

## OCEOTA Annual General Meeting

Virtual via Zoom

May 12, 2021

5:00 p.m.

**Chief Returning Officer** – *Maryse Extross*

**Nomination Chair** - *Ruth Lee*

**Parliamentarian** – *Shane Schwendemann*

**Executive** - President David Wildman, 1st Vice-President Pat Dixon, 2nd Vice-President Jamieson Dyer, Members-at-Large: Maryse Extross, Jessica Kennett-Whitworth, Sally Rogers, Krissy Mayer-Craigie

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### **Agenda:**

1. **Call to Order** at 5:10pm by Pat Dixon, 1st VP (72 total in attendance)
2. **ETFO Human Rights Statement**- Read by Krissy Mayer-Craigie, Exec
3. **FNMI Statement**- Read by Sally Rogers, Exec
4. **President's Welcome**- David Wildman
  - Welcome to those who have continued to support the Union, and those who are here at an AGM for the first time. Thank you for your reports to the Local, we are always thankful for your information. We are always with you when you enter a school. You're not alone. Thank you too to the Executive this year, and congrats to recently wedded Exec Member Jessica Hebb from all of us. We wish you well.
5. **President's Remarks**
  - A. **Central Agreement**- We have seen the government attack education without any concern for public interest. Our Tentative Agreement that was Centrally bargained left us the with the lowest Daily wage of any OT Local in the province. Heartened to see that many here in OCEOTA voted to not accept the Tentative Agreement. We will continue to push for you in Central negotiation discussions at Provincial ETFO.
  - B. **ORLB**- We are one of two boards who made a complaint to the Ontario Labour Relations Board that the removal of Reg 274, and the immediate hiring changes by the board, are bad faith bargaining and were a violation because we were still in the Bargaining process. We don't get our 1% raises bargained centrally until we settle Locally, which is on pause due to the Arbitration decision.
  - C. **Staffing timelines** June 10th- open vacancies permanent & LTOs available, June 30th the rest of those postings, Aug 9th DOT positions posted, Sept 30th is the final reorganizing of schools and associated jobs posted.
  - D. **COVID** - We are now waiting to hear if the stay-at-home order will be lifted and face-to-face learning to return. The prediction is about 110-120 virtual school

staff members next year in OCDSB. So fewer Daily positions and LTO positions are expected next year. Most jobs in-person will be the same as this year ie teachers rotating instead of students, similar class sizes, the same PPE etc.

- E. Vaccinations** - our access as educators is increasing and hopefully all can receive a 2nd round before school starts.
- F. New legislation on sick days** has been passed provincially retroactive to April 19th, going until Sept 25th. The maximum reimbursement will be \$200/day. The retroactive 3 sick days are for OTs, there will be a form to fill out, any day you've needed them back to April 19th. This Friday a process will be confirmed with Local and explained to members going forward.
- G. Math Test for new graduates**- If you are on a temporary certificate with OCT your certificate could be put on hold until you pass. There is also a risk of failure, which would mean (temporarily?) losing your position. There are only so many spots to take the test, and a long list of persons requiring it, so don't take it if you don't have to. Contact the Local if you are being compelled by the Board to complete the test.
- H. ATE** - fair access to work is something we will focus on for this upcoming Fall. We have a meeting later this week to give our opinion on how to make job access equitable for all members.

### **Business Meeting: Parliamentarian - Shane Schwendemann**

#### **6.Approval of Agenda: Motion**

- moved by Wildman, seconded by Dixon.
- Carried

#### **7.Approval of October 14, 2020 Minutes: Motion**

- moved by Wildman, seconded by Dixon
- Carried

#### **8.Treasurer's April Report:**

- presented by Dyer, one question around access to the document.

#### **9.Business Arising: none**

#### **10.New Business:**

- i. **Amendments to the Constitution**

#### **Constitutional Amendment #1**

Motion: That Article VII and VIII be amended to change the term of office to two (2) years for all executive positions.

- Moved by Wildman, seconded by Dixon

Discussion: Amount of time needed to understand the position is in the rational. Helps to not have training each year, instead they can continue on Committees and long-term planning. Elected every other year (staggering) was considered and declined due to distraction of repeated electioneering cycle for some of Exec.

Carried

### **Constitutional Amendment #2**

**Motion: NEW:** Article XI: That a new article, XI – Vacancies on Executive, be created to consolidate all current practices in order to provide clear steps for filling executive vacancies.

- Moved by Wildman, seconded by Dixon

Carried

### **Constitutional Amendment #3**

**Motion:** That By-Laws II and V be amended to provide clarification for eligibility to apply for released positions.

- Moved by Wildman, seconded by Dixon

Carried

### **Constitutional Amendment #4**

**Motion:** That By-Laws II and III be amended to update the date of appointment of a Nominating Committee Chair and to clarify the duties of the committee.

- Moved by Wildman, seconded by Dixon

Carried

### **Constitutional Amendment #5**

**Motion:** That By-Law III be amended to clarify the duties of a chairperson in regard to event planning expectations.

- Moved by Wildman, seconded by Dixon

Carried

### **Constitutional Amendment #6**

**Motion:** That Article III be amended to provide further definition of an OCEOTA member in good standing.

- Moved by Wildman, seconded by Dixon

Carried

- ii. **Elections:** Chief Scrutineer explains voting procedures.
  1. President- acclaimed Pat Dixon
  2. 1st Vice-President - acclaimed Jamieson Dyer
  3. 2nd Vice-President - acclaimed Rachel Andrusek

4. Executive Members-at-Large (5) - Krissy Mayer-Craigie, Hacene Oukacine, Sally Rogers (one vacancy to be filled as directed by Constitution)
5. Delegates & Alternate to the ETFO AM (5 + P&VP) - acclaimed Krissy Mayer-Craigie, Hacene Oukacine, Sally Rogers, David Wildman (Delegation meeting will be August 10th in the morning)

iii. **Budget**

- a. Presentation of Draft Budget by Dixon

Motion to Approve the Interim 2021-2022 Budget as presented.

Moved by Dixon, seconded by Wildman

Carried

- iv. **Update on Collective Bargaining- (Wildman)** Board began Local Bargaining saying they can't afford to have any expenses increase for OTs. We bargain for more rights above the Employment Standards Act, the board wants us to return to those diminished minimums. We sometimes need to make work actions or strikes to get those improvements to the minimum. The repeal of Reg 274 took away our central placement, our seniority rights, protections from cronyism or bias from Principals preventing members from getting interviews. Once the ORLB ruling is made (we await a decision currently) we will meet as a CB committee and plan a strategy of how to ensure our current gains are kept, and how we can regain the losses in the absence of Reg 274.
- v. **Committee Reports:** Reports received, no questions in meeting.

Thanks to Parliamentarian from President Wildman

- vi. **Award Presentations:**  
Outstanding Service to OCEOTA winners- Ruth Lee, Rachel Andrusek, Lorna Simard (all winners will receive a plaque and cheque).

## 10. Members' Open Forum

- Does LTO list exist, and are the evaluations still required for 4 months or longer? The new Hiring PPM requires the board to create a Hiring Policy for Teachers. Instead a Policy has been created for hiring all positions within OCDSB (not just for teachers), with little input from any of the varied labour groups. Now the Board Procedures are being created around hiring, but there is little time to do this with our input as required under the PPM. The staffing deadlines are approaching very quickly which prevents us having meaningful discussions or consultation at all.

## 11. Draws

- President's Quiz award- Dalia Elkhoul
- Member Engagement Award- Jiji John
- Door prizes- Meagan Winger, Jennifer Kearney, Kimberley Stagg

## 12. Motion to Adjourn

Moved by Maryse Extross, seconded by Rachel Andrusek

Questions post-meeting, during informal discussions

- Mental health of students being considered by Board? Yes, the Board has Ministry funding and said it's been made a priority.
- Applications to positions seem to have no constraints for any applicants: external or internal, new or experienced, should we apply for them all? True we don't know how they are going hire, but we will be demanding transparency at each and every step and be seeking redress if we aren't given access to data. It's likely they'll address limiting the movement of members between LTOs. Expect that if the Board can control it, they would want to.
- Hybrid model; Is this coming, is it possible right now? We have a grievance about that currently, alongside the Teacher Local, about using teachers in high-need small classrooms as hybrid teachers to those students remaining at home. Some school boards are objecting to that model, others embracing it. ETFO is highly-opposed to this and will fight against it provincially.
- Maternity Leaves; which Exec member gives details? Pat Dixon would need to be emailed as details are very individualized.
- Virtual School; will it be a separate school, or are students again seconded from the school they ordinarily attend? Those parents who chose virtual school will no longer have students attached to a school.