. Template letter for D/BUs to send to trustees

The Communications/Political Action Department finalized a full-page ad that appeared in late October in targeted daily and weekly newspapers. These ads were included in papers that are in areas where hybrid learning is taking place. Staff also reached out to Districts where hybrid learning is occurring for feedback on places where these ads would be most effective. Ads appeared in the following:

- Toronto Star (Districts 12, 16, 19, 21) – Saturday edition
- The Chronical Journal (District 6A)
- Orillia Today (District 17)
- Sault Ste. Marie This Week (District 2)
- Timmins Times (District 1)
- Local Paper(s) in District 26

## **7. Hybrid Webinar Proposal**

The CPA Department will be putting together a webinar on hybrid learning. It is important for parent/community partners to understand the impacts, problematic features and equity issues surrounding hybrid learning. With a focus on the importance of face-to-face learning, rather than the negative aspects of hybrid, the webinar would highlight the impact face-to-face has on:

- Mental health
- Social connections
- Family connections
- Equity
- Worker well-being
- Student success

The final date of the webinar will depend on the availability of guest speakers.

## **8. OSSTF/FEESO Union Training Academy**

OSSTF/FEESO is excited to offer the OSSTF/FEESO Union Training Academy (UTA) to support District and Bargaining Unit executives. These training sessions, held virtually via Zoom, are designed to address a variety of issues that District/Bargaining unit executives are dealing with, clarify common issues, and to provide possible strategies to resolve issues. The Provincial Executive encourages District and Bargaining Units to extend the Union Training Academy to a wide range of local leaders, including executive members, Grievance Officers, and/or committee chairpersons.

Please be advised that these sessions are union training intended for OSSTF/FEESO members only. There is no cost to register and to attend the training sessions. Any expenditures for members that may be associated with attending the training sessions are the responsibility of the District or Bargaining Unit. Bargaining Units can use their Account 2010 allotment to defray costs that may arise. Provincial Office will not be providing additional funding.

To register, please go to

<https://www.osstf.on.ca/en-CA/news/upcoming/osstf-feeso-union-training-academy.aspx>

Additional training sessions scheduled for 2022, including Pay Equity and WSIB, will be advertised later this fall.

Registration for each training session will be available up until 11:59pm three business days prior to the event. Zoom meeting links will be sent out 24 hours prior to each session.

Please check back on the registration page if the session that you are interested in attending is not yet available for registration.

Inquiries about the OSSTF/FEESO Union Training Academy should be directed to Jenny Chen ([jenny.chen@osstf.ca](mailto:jenny.chen@osstf.ca)) or Gary Fenn ([gary.fenn@osstf.ca](mailto:gary.fenn@osstf.ca)) at the Provincial Office.

Workshop Session	Date	Time
Minutes, Motions, and Meetings	October 26	6 – 8 pm
An Introduction to Chairing Meetings	October 27	4 – 6 pm
Racial Justice	November 9	4 – 6 pm
Leading Effective Meetings	November 10	5 – 7 pm
Minutes, Motions, and Meetings (en français)	November 15	5 – 7 pm
Minutes, Motions, and Meetings	November 16	4 – 6 pm
Duty to Accommodate/Return to Work (English, en français)	November 16	5 – 7 pm
An Introduction to Chairing Meetings	November 17	6 – 8 pm
Duty of Fair Representation	November 24	5 – 7 pm
Duty of Fair Representation (en français)	November 24	5 – 7 pm
Records Management	December 1	5 – 7 pm
Records Management (en français)	December 7	5 – 7 pm
Constitutions 101 and Beyond	January TBD	TBD
Cultivating Resilience	January TBD	TBD
Minutes, Motions, and Meetings	April TBD	TBD
An Introduction to Chairing Meetings	April TBD	TBD
Duty of Fair Representation (English, en français)	April TBD	TBD
Duty to Accommodate/Return to Work (English, en français)	June TBD	TBD

## 9. Federal and Provincial COVID-19 Response Measures: 2021 Update

On October 6, 2021, the Financial Accountability Office of Ontario (FAO) released the report: *Federal and Provincial COVID-19 Response Measures: 2021 Update*. Included with the Report, Briefing Deck, and News Release, is a list of federal and provincial COVID-19 Response Measures. These can be accessed at:

<https://www.fao-on.org/en/Blog/Publications/fed-prov-response-2021>

The report analyzes both the federal and provincial response measures that have been put in place over the course of the pandemic from 2019-20 through 2022-23. Combined to date, there have been 238 COVID-19 direct response measures implemented by both levels of government with a net total of \$170.3 billion in support. Both levels of government provided an additional eight indirect measures, most of which were related to deferred fees or payments.

Ontario has implemented 114 measures, for a total of \$35.4 billion in direct support measures. After accounting for \$9.8 billion in federal cash transfers to the province, which included \$763 million for the Safe Return to Class, the Ontario government's share of direct support measures is \$25.6 billion (15%). This does not include \$5.0 billion in COVID-19-related funding that remains unallocated by the province.

Of the \$25.6 billion in COVID-19 direct supports provided by Ontario, \$18.5 billion is new government spending, while the remaining \$7.1 billion is due to spending reallocations and savings that resulted from the impact of the COVID-19. Included in this \$7.1 billion in reallocations is \$600 million from school board reserve funds, \$400 million from School Stabilization Funding, and \$500 million from lower than planned student financial aid payments.

Most of the \$35.4 billion in direct support measures implemented by the province to date go to the health sector:

- Health sector at (\$14.7 billion, 41%);
  - Support for businesses at \$5.6 billion at (16%);
  - Municipalities at \$5.1 billion at (14%); and
  - Support to individuals at \$3.7 billion (11%).
- Support to individuals includes a total of \$1.67 billion in transfer payments to parents of school-aged children, with \$328 million in 2019-20 and \$1.34 billion in 2020-21.

In School and Childcare, support measures of \$3.4 billion (9%) include:

- \$1.3 billion in funding to support public health in schools through Safe Re-Opening of School;
- \$406 million in Stabilization Funding to school boards;
- \$635 million in allocations by school boards from their reserves; and
- Temporary increases of \$130 million in the GSNs for mental health, technology, and language program funding through 2022-23, and \$57 million for the Ontario Summer Learning Program in 2020-21.

The remaining direct supports in School and Childcare are directed to childcare centres and early years programs, including Emergency Childcare for Frontline Workers.

In the postsecondary sector, the province provided \$225 million (0.9%) in stabilization funding, including over \$70 million to provide students with more flexible and accessible virtual learning options.

The FAO report shows that the \$25.6 billion in COVID-19 direct supports provided to the province represents 15% of the total provincial and federal direct supports, though only \$18.5 billion (72%) of these direct supports were new investment. The province provided \$3.4 billion in direct supports to education and childcare, which is 9% of the total direct supports provided by the province. Comparatively, the education sector, which includes childcare programs, represents 20%, and postsecondary education represents 6.9% of Ontario's total planned program expense in the 2021-22 Ontario Budget. Finally, while providing \$2.53 billion of direct support to public schools, the province provided \$1.67 billion in transfer payments directly to parents.

#### **10. Ministry of Education Continuous Learning Working Group Update - October 14, 2021**

Staff assigned from the Educational Services Department and representatives from affiliate education unions continue to attend on-going bi-weekly meeting with Staff at the Ministry of Education. At recent meetings, a number of concerns were raised, and not all agenda items were dealt with due to the lack of time.

Items from affiliates:

- Grade 9 math resources on VLE (e.g. when are SEL pedagogical resources)
- VLE handout highlighting for teacher supports
- IEP communication to boards

- LIFT (i.e. affiliates inquired as to what mechanisms are in place to ensure the funding is being allocated equitably)
- Continuing delays at the OCT
- Update on AQ subsidies
- Will TPAs continue to be on pause?
- Lack of cohorting in secondary schools
- Hybrid learning (i.e. the realities of hybrid learning in secondary schools; school boards should be planning for virtual schools in semester 2)
- Grade 9 destreamed math; should we be expecting Grade 10 destream math in September 2022?
- EQAO
  - Why are they running EQAO while we are still dealing with the pandemic?
  - What are the details on the plan?
- Assessment and Evaluation, Reporting (i.e. what has the Ministry communicated to the school boards?)

Items that were dealt with:

#### Teacher Performance Appraisal (TPA)

- Evaluation cycle resumes as of September 2021, as per the regulation and technical requirements manual
- Due to pandemic learning, TPAs scheduled for 2020-21 were paused as a result of amendments made in the regulation. According to the Ministry, TPAs that were paused in 2020-21 will occur in 2021-22. All subsequent TPA will be pushed forward by one year
- NTIP teachers will continue to have two appraisals in their first year as per the regulation
- Deferral on an individual basis continues to be available
- Affiliates advocated for a pause in light of the continuing impact of pandemic learning (e.g. remote and hybrid learning models)

#### Annual Learning Plan (ALP)

- Ministry indicated that ALPs are to proceed as per usual
- Technical Requirements manual provides applicable information
- Deadline for submission should be flexible according to school needs as the process for ALP is consultative and collaborative, time to connect with administration may need to be scheduled according to teacher/administration availability
- Affiliates advocated for a pause in light of the continuing impact of pandemic learning (e.g. remote and hybrid learning models)

#### Ontario College of Teachers

- Continuing delays at the OCT to administer applications are impacting teachers in negative ways
- Affiliates advocated for an action plan to address excessive waiting periods of 14-16 weeks up from the typical 4-6 weeks
- Ministry has acknowledged the problem and is in the process of implementing strategies to expedite
- Boards who have hired a teacher can request expedited handling of qualifications

#### Additional Qualifications Subsidies

- Math AQ subsidy (\$4MIL) continue to be available and are allocated to boards that apply. Transfer payments made directly to school boards.

- Guidance and Career Education AQ subsidy (\$700K) for self-identifying teachers from under-represented groups
  - Ministry explained that the purpose of this subsidy is to incentivize teachers from under-represented group to take the AQ and increase diversity so that guidance teachers represent the students they service
- Autism AQ subsidy (on-going part of 3 year subsidy agreement beginning in 2019) is \$1MIL
- First Nations, Metis, and Inuit AQ & ABQ subsidy is available (amount not disclosed)

#### Assessment & Evaluation

- Ministry informed affiliates that they are actively thinking about issuing another memo but this is not yet approved
- In the absence of a new memo, boards should continue to follow Growing Success, October 30, 2020 Memo and May 4, 2021 Memo
- Secondary schools' mid-term reporting should reflect the October 30, 2020 memo

#### Grade 9 Destreamed Math

- Affiliates raised concerns about the lack of plans for grade 10 math; current grade 9 math teachers are unsure of how to prepare students without clear direction as to what is planned for grade 10 math for September 2022
- Ministry indicated the plan was to destream all grade 9; there is not yet a commitment for grade 10 destreaming
- Ministry indicated that should changes to existing grade 10 courses be needed, they will come via addendum to the curriculum

#### EQAO

- All EQAO testing is online
- Grade 9 Math is being administered from October 2021 – June 2022 through several testing windows
- Practice Assessments, User Guides, Webinars are available on the website
- OSSLT is also moving ahead, currently open October – December with an additional testing window in the spring
- Affiliates raised concerns about Grade 3 EQAO (related to pandemic disruption and poor math roll out)
- Grade 3 EQAO will be added to a future meeting agenda
- OSSTF staff did not have an opportunity to address the OSSLT specifically as the meeting ran out of time

### **11. Decommissioning of EduGAINS and Edusource Websites**

A meeting through OTF was held with two Ministry of Education staff early this fall, as a follow-up to a virtual meeting of the Division/Subject Association held in June 2021.

At the meeting, the Ministry staff reiterated that the timeline for the decommissioning of Édusource would be more protracted than for Edugains, its English-language counter-part. Edugains and Édusource were the English and French websites that housed Ministry developed resources to support policies and programs related to improved learning and teaching from Kindergarten to Grade 12. The site's resources were regularly accessed by members from all four Affiliates. The Affiliates and Subject Associations were concerned that most of the material on the sites would be lost when the Ministry decided to decommission the websites. The Ministry did agree to archive the material but only have it available until June 2022. Only a selected subset of the material would be migrated to e-Community Ontario in the Virtual Learning Environment (VLE) and continue to be available.



It was confirmed that broken links for the selected material, which occurred in the early stages of the migration of resources to the Supports for Learning section of eCommunity Ontario (the VLE), had been repaired. While the Learning Exchange is officially defunct, the videos from it are now housed and accessible on Vimeo at this link:

<https://vimeo.com/studentachievement/albums/sort:date/format:detail>

One positive piece of information – decisions about what content would be migrating from EduGAINS and Édusource were being made by Ministry teams composed of a majority of staff with education backgrounds, not by career bureaucrats. Unfortunately, there has been no progress on teacher candidates gaining access to the resources that are now password-protected on the VLE.

Again, our members are left without timely, comprehensive/practical Ministry-provided or Ministry-funded resources/in-service. There appears to be a persistent and fundamental misunderstanding and indifference to teachers' and educators' lived realities in the classroom.

At every opportunity, OSSTF/FEESO along with OTF, the other Affiliates and the Subject Associations continue to press Ministry of Education staff for the opportunity to participate in open and collaborative dialogue on the types of curriculum resources and in-service needed to ensure a proper implementation of new/revised curricula.

## **12. Ontario Liberal AGM – October 15-17, 2021**

The recent Ontario Liberal AGM was the first major event for the party since the Leadership contest of March 2020. Unlike Leadership convention, this event was held virtually. None of the plenary sessions, except for Leader Steven Del Duca's keynote speech, exceeded 300 delegates. This is in sharp contrast to in-person Ontario Liberal AGM's in an election year, which routinely draw in excess of 1,000 delegates. Whether this is a result of a lack of enthusiasm for the party, virtual fatigue or another factor or combination of factors is difficult to determine.

As for the convention, delegates discussed internal party constitutional amendments and held regional meetings on the electoral prospects for the party. While some delegates expressed frustration at the slowness of the nomination process, delegates were generally upbeat on the party's future electoral growth. Many indicated that they were appreciative of the party's policy process directed through their "Take the Mic" initiative.

Delegates were introduced to the current 56 nominated candidates. Emphasis was placed on the fact that 36 of the candidates were women and that Del Duca has committed to having gender parity, at minimum, with the slate of 124 candidates. As well, delegates were reminded of the commitment to have 30 candidates under the age of 30. It is obvious that Del Duca and the party is attempting to present a new face to the electorate of a younger, more female slate of candidates. With only six caucus members seeking re-election, the opportunities to achieve those targets is more manageable.

Del Duca's keynote address closing the convention featured a number of notable promises including a commitment to change the electoral system. Del Duca proposes to introduce ranked-ballots, if he becomes Premier. If he fails to do so, he said he would resign before the end of his first term. Ranked ballot voting is a process whereby voters rank candidates, in order of preference, on their ballot and a winner is not declared until one candidate wins a minimum of 50% plus one of the total votes. It is believed that rank balloting may be more

helpful to the Ontario Liberal Party than the other parties as prior polling has indicated that the Liberals are the second choice of more Ontarians than other political party. At the same time, ranked ballots may give some voters the opportunity to avoid strategic voting on their first choice, which may increase the chance of their party winning certain ridings. Nonetheless, few politicians seek to implement an electoral system, which diminishes their chances of winning.

Another proposal that Del Duca made was to re-instate the Universal Basic Income pilot program that Premier Doug Ford cancelled. Finally, Del Duca promised to create a pilot program to study the feasibility of instituting a four-day work week.

Del Duca made no mention of Education or Healthcare during his relatively brief speech. It would seem that he has either not settled on those policies or that he is reluctant to outline them because he fears that the other parties may steal some of his ideas.

In conclusion, Del Duca was able to garner significant media for his promises, particularly on ranked ballots and the four-day week, but opinion on those issues was divided. It may be more a matter of Del Duca offering “bold” initiatives to demonstrate leadership rather than universally popular proposals. Whatever the case, Del Duca finally was able to gain some media attention, which could boost his lackluster polling and image.

### **13. Here For Students Fourth Wave Survey of Supporters on Back to School Plan**

The *Here For Students* campaign issued a “Back to School” survey to supporters through an emailed newsletter and social media posts just prior to the return to school for most students in Ontario. This survey received over 1,800 responses, a higher rate than our “Third Wave” survey back in the spring.

This survey should not be regarded as a formal or scientific poll, but as a snapshot of the opinions of our base of our thousands of supporters that we engage through emails and social media. Please remember that we built our supporter base in areas of the province where Progressive Conservative candidates had narrow margins of victory in the 2018 Provincial Election. Staff view these results as another data point among many other data points we continue to receive and analyze.

As with past surveys, about 50% of respondents self-identify as parents, and just under a quarter identify as educators. In addition, about half of the respondents are from the Toronto and Greater Toronto area. About 60% of respondents have at least one child attending a school in a public education system.

Some highlights from the survey include:

- 91% of respondents said that they plan on sending their child(ren) to in-person learning, with only 6% saying they will have their child(ren) learning remotely.
- 94% of respondents said that they stay up-to-date every day on the back to school issue, or did so as much as they could, and about the same number of respondents said that they are very familiar or somewhat familiar with the Ford government’s back to school plan.
- 67% said that they do not believe the Ford government’s back to school plan goes far enough to keep students safe for in-person learning, while 24% said they were not sure.
- 77% of respondents support OSSTF/FEESO’s position on mandatory vaccines for teachers and education workers, with 17% opposing.

- 53% believe that schools should stay open as long as possible before shifting to remote learning, while 38% say that they would support closing school buildings if the fourth wave leads to higher rates of COVID cases.

### Conclusions

- Our supporter base continues to remain very engaged on the issue of education and the Ford government's response to COVID in the education sector.
- The number of parents who said they are sending their children back to in-person learning appears to align with in-person attendance rates in most areas of the province.
- A strong majority of supporters do not believe Ford is doing enough to keep schools safe, or are at least unsure if the measures go far enough.
- Support for our policy on mandatory vaccinations align generally with vaccination rates across the province.
- A slight majority of supporters believe that schools should stay open, with about a third of supporters being more willing to accept remote learning if COVID rates start to go up again during the current fourth wave.

Overall, the number of responses and results of this survey shows that *Here For Students* continues to be a strong platform to continue to engage our supporter base on education issues. These supporters are monitoring education issues very carefully and do not support the Ford government's handling of education during COVID.

We will continue to engage our base of supporters in the *Here For Students* campaign as we shift our messaging to promoting the elements of our Education Platform over the next few months.

## 14. Bill 13, Supporting People and Business Act

<https://www.ola.org/en/legislative-business/bills/parliament-42/session-2/bill-13>

### Background and Analysis

Nina Tangri, The Associate Minister of Small Business and Red Tape Reduction, introduced the omnibus Bill 13, Supporting People and Business Act, that has two sections that impact education.

The first includes:

### SCHEDULE 8 EDUCATION ACT

The Education Act is amended to remove references to ranked ballot elections, change when boards must elect their chairs and when the chief executive officer of a board must submit a report to the Minister, and eliminate certain requirements relating to the appointment of supervisory officers.

The first three parts of this section relate to board functions including removing ranked ballot elections, holding chair elections earlier and the submission date for Director of Education annual reports. The final two parts of this section would remove the requirement that the Minister of Education confirm the eligibility of persons to be appointed as a supervisory officer. As well, supervisory officers would no longer require the approval of the Minister of Education to seek additional employment or postings during their tenure.

Some of these changes are problematic, particularly the ones referring to the supervisory officer appointments. Without approval from the Minister of Education, boards could hire

unqualified individuals for said positions. As well, allowing supervisory officers to take additional employment could severely hamper their ability to fulfil their role.

The second section of this bill that touches on Education is:

#### **SCHEDULE 17**

##### **ONTARIO COLLEGE OF TEACHERS ACT, 1996**

The Ontario College of Teachers Act, 1996 is amended in respect of various matters, including the composition of the Council and of panels of committees, the appointment of deputy registrars and the use of certain notations in the register. Provisions are also added prohibiting persons who are not members of the College from using certain titles or holding themselves out as members.

Some of the changes include:

The amendments proposed in the Schedule, if passed, would reduce the size of the Council of the College from 18 members to 12 members, change the manner in which the deputy registrar(s) of the College are appointed, introduce a protected title for members of the College, change the composition rules of panels performing the adjudicative work of the College and provide that members of the College who are suspended for non-payment of fees be recorded as "Inactive/Non-Practicing" on the public register.

These changes to the Council of the College of Teachers will reduce the role of teachers in the Council.

#### **Legislative Process**

At the time of writing, the bill had passed 1<sup>st</sup> Reading in the Legislature. The PC government has not set a timetable yet for the bill's progression. But, with the bill containing 25 Schedules, many of them touching business regulations, the government will want to move this bill quickly to passage.

#### **Conclusion**

This bill is a HIGH priority item as it touches on the Education Act and on the College of Teachers. OSSTF/FEESO will request standing at the appropriate Legislative Committee hearings, when they are called, and a presentation will be prepared for submission.

### **15. Plan for Ongoing Outreach to Parent/Community Organizations 2021-2022**

Parent and community outreach is paramount as we move forward as an organization toward the next provincial election. Engaging parent and community allies is essential if we want to defeat the Ford government. Not only do we need to continue to reach out to current allies in meaningful and inventive ways, but also, we need to build further parent and community support away from the noise of the current issues that are dividing us.

There are varying degrees of engagement with these groups. We are currently reaching out to several other groups in hopes of adding them to our list of allies. We are hopeful that this outreach will be completed within the month of October.

Outreach from the Provincial Office is important, but engaging and encouraging our Districts to research, outreach and build contacts with local organizations is crucial. This will be part of next steps in the new year.

Parent and community group input is important in building current relationships, fostering

new relationships, and bringing other voices into our messaging. Outreach should be consistent with the main purpose being collaboration and support of events/actions as well as unifying like-minded groups to defeat the current government in the next Ontario election.

Outreach that we have undertaken in the past year:

- Three webinars involving community partners, which included:
  - How to Talk to Your MPP
  - Advocating for Transitioning/Transgender Youth
  - Advocating for your Child in Times of Covid and Beyond
  - Learning About Truth – Moving Toward Reconciliation
- Quarterly newsletters to both Ontario school/parent council chairpersons and community partner advocacy email group. Newsletters have also been posted on education related Facebook pages.
- Twice-monthly outreach and sharing with community partners asking for resources to share in our newsletters, sharing other community partner events and sharing OSSTF/FEESO information such as our education platform and Working Ontario Women.
- Donations for and attendance at community partner events.
- Translation assistance for surveys for OFPE and OPAN.
- Attending various community partner meetings (such as Campaign 2000) and speaking on our education platform.
- Collecting emails from webinar participants and creating advocacy email group from them.

Next steps for outreach may include:

- Increasing outreach to non-traditional community groups such as environmental groups.
- Asking our current community partners to share relevant contacts with us.
- Reaching out through our halo website and providing resources regularly
- Community ally gatherings – in locals – bringing together the union and our community partners with parent groups (town halls, virtual webinars).
- Building our parent council influence through regular contact, asking for input, sharing surveys and information sharing.
- Assisting with donations, graphic, translation support, where appropriate.
- Tying in our election organizers to assist with outreach and building momentum in communities.
- Monthly webinars to engage parent and community groups focusing on student advocacy followed by creating advocacy resources for parents.
- Asking parent and community groups for material for our school council newsletter and sharing it with school councils through the school council newsletter and our school council representatives.
- Working with locals to assist them with outreach to community partners in their area.
- Collecting data on the success of our outreach and working to improve gaps, ensure the appropriateness/relevance of our outreach.
- Creating an advocacy pamphlet to educate our advocacy groups on OSSTF/FEESO.
- Creating a community action day, in conjunction with the OFL, for members/parents/community activists to get out in communities and talk to others about the upcoming election. Community day is December 11, 2021 (tentative).

## 16. Shine the Light Campaign

November is Women Abuse Prevention Month in Ontario. Once again, OSSTF/FEESO is collaborating with the London Abused Women's Centre to provide purple lapel pins to members who wish to order them through our December 6 commemorations. In addition to the pins, we are also offering our own December 6 posters as well as White Ribbon signing sheets for members who identify as men to make a commitment to end violence against women.

The *Shine the Light* campaign, initiated by the London Abused Women's Centre, is focused on building awareness, engaging people in breaking the silence and encouraging all communities to speak out against Violence Against Women. A donation will be made to the campaign resulting from District and Bargaining Unit December 6 orders of purple lapel pins.

Dates to note include:

November 19	Ask OSSTF/FEESO Provincial Councilors to wear purple in solidarity
November 25	International Day for the Elimination of Violence Against Women and Day 1 of the 16 Days of Activism Against Gender Violence
December 1 - 7	Commemorative displays in OSSTF/FEESO worksites
December 6	National Day of Remembrance and Action on Violence Against Women
December 10	International Human Rights Day

To promote the *Shine the Light* campaign, staff will:

- Create an article on the campaign for Update to encourage members to participate in the *Shine the Light* campaign to encourage members to wear purple on November 13 – “Wear Purple Day”.
- Create social media for the 16 Days of Action between November 25 and December 6, with special emphasis on notable dates.
- Encourage Provincial Councilors to wear purple on November 19 and to indicate, when they speak virtually at Provincial Council that they are ‘shining the light’ and supporting Women Abuse Prevention Month by wearing purple.

For further information on the campaign: <https://www.lawc.on.ca/shine-light-woman-abuse-campaign/>

## 17. D/BU's

45	EHLT Advisory Work Group Vacancies - September 2021
46	Ministry Correspondence - Updates to the School Screening Tool for the 2021-22 School Year
48	2022 Election Readiness Conference - October 29-30, 2021 [Registration Open]
49	COVID-19 Rapid Antigen Screening for Students and Children in Schools and Child Care
50	Equity Mentorship Engagement
51	OTF Communications - Pension Communique - 50-Day Re-employment Rule for Retired Members of the OTPP
52	Ministry Correspondence - COVID-19 Pulse Survey 2021-2022
53	Ministry Correspondence - Thanksgiving Weekend Health and Safety Reminder
54	Ministry Correspondence - Enhanced Student Access to Free Menstrual Products in Ontario Schools
55	Ministry Correspondence - Cyber Awareness Month 2021 - Cyber Protection Strategy
56	Union Training Academy (UTA)
57	Ministry Correspondence - Proof of Vaccination Against COVID-19 Community Use of Schools

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58	Hybrid Learning Pushback Resources
59	Ministry Correspondence - Updates to the School Screening Tool for the 2021-22 School Year
60	Status of Women Regional Outreach Workshop – November 26-27, 2021 [REGISTRATION OPENS October 27]
61	OSSTF/FEESO Research Grant for Emergent Issues and Priorities
62	Information relating to vaccination mandates and EI eligibility
63	2021 Educational Services Professional Development Workshops
64	Delivery of AMPA 2022
65	Appointment of General Secretary
66	Update Expanded COVID-19 Testing Strategy for Ontario Schools
67	Return to Provincial OSSTF FEESO In-Person Meetings
68	Ministry Correspondence – PPM No.81 Provision of Health Support Services in School Settings 21-22
69	Ministry Correspondence – Guidance on Assessment Evaluation and Reporting for the 2021-22 School Year
70	December 6 <sup>th</sup> Commemorations
71	Ministry Correspondence – Remote Learning Guide for Students with Special Education Needs

## 2021 Negotiations Survey Education Worker Bargaining Unit Leaders

The Provincial Office is in the process of compiling information to use during the preparation of the draft central bargaining brief. As per OSSTF/FEESO constitution and bylaws, bargaining unit leaders are asked to complete the survey below.

Local leaders often find that an extensive central table brief interferes with their ability to tackle related issues at their local tables. When an item is tabled centrally it becomes unavailable for local bargaining. Feedback from around the province suggests that members are best served by limiting the scope of central issues to allow for as much freedom for local negotiations as possible.

Please indicate whether you believe the items below should be dealt with centrally or locally.

Additional suggestions can be added at the end of the survey.

District: \_\_\_\_\_

Bargaining Unit: \_\_\_\_\_

	Central	Local
<b>SALARY</b>		
Salary increase		
Casual/Long Term salary		
Overtime		
Allowances		
Process to address local issues for individual job classes including wage disparity		

	Central	Local
<b>POSITIONS OF RESPONSIBILITY</b>		
Responsibilities		
Structures		

	Central	Local
<b>STATUTORY LEAVES OF ABSENCE AND SEB</b>		
Maternity/Parental Leave		
Family Care Leave		

	Central	Local
<b>OTHER LEAVES OF ABSENCE</b>		
Leave criteria ( <i>eligible members, reasons for leave, etc.</i> )		
Bereavement Leave		
Unpaid Leave <ul style="list-style-type: none"> <li>○ <i>Political Office</i> (Municipal, Provincial, Federal)</li> <li>○ <i>Military Leave</i></li> <li>○ <i>Personal Leave</i></li> <li>○ <i>Voluntary Unpaid Leave of Absence Program (VLAP)</i></li> </ul>		
Faith Based Leave		



Federation Leave		
o <i>Reimbursement of release cost</i>		
Vacation Accessibility		
Deferred Salary Leave plans		
Jury Duty		
Domestic Violence Leave		
Family Care/Sick Leave		
Quarantine Leave		

**Central      Local**

<b>SICK LEAVE</b>		
Independent Medical Examinations/3 <sup>rd</sup> party medical		
Cost of medical documentation including notes, functional abilities form (FAF), etc.		
Timing of submission of medical documentation		

**Central      Local**

<b>HEALTH AND SAFETY</b>		
Multi-site		
Health and Safety training		
Safety procedures		
Access to Individual Education Plans (IEP)		
Access to keys		
Access to floor plans		

**Central      Local**

<b>ADDRESSING CLIMATE CHANGE</b>		
Board/Union committee		
Policies on extreme weather events		

**Central      Local**

<b>WSIB SALARY TOP-UP</b>		
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**Central      Local**

<b>SUPERVISION</b>		
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**Central      Local**

<b>JOB SECURITY</b>		
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**Central      Local**

<b>STAFFING AND TRANSFER</b>		
Seniority		
Surplus/redundancy/recall process		
Access to jobs/postings/interview process		
Staff generation/allocation process		

**Central      Local**

<b>MINISTRY OF EDUCATION INITIATIVES</b>		
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	Central	Local
<b>GRID PLACEMENT/EXPERIENCE CREDIT</b>		

	Central	Local
<b>DISCIPLINE/JUST CAUSE/UNION REPRESENTATION</b>		

	Central	Local
<b>PERFORMANCE APPRAISAL</b>		

	Central	Local
<b>PROFESSIONAL DEVELOPMENT</b>		

	Central	Local
<b>WORKING CONDITIONS</b>		
Hours of work		
Breaks and lunch		
Performing medical procedures		
Workload		
Workspace		
Work year		
Limits to online learning		

	Central	Local
<b>PAY EQUITY</b>		
Initial plan/Terms of Reference		
Mandatory maintenance		

	Central	Local
<b>ATTENDANCE MANAGEMENT</b>		

**Temporary and Casual Employee-Specific Issues:**

	Central	Local
<b>ACCESS TO EMPLOYMENT/SENIORITY</b>		
Temporary assignment		
Number of days to grid		
Casual work		
Call-in procedures		
Cancellation procedures		

	Central	Local
<b>PAYMENT FOR PD DAYS AND MANDATORY TRAINING</b>		

	Central	Local
TRAVEL TIME/TRAVEL ALLOWANCE BETWEEN SITES		

List any other items recommended to be dealt with centrally. Please provide a rationale for each item recommended.

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**1. Business Arising From Minutes/Action Items**

October 12: Lana Lotan was elected District Health and Safety Officer

October 20: Provincial Treasurer Jeff Denys and Secretariat met with ESP virtually; well attended

**2. Acknowledgement/Good News Items**

December meeting is cancelled

**3. Grievance /Labour Relations Update**

Continued struggles with Employee Wellness communication throughout the month

Labour Relations meeting: Time-in-Lieu clarification (Employer shares our understanding of contract)

Clarification of various LWOP status

Members facing discipline

November 15 deadline for second dose requirement

Next steps if vaccination requirement is rescinded

**4. Member Support and Other ESP Updates**

4 ESP Updates to membership – good feedback continues

Several Employee Wellness issues; process, language

Communication about office staff handling used Covid test kits, as required

Communication about OCDSB Concussion Management procedure, as required

Library Technician clarification regarding attending conferences; use of GEM conference

Responding to various urgent needs and queries

October President's Hours well-attended

November President's Hours November 23, 2021

**5. OCDSB Updates**

Central ESP will be recalled to in-person attendance in the coming months

Equity Survey Updates – includes job classification as an equity issue

Attendance Support Program Tutorial with Employee Wellness

Two permanent accommodations of members from SSP coming to ESP

Attended two OCDSB Committee of the Whole Meetings as Education Worker Rep

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

November 1: Women's Advocate Program was launched in D25

October: New District Secretary – Sarina Parisee, SSP

District Committees have been set up for the year – PAC does not have a chair yet

Took part in an OSSTF Survey with Equity Deserving Focus (Strathcom)

Several all-bargaining unit meetings to coordinate group meeting for common grievances

Attended OSSTF Election Readiness Conference

Attended 2021 Ontario Federation of Labour Conference  
Building committee met several times about reopening of Corvus to standard practice

**7. OSTA**

No news this month – would really like them to have a zone rep

**8. Vacation/Extra Hours Worked**

17 days remaining for the 2021-2022 school year

**9. Next Executive Meeting: January 11, 2022**

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**1. Grievance/Arbitration Highlights**

- 1.1. Policy Grievances re OCDSB Vaccination Protocol filed and awaiting Step 2 hearing, to be held jointly with other D25 bargaining units
- 1.2. Policy Grievance on Vaccination Medical Exemption Request Form filed and awaiting Step 2 hearing, to be held jointly with other D25 bargaining units
- 1.3. Coordination of Grievances related to Board Covid Vaccination protocol with other D25 Bargaining Units and provincial OSSTF
- 1.4. Policy Grievance re OCDSB Accommodation process settled and withdrawn without prejudice/precedent in light of terms in Employer's response; joint meeting pending to discuss Accommodation procedures
- 1.5. Eleven individual grievances filed re: Vaccination Protocol Administrative Leave Without Pay
- 1.6. Three individual grievances re: Vaccination Creed Based Exemption denials pending
  - i) At least two members retired as part of the Board's vaccination protocol
- 1.7. Potential Policy Grievance re new Medical Note requirement indicating medical condition is not related to vaccination status

**2. CBC / Negotiations Updates**

- 2.1. ESP 2019 – 2022 Agreement signed off by Employer Oct. 15<sup>th</sup> – 9 months after ratification
- 2.2. Callout for ESP Collective Bargaining Committee members for next round beginning of January

**3. Other Activities and News**

- 3.1. Ongoing complications dealing with Wellness group of HR
- 3.2. Accommodation and RTW meetings with members and Wellness
  - i) Two SSP members accommodated to ESP positions
- 3.3. STD mediation and support meetings with members and Wellness
- 3.4. Student Supervision Joint Committee progress and next steps
- 3.5. Respectful Workplace investigation meeting and support
- 3.6. HR and Labour Relations advocacy for Members
- 3.7. Individual member advice, counselling, support and advocacy.

**4. Outstanding Vacation/Extra Hours**

- 4.1. 37 Vacation days remaining

Health and Safety Report Nov 2021  
Lana Lotan - ESP and District 25 H&S Rep

1. JHSC Worker Meeting and Full Joint Committee Meeting - Oct. 13 & 14

- OSSTF worker meeting took place prior to JHSC worker meeting for the election of a District 25 Health and Safety Rep to represent all BUs. I was the successful candidate.
- Updates on several critical injury reports as well as a dangerous circumstances investigation. Discussion regarding the Board's Scent Sensitivity program. The Board does not have a district-wide scent-free policy. If a worker is allergic to scents, or has a sensitivity to scents that could negatively affect their work, they must seek an accommodation through Employee Wellness in order for them to be recourse should they encounter scents in the workplace. One does not have to be anaphylactic to seek such an accommodation. The Board has resources available, such as signage and posters should you require it to bring awareness in your workplace.
- A new Working from Home Procedure is under development. Coming soon
- Members of the committee who were interested in receiving training for responding to the Valuing Voices Survey were invited to put their names forward to Janice. Training days conflicted with other meetings for me, so I was unable to participate.
- Site H&S rep training was extended to a full day this year and the committee put forward a list of recommended topics for which training should be extended.

2. DEC - Thursday, Oct 21

- Duties and responsibilities pertaining to the role as District H&S Rep were presented and voted on. I was introduced to the executive committee. I look forward to working with all of the bargaining units to forward the cause of Health and Safety across our district for all members.

3. Regional HS/WSIAC Conference - Saturday, Oct 30

- Took part in a workshop on Psychological Safety and Mental Health which gave information on identifying these hazards in the workplace and recommended that all workplaces have a policy to deal with the recognition and addressing of these hazards. Very generalized overview of mental health issues prevalent in the workplace but no specific information pertaining to the particular needs of the education environment or in how to go about initiating an appropriate workplace procedure to address.

4. Chaired Inspection Subcommittee - Thursday, November 4th

- Significant number of Health and Safety Concern forms updated and resolved. Recommendations prepared to bring forward to November JHSC

5. Upcoming meetings: JHSC Worker Meeting - Tuesday, November 9th

JHSC Meeting - Wednesday, November 10th

DEC - Wednesday, November 17th