

OSSTF- TBU – Meeting Minutes

Cochrane – Best Western

Friday May 12, 2017

7:00 pm

In attendance:

Derek Beland

JP Desilets

Tammy Belanger-Lamothe

Jen Holmes

Richard MacDonald

Gerry Culhane (Guest)

Shane Matheson

Emilie Piche Swain

Margaret Burkholder

Andre Dumais

Kevin Robinson

Tomara Kaye

Troy Puckalo (Guest)

Rob Gascho

Regrets

David Craig

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 - Kevin Robinson, Marg Burkholder

4. **Motion 01-05-12 ROBINSON/HOLMES**

BIRT the Agenda for the District Meeting dated May 12, 2017 be approved.

Carried

5. **Minutes of last TBU meeting** dated FEB, 2017

- a) Errors or Omissions: Max Kennedy was present
- b) Business arising from minutes: None

Motion 02-05-12 SWAIN/HOLMES

BIRT the minutes from the previous TBU meeting dated Feb., 2017, be approved.

Carried

6. **Correspondence**– None

7. **Executive Reports**

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

Discussion

Headships

- All branch presidents should be aware of headship structure proposals
- Funded by GSN's – based on enrolment – 28 Major Dept heads
- After a meeting – settled on same allowance and less heads board wide
- Still no formula for the allocation of school numbers
- Can be set with major/minor in any combination.
- 1 in Hearst
- 1 to Pace – this one is being grieved- can't use GSN's to fund it for Pace – Board decided to give this extra headship part way through – not curriculum based and not part of GSN funded 28
- 3 year term – based on qualifications – Board refused to follow minutes of settlement wrt posting qualifications

Attendance Management

- Functional abilities form – our Board doesn't acknowledge or accept it
- They have their own form and want this outside company to contact our doctors
- Rob – clear flagrant violation of of the Collective Agreement – OPSBA agrees with us!! – it is gone to Central Dispute Resolution – waiting for ruling.
- There are a number of instances with flagrant violations

Mutual Consent

- Expedited arbitration – could get a random arbitrator that has no education background – can't risk setting the wrong precedent
- Several teachers expressed their extreme level of frustration and anger over the number of flagrant black and white incidences that are being put off and put through the comply and grieve process. Members are losing faith in the union given that there has been no resolution to so many serious events.
- Our Board has so many grievances, they do what they want and know that they can because of this comply and grieve process

Derek – when teachers are off sick, they are off! They should not be going in to do any extra-curricular activities or report cards etc... They should not be harassed by admin with supplying work or reports etc... Contact union if it happens.

Staffing – enrolment numbers finally given today (projected)

- b) **Vice-President Andre Dumais** – no report
- c) **Secretary Tammy Belanger-Lamothe – no report**
- d) **Treasurer Richard MacDonald** – everything is all paid up – will put the report up on the screen tomorrow.
- e) **District President JP Desilets** – Will keep it for tomorrow
- f) **Chief Negotiator – Andre Dumais** – The Board has no will to get the Collective agreement signed and distributed. Spoke to Linda, still no movement

JP can make a draft copy of the OT CA to distribute.

- g) **Occasional Teacher Bargaining Unit – Derek Beland**
Issues with Call-ins and smart find – try to get a list of all OT's

- h) **Provincial representatives** – Rob Gascho
 - no written report
 - Provincial election in a little over a year
 - Liberals didn't change anything that was suggested
 - Need to have a process for meaningful bargaining
 - Election readiness – volunteer, vote!

Benefits – grandfathering for part-time members – still waiting to clarify - wrong numbers were being taken out of bank account – still some issues but they are working on them

Professional Judgment

Monthly reporting – going on to dispute resolution along with everything else

- i) **Grievance Officer – David Craig - absent**

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

Extra retirement packages from workshop are available to bring back to schools.

Retiring members need to be made aware about benefits ending on the day of retirement – CA says August 31st so they must advocate

K) Branch President's Reports

a) TDSS- Richard MacDonald

A lot of times they are asked for input but given lip service

b) EHS - Jen Holmes

Already aired out the dirty laundry of so many members being extremely frustrated and angry over this mutual consent issue as well as all the others that are not resolved!

c) KLDCS – Shane Matheson

- Same frustrations as around the table

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

- EA's are taken out of class to scribe for exams. Leaves teachers in a health and safety concern

e) ESCHS – Marg Burkholder

- Staff was given homework for Monday's staff meeting. Many issues where staff is being asked to do things that they shouldn't be. Concerned for who is looking out for the kids!

f) TH&VS – Tammy Belanger-Lamothe

Asked to get a message to provincial office that members are fed up! There is so much disrespect from our Board and it seems like the answer is always comply and grieve.

Mutual consent form is a flagrant violation of our CA and yet we have to wait out the grievance process because we might get an arbitrator that might not see how black and white it is. Tough to buy that! It is so obvious just as so many other examples are!

Atmosphere at school is total demoralization with respect to Board and Union - Teachers wanting out!

Credit integrity a huge concern.

Library – being gutted – not told of any plan

Positive note – we are in a hiring position for the first time in a long time!

g) IFSS – Kevin Robinson – no report

h) KDHS – Emily Piche-Swain

- From 3.5 to 1.5 for headships – all minors
- Timetabled according to who is available for LTO's
- Told that they must use their IPADS with students for at least 5 minutes every day

i) ESHHS - Andre Dumais – Professional Judgment – told they must attend PD – Andre has flat out refused – they stopped asking

L) New Business

Elections – Run by guest Gerry Culhane

President - Derek Beland
MACDONALD/LAMOTHE
Acclaimed

Vice President – Andre Dumais
MACDONALD/BELAND
Acclaimed

Secretary – Tammy Belanger-Lamothe
PICHE-SWAIN/HOLMES
Acclaimed

Treasurer – Richard MacDonald
MACDONALD/HOLMES
Acclaimed

Pension & Benefits – Jen Holmes
MACDONALD/ROBINSON
Acclaimed

Health & Safety – Andre Dumais -accepted by Derek
Richard MacDonald/Jen Holmes
Acclaimed

Grievance officer – Kevin Robinson
MACDONALD/HOLMES
Acclaimed

M) Meeting Adjourned at approximately 9:30 pm

Minutes taken and formatted by Tammy Belanger-Lamothe, OSSTF TBU Secretary
May 12, 2017