

# OSSTF- TBU – Meeting Minutes

Cochrane – Best Western

Friday May 6, 2016

7:00 pm

## In attendance:

Derek Beland	Richard MacDonald (7:38)
JP Desilets	Gerry Culhane
Tammy Belanger-Lamothe	Shane Matheson
David Craig	Emilie Piche Swain
Jen Holmes	Margaret Burkholder
Chris Goodsir	Troy Puckalo (Guest) p. 2
Harvey Bischoff	

## Regrets

Andre Dumais  
Kevin Robinson  
Tomara Kaye

1. Meeting **called to order** by Derek Beland 7:00 p.m.
2. Reading of the **Pledge**
3. Reading of the **Anti-Harassment** Statement
  - Appointment of the Anti-Harassment Officers - David Craig , Marg Burkholder
4. **Motion 01-05-06 MATHESON/HOLMES**  
BIRT the Agenda for the District Meeting dated May 6, 2016 be approved.  
**Carried**
5. **Minutes of last TBU meeting** dated FEB, 2016
  - a) Errors or Omissions: Chris Goodsir not Goodyear, not in attendance – Emily Piche-Swain, Gerry Culhane
  - b) Business arising from minutes: None  
**Motion 02-05-06 CRAIG/HOLMES**  
BIRT the minutes from the previous TBU meeting dated Feb,, 2016, be approved.  
**Carried**
6. **Correspondence**– None
7. **Executive Reports**

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

Professional Judgement

- Monthly Reports
- Forcing prescribed report card comments
- Putting in culminating marks etc...
- Final 30 % - some schools are dictating what has to be done and how many assessments etc...

Harvey – several grievances are being filed – school boards don't have any understanding of what was intended wrt professional judgment

- Working with OPSBA to try to reduce litigation
- Trying to work though it and have OPSBA direct the boards – making sure to have it respected
- Derek – definition comes right out of Growing Success – should let the Board know
- Marg – younger teachers are being challenged – completely change tasks right in front of the students – every staff meeting is about assessment – very undermined

Surplus declarations – language hasn't changed – Friday the 13<sup>th</sup> will be the deadline – should be done with the Principal in the office with a union rep – must be done before 4 o'clock

- Already one grievance because the board failed to use the proper procedure
- Closed shop – rights under our CA – hiring practices are protected – seniority counts
- French Spec ed & Tech – protected – can say you will get qualified
- Redundancy – June 7<sup>th</sup>
- New – can vacate a position if it brings you up – no one is anchored to a certain school if more FTE is offered
- Board still believes – a teacher is a teacher for grade 9 and 10
- Section 19 – Reg 298

Provincial Council Report

Prov benefits plan – will talk more about it tomorrow

Looking at funding – looking at building the plan and funding etc... funding that we're anticipating is much more appealing than the 32 we are receiving now – based on FTE – due diligence – how much was spent last year

Jen – are we really combining teachers EA's etc... ?

Harvey – basically support staff will be provided with the same plan – teacher plan was negotiated first

Provisions of the plan – both have designed a plan and reached consensus – even though different needs for some things – right now it's in draft format – before June meeting, it will be out – transition to start in waves in the fall – Nov -Jan –April, possible 3 waves – communication strategy will be implemented – Q&A document will be developed

#### School Violence and injured members

- Going on in all 3 regions of the board – Principals are willfully blind or someone is not reminding them how to deal with it.
- Anyone who works in the school is protected by the safe schools act – we are required to respond and report that incident – Form 14 must be used to report

Chris – do not try to physically intervene – the college of teachers does not condone any kind of physical touching of any kind

Submit **Form 14** and get the receipt from the principal – need proof that we've met our obligation

This isn't new – all members should be aware of this – Ministry needs the accurate information reported.

Each member should submit a report to cover themselves

Teachers need to tell branch rep if any are submitted – branch rep needs to tell TBU rep

Complaining won't change anything – Reporting will!!!!

#### Department Head Qualifications

- 21/59 positions were filled with unqualified applicants
- previously – 2 years to obtain
- went against ed act
- now it says 1 year – provided there weren't any qualified applicants
- members want qualified leaders as heads
- recently 9 headships were reposted
- there should be another 5
- 3 of the 5 – might be able to get qualified – will be monitored
- 2 of the 5 – board didn't post – they believed their qualifications were good enough
- have members email branch president if they have concerns about the headships and the process – need evidence in writing
- Certain specialist qualifications will not qualify for headships

- b) **Vice-President Andre Dumais** – absent
- c) **Secretary Tammy Belanger-Lamothe** – no report
- d) **Treasurer Richard MacDonald** – will send an email out tonight and cover the rest tomorrow
- e) **District President JP Desilets** – Will keep it for tomorrow
- f) **Chief Negotiator – Andre Dumais** - Derek covered Andre's report in his absence
  - Met twice with Jim Rowe to merge CA's – support documents will be supplied and posted even though they are not part of the CA

**g) Occasional Teacher Bargaining Unit – Gerry Culhane**

April 15th meeting was held– not formal but just a hash session – how do boards share info with respect to violent students

- different systems were shared
- concerns with smartfind
- supply teachers require specific qualifications – shop, phys-ed, teachers should not be leaving supplies with any lab or tech work.
- Supplies being called in to replace TICS – as long as there is a member in the office
- No longer be an OTBU – different CA's
- Will be a branch within the TBU
- Just over 40 – northern and southern rep
- Below 20 – would just get 1 rep – 50.17 – would get 3
- Provisions still need to be worked out
- Troy can give language based on what they have since they have that
- LTO roster hasn't been updated – will the next one
- SS teachers as TICS must be covered
- [culhaneg@hotmail.com](mailto:culhaneg@hotmail.com) to ask any questions

**h) Provincial representatives** – Chris Goodsir

Bill 115 – will touch on that tomorrow

OTBU – need tonight – make a motion to apply the process – officially as of Sept – TBU would hold that authority

Need a motion tonight – OTBU will become a Branch

**Motion 03-05-06 BELANGER-LAMOTHE/BURKHOLDER**

BIRT Within the TBU there shall be an OT Branch effective July 1<sup>st</sup>, 2016

Carried

**i) Grievance Officer – David Craig**

- 8 more grievances since last TBU meeting
- serts teaching during sert period
- class size and workload issues
- failure to fill vacancies properly
- dual credit issues
- union access
- Shane – request from members to know stats about grievances, process, how many are actually solved, how many go to arbitration

**j) Pension & Benefits - Jen Holmes**

Have members check their pay stubs – 2 members had some large errors on deductions – all benefit deductions should be the same from this point forward  
People retiring should be receiving a notification from OTIP about rolling into another life insurance plan – there is a window of opportunity

**K) Branch President's Reports**

**a) TDSS- Richard MacDonald**

- A lot quieter
- IPADS – browser – need to be careful about history
- SS – not as much being done
- ALP's not even being looked at unless you're being TPA'd

**b) EHS - Jen Holmes**

- Smartfind – subject to approval – when things re guaranteed in the CA
- Want copies of CA
- Chairs – when?
- Jen – 2 deaths related to staff – members mother in law - husband of spec ed teacher killed by a moose recently – student started a go fund me account
- Derek – these members can certainly use their sick leave

**c) KLDCS – Shane Matheson**

- no report

**d) RMSS – JP – because there is no Branch President**

- EA's often in harms way

**e) ESCHS – Marg Burkholder**

- No report

**f) TH&VS – Tammy Belanger-Lamothe**

- lack of union access
- frustration of teachers – phone calls after phone calls, at risk calls, failure calls, attendance calls, notes in notepad
- always being told no – comply and grieve
- RMSS – tragic incident with the death of 2 teachers
- Members are concerned about the expectations of teachers with respect to using the IPADS – some have been questioned with senior admin cc'd on the emails as to how they are using them in the classroom or are being asked why they have not logged on in so many days
- Members are worried about escalated predicted teacher cuts
- Filled the Branch slate of officers despite lack of union access to members

**g) IFSS – Kevin Robinson – absent**

**h) KDHS – Emily Piche-Swain**

- things are still the same

**i) ESHHS - Andre Dumais - absent**

**L) New Business**

**Elections**

**Vice President – Andre Dumais– Derek accepted on his behalf**

**Tammy Belanger-Lamothe/Richard MacDonald**

**Acclaimed**

**Secretary – Tammy Belanger-Lamothe**

**Jen Holmes/Richard MacDonald**

**Acclaimed**

**Treasurer – Richard MacDonald**

**David Craig/ Shane Matheson**

**Acclaimed**

**Pension & Benefits – Jen Holmes**

**Richard Macdonald/Marg Burkholder**

**Acclaimed**

**Health & Safety – Andre Dumais -accepted by Derek**

**Richard MacDonald/Jen Holmes**

**Acclaimed**

**Grievance officer - David Craig  
Jen Holmes/Marg Burkholder  
Acclaimed**

**M) Meeting Adjourned at approximately 9:30 pm**

Minutes taken and formatted by Tammy Belanger-Lamothe, OSSTF TBU Secretary  
October 3, 2015