

OSSTF- TBU – Meeting Minutes

Timmins Inn & Suites

October 4, 2014

In attendance

Derek Beland

Andre Dumais

JP Desilets

Tammy Belanger-Lamothe

Richard MacDonald

David Craig

Gerry Culhane

Jason Hewett

Shane Matheson

Mathew Belisle

Emilie Piche Swain

Amy Rohon

Dana Thomson

1. Meeting called to order by Derek Beland 9:00 a.m.

2. Reading of the Pledge

3. Reading of the Anti-Harassment Statement and appointment of the Anti-Harassment Officers - Gerry Culhane and Jason Hewett

4. Motion 01-10-14 BELISLE/MATHESON

BIRT the Agenda for the District Meeting dated October 4, 2014 be approved.

Carried

5. Minutes of last TBU meeting

a) Errors or Omissions: None

b) Business arising from: None

Motion 02-10-14 CRAIG/BELISLE

BIRT the minutes from the previous TBU meeting be approved.

Carried

6. **Correspondence**– none

7. Reports

a) **President – Derek Beland** – written report provided

Discussion points

- Article 32 – teachers are guaranteed the right to hold a meeting within the school building
- Class size issues – should be resolved by the end of the 4th week of the semester, not October 1st.
-Last year there were 37-38 violations compared to this year with 13-14 violations

- Sticking points with respect to class size – Coop – because of staffing by credits, not bodies
- Tech classes – auto/wood/welding, capped at 20 but the law changed and now all T courses are supposed to be capped at 20 as well
 - Both of these are still in arbitration
- Blended learning – only your students – can't be teaching a regular class and then have some Elearning students you're teaching as well.
- TIC – must hire an OT – No on-calls - If it's not a "class" an OT still has to come in. They can be used elsewhere in the school.
- Sert positions – Serts should be available to students who need support – shouldn't be teaching classes
- Staffing – 2.23 rather than 1.83
- Headships - Can't have headships that are not curriculum based
 - Headed to arbitration – Board asked if they could fix it in the next round of headships – they didn't comply
 - 23 out of 59 heads did not have specialist qualifications last year!
 - PPM153 – how boards can apply for TLA's
 - Headships – they have to determine that there is a need – if there's a qualified member applying, there is no need for a TLA – should hire the qualified member

b) **Vice-President Andre Dumais**– no report

c) **Secretary Tammy Belanger-Lamothe**

- If Branch presidents have a written report, please submit it so that information can be as detailed and accurate as possible in the minutes. Would be preferable, even if you add info by hand at the meeting

d) **Treasurer Richard MacDonald**

- Please get branch treasurers to submit reports in order to receive the rebates!
- Get good press when OSSTF gives money –we need to be seen in a positive light in the public's eye.

e) **District President JP Desilets**

– get some feedback with respect to the voting process and it can be forwarded

f) Chief Negotiator – Andre Dumais

- Am quite disappointed with plan from Toronto with respect to strike meetings and voting.
-The plan was to have everything in place before start of school year

Discussion

Earl Burt

- There has been no change in the plan – unfortunately we have no control over the speed at which things happen.
- We were the first to have meetings with the government
- We were the first to have member meetings
- We were the first to have a strike vote
- We had to be flexible and be strategic while working with the other affiliates
- We need to exercise our legitimate rights to be able to bargain
- It's now in place that we have the right to strike - we're just hoping that they'll respect the law that they put into place.

g) Occasional Teacher Bargaining Unit – Gerry Culhane

- OT's should be used for SSSI/literacy/numeracy – not on-calls
- Branch presidents should send Gerry Culhane a list of all LTO's
- Calendars/Posters to give away
- Smartfind – OT's have to flag every

h) Provincial Executive Liaison – Earl Burt -Written report will be provided

Discussion Highlights

- AMPA - Workgroups created
- District rebates have been declining
- Social contract – 90's - Removing admin lowered amount of fees considerably
- New subway coming, lots of things happening around the area of mobile drive
 - property has gone up in value significantly
 - possible idea is to buy a hotel and use it for all provincial events
- One publicly funded school system (2) French and English public
 - workgroup developing materials
- Looking at training models
- Professional judgment workgroup
- Amalgamation of all unions workgroup – pro's and cons
- 100th anniversary 1919 – workgroup
- Bill 3C77 – Harper govt. – anti union bill – anything above \$5000 would have to be made public – could come back and would be very negative

i) Secretariat Liaison – Alison Wallace

-sends regrets

j) Grievance Officer – David Craig

- Board is not dealing with any issues – they send everything to be grieved
- The one that dealt with not dealing with grievances properly is now up

k) Pension & Benefits - Jason Hewett for Jen Holmes

- Benefit officers meeting 29th – no new info
- Inflationary adjustment – “status quo” has a definition
- Tapped into reserves to pay for shortfall
- 15.30.3 - teachers who are not full time must be topped up
- 8.01.1 - Board refuses to pay 2nd half of benefits plan
 - .5 FTE or greater - full share of benefits – not determined by semester

l) Branch President’s Reports

a) TDSS- Richard MacDonald

- On-calls being used instead of OT’s
- Strange hiring practices
- Great support during the meetings and voting

b) EHS - Jason Hewett for Jen Holmes

-no report

c) KLDCS – Shane Matheson

- Supply teachers being used
- music program is back in the school

d) RMSS – Amy Rochon

RMIS is now attached

- Tech numbers -secondary teacher is in a supervisory role
- Elem teacher does marking – OSSTF member is in the class – numbers are an issue
- Board is accessing our members tech qualifications
- should be max of 20 not 29
- 40 min lunch – concerns
- A lot of teachers had to change courses with little or no notice

e) IFSS – Dana Thomson

- Principal met about class sizes – no issues
- E-learning – no supervision
- Headships – teacher not qualified
- 70 min classes – causing an issue – smokers are right across the street

f) THVS – Tammy Belanger-Lamothe

- Very difficult start-up with one of our teacher's (Craig Beda) killed in a car accident just before school starting - Admin was very good allowing the entire PD Day to be spent on dealing with the tragedy – counselors were brought in and staff were just given time to be together
- Enrolment increased from the projections – given 10 extra sections in June and another 4 in Sept.
- Several teachers that were let go were hired back with LTO sections
- Classes were capped at the max in Maplewood so Guidance couldn't overload. Much better to do it this way rather than remove kids from an overloaded class 4-6 weeks into it.
- Administrative transfers – 4 teachers moved for “programming needs” – grievance is in place
- Headships – Changes made with respect to being curriculum based ie removed the “student success” headship, changed Student Services to Guidance, but they still hired unqualified heads – grievance in place
- Seems to be frustration on the part of admin with respect to things coming down the pipe ie 3:45 meeting starts, not being able to meet in the building for voting etc...
- Smartfind – all teachers are registered and must use it

Member Apathy

- Getting very frustrating trying to get people to attend meetings let alone run for positions – 1 teacher attended the Regional information meeting – Branch information meetings - not a great turnout
- Voting – High percentage of people voting but the concern is as always - is it an informed vote? Seemed to be a lot of confusion about the 5% yet they aren't at the meetings to get the correct information. Process seemed rushed.

Attended Port Elgin OSSTF Summer School – How to bring Unions into the next generation – Fantastic School – Would highly recommend it.

ESCHS -Matt Belisle

- Losing 6 sections of Alt-ed
- Not given the 5 o'clock meeting deadline
- Climate improved – increasing aboriginal population – starting to see the groups of students getting together

g) KDHS – EmilyPiche-Swain

- Hired LTO's
- 1 department head issue – she is also the Elearning coordinator -not in building
- she was asked to resign headship for a year – never happened
- class size issues resolved

correction: HHS

- h) **ESHHS - Andre Dumais**
-Enrolment doubled
-no major issues

m) New Business

- Question
- Matt - How do teachers ask for funding for PD
- Response
- Meet as a branch to decide how you want to divide up what money is available and the process for receiving it.

o) Motion 03-10-14 DAVID/HEWETT

BIRT the TBU meeting dated October 4, 2014 be adjourned at approximately 11:45 a.m.

Carried