

O.S.S.T.F. DISTRICT ONE

TBU MEETING

Timmins Inn & Suites, Timmins

November 23, 2013

In Attendance:

Derek Beland, Jen Holmes, Shane Matheson, Denise Sullivan, Louise Harrison, Andre Dumais, J.P. Desilets, John Toby, Julia Vanderweerden, Scott Holmes, Tammy Belanger-Lamothe, Dana McBride, Allison Wallace, Rob Gascho,(14)

Regrets:

Jurgen Brzozowski, Gerry Culhane, Monica Merrill, Thomas Barker, Richard MacDonald

1. CALL TO ORDER

The meeting was called to order at Derek Beland at 9:10 am on Nov.23, 2013

2. READING OF THE PLEDGE

3. READING OF THE ANTI-HARASSMENT STATEMENT & APPOINTMENT OF ANTI-HARRASSMENT OFFICERS

Pledge and Anti- Harassment read by Derek Beland

-Anti-Harassment Officers: Andre Dumais & Louise Harrison

4. ADOPTION OF THE AGENDA

MOTION # 01-11/23/13

BIRT the agenda be accepted as presented

Moved by Jen Holmes

Seconded by JP Desilets

CARRIED BY ALL

5. MINUTES OF THE LAST MEETING

a) Errors/Omissions: None

b) Business Arising from:

MOTION # 02-11/23/13

BIRT the minutes of the last meeting be accepted as presented

Moved by John Toby
Seconded by Jen Holmes
CARRIED BY ALL

6. Motion to Amend TBU Constitution (re: Notice of Motion made October 24, 2013)

A committee of Teachers was created to review the Constitution propose the following amendments that were sent out via email Oct. 24, 2013. Additionally, a hard copy provided to members at this meeting. The amendments will be presented in sections as this is a timely process. Discussion held regarding the proposed amendments presented. A hard copy is attached to these minutes outlining the amendments.

MOTION # 03-11/23/13

BIRT District 1 TBU Council accept the proposed Constitutional amendments as presented

Moved by Derek Beland
Seconded by Jen Holmes
CARRIED BY ALL

7. CORRESPONDENCE – No correspondence

8. REPORTS:

a) TBU President: Derek Beland- ***See copy that was e-mailed to each Branch President – working conditions, (class size) review, 15% flex factor exceeded, 5% daily aggregate exceeded, Alt. Ed. Teachers assigned more than 33 credits per section, E-Learning sections combined with face-to-face classes, Tech classes not capped as such (TFJ, TXJ, etc.), Multi-level classes not capped according to “lower level” course (i.e. SNC2L/2P)., Sick Leave Gratuity discussed and names presented via email to all Branch Presidents, Acting VP opportunities, 15.36.1, 15.36.4, Pension/Retirement Workshop – Monday April 8, 2014 in Timmins (date will be confirmed and sent out via e-mail)– circulate to members. Communications – District 1 Website will be managed by Provincial Office-templates and support will be provided. Derek Beland said member of TBU Council interested in receiving an OSSTF email address, to let him know, Collective Bargaining – discussion about Bill 122 will be mentioned by Rob Gascho, OSSTF/FEESO Platform will be officially launched Dec. 5., WAVE Survey – asked if Branch Presidents could encouraged members to complete the survey.

b) Vice President Report – John Toby – No Report

c) Treasurer Report - Jurgen Brzozowski- regrets – signed cheques as required

d) District President (District President):J.P. Desilets- no report

e) OT President – Gerry Culhane – regrets

f) Provincial Executive Liaison: Rob Gascho– Bill 122 – written report- JP Desilets will e-mail – time lines target date before March break 2014. Currently, in second reading. Good news – all affiliates went to Minister with one voice and Minister was receptive. Concern, if Bill122 doesn't pass prior to election, may need to be revisited. Discussion about a publicly funded English and French system. Reg 274 – consulting firm interviewing members and Board leadership to address concerns.

g) Secretariat Liaison: Alison Wallace – no report

h) Grievance Officer: Shane Matheson – grievances continue to occur and he receives notice of arbitration or request to write withdraw letter. Discussion about coop grievance.

i) Pension and Benefits: Jen Holmes – younger members need to plan for indexing and attend financial planning workshops, conference call to discuss renewal early next week, retirement workshops – Branch Benefits officer can assist members with questions or workshop dates, Educators Financial can be done through webinar or regionally, prolonged absence – if member has 15 consecutive days absence notify JP Desilets and/or Jen Holmes regarding LTD and/or next steps. Parental leaves can be split at the same time (5 months), LTD discussion, ERIP paperwork needs to be filled out 2 weeks prior to retirement preferably in the New Year.

j) Provincial Councillor – Derek Beland – no report

Branch Presidents: Reports Below;

i) Timiskaming District – Richard MacDonald - regrets

ii)**Englehart** – Scott Holmes – Bill Nuhn stepped down as Branch Presidents but will continue CBC rep. Alt. Ed.

iii)**Kirkland Lake – Shane Matheson** – someone coming off LTD – discussion about LTO notice of job loss. OT Collective Agreement needs to be reviewed to confirm the notice if any. Weather conditions & requirements for members to report – does new policy violate Collective Agreement? Discussion about new policy – there was no consultation with Derek Beland regarding the new policy. Derek Beland will review the policy and check it against the

Collective Agreement. December 20th – day without pay – one day short on that day only – LTO members do not have an unpaid day and need to report to work. - members need to be made aware of this. Texting to administration that you are unable to attend work is adequate for informing administration of an absence. Acknowledgement of text is received provided. Also member has confirmation via sent text that they notified administration of the absence.

iv)

Timmins High – Tammy Belanger-Lamothe – District support visits – some members upset because specific comments were asked or comments given in front of students were negative. New administration is great – rather than verbal warnings – letter of expectation is going in members file without prior verbal warning, meetings with members and administration regarding student behaviour, coaching staff concerned with new superintendent because 7 days over 2 semesters is too much of an absence so choose 5 days. Inclement weather – not protecting members safety – mention of principal asking member to get a taxi during a snow day in order to report to work. Golf shirt discussion overall not received well.

v)**Roland Michner – John Toby** – staff not happy with inclement weather policy, VP position .33 teacher position was filled as as supply work and Principal was told to fill the supply after 8 days with another person, now this will be filled as an LTO

vi)**Iroquois Falls – Dana McBride** – 2nd New Principal in 3 months, Kevin McRae new Principal – staff is happy and welcoming new administration, Alt. Ed. Numbers are difficult to track and are being watched.

vii)**Cochrane – Denise Sullivan** – Alt. Ed. Concerns and violations – teachers not being credited for workload, Health & Safety information not being provided, SWST in classrooms

viii) **Kapuskasing – Louise Harrison** – Board team visit at end of October, all staff fine with the visit, 1 maternity leave, 1 mat leave in spring, 1 retirement March 1

ix)**Hearst – Andre Dumais** – no Board visits, EA reassigned to elementary.

New Business -

1)TDSS member off work since May 2012 due to a head injury. No income since Aug. 31, 2013. On behalf of Richard MacDonald – JP Desilets brought to the attention.

MOTION #04 – 11/23/13

BIRT the member be given \$500 out of the District Benevolent fund.

Moved by John Toby

Seconded by Jen Holmes

CARRIED BY ALL

2) To support locked out CUPE members in Bonfield \$200 from the Political Action fund

MOTION #05 – 11/23/13

BIRT \$200 be given to locked out CUPE members in Bonfield out of the Political Action fund.

Moved by Louise Harrison

Seconded by Jen Holmes

CARRIED BY ALL

Adjournment

MOTION #06 –11/23/13

Meeting adjourned at 11:30 a.m.

Moved by Louise Harrison

Seconded by Jen Holmes

CARRIED BY ALL