



Subject: ECE Annual General Meeting



Date: May 4, 2023



Time: 5pm – Hybrid

ECE President's Report

TRANSFERS:

Information regarding transfers was emailed at the beginning of April from the School Board via Alicia Mannarino to your Board email. **They are due for submission by April 30, 2023.**

If you would like to be considered for a transfer, you must submit - via email to Alicia Mannarino and myself (in the same email) - a list of your preferred locations.

Emails:

mannara2@adsb.on.ca

jessica.lafreniere@d02.osstf.ca

Please ensure you send the list (and any other union related business) to my union email and not my board/work email.

For example:

1. This is my most preferred school
2. Second preferred
3. And so on...

You do not need to list 7 schools, but you cannot exceed 7. If you are looking to keep your options open, choose 7 because if a room were to open before October 15th at any of your listed locations, you could be offered it if your seniority lines up. This is a really smart move if you're in a layoff position, or have low seniority, or might end up on recall.

Therefore, look at the seniority list that has been emailed to you. Names near the bottom will be laid off (at a yet to be determined percentage) to create movement, therefore, those spots will be opened and filled again. However, some rooms may close if enrollment declines. Yes, this is normal, and it happens every year within the boundaries of our Collective Agreement. More on that will be explained in May when staffing happens but if you're really concerned, message me and we'll chat.

Keep in mind: During the staffing process, when an employee declines a transfer to one of their requested locations, they will not be offered any transfer request that they ranked lower than the declined location. Please ensure you are certain of what you prioritize!

As always, if you have questions, message me.

ANNUAL GENERAL MEETING:

Our Annual General Meeting is set for May 4th at 5pm and is offered as hybrid. Those who attend in person or online are eligible to win gift card prizes, including one for wearing Star Wars attire (for “May the 4th Be with You” Star Wars Day)! Dinner will be provided for those attending in person - a taco buffet from Qudoba! A dinner voucher is available to submit for those attending online.

Since this will be our first hybrid AGM (previous has been all in-person or all virtual), it will take place at the local OSSTF office which can hold approximately 30 people in person. This will happen on a first come, first serve basis upon sign-up so please be vigilant if you wish to attend in person. If enrollment is healthy, we can book a larger venue for next year.

You must register to attend - even if you are on the executive! The deadline for signing up is April 28, 2023.

ECE CALL FOR NOMINATIONS:

Please consider nominating yourself or someone else for one of the elected positions within our ECE Bargaining Unit. It is a wonderful way to get involved with OSSTF! The deadline to submit a nomination form is April 24, 2023, and a copy must be emailed form to the Chair of nominations:

Andrea Kelly - agenys@hotmail.com

cc: Marnie Devoni – District Executive Assistant - marnie.devoni@d02.osstf.ca

Positions include:

- • President
- • Equity, Anti-Racism & Anti-Oppression Officer
- • Vice President
- • Secretary
- • Treasurer
- • Grievance Officer
- • Casual Representative
- • Joint Health and Safety Officer
- • Communications/Political Action Officer
- • Education Services Officer
- • Pay Equity Officer

Please note our bylaws regarding this:

Bylaw 5 Elections

5.1 Only Members of the Bargaining Unit may be candidates for office.

5.2 Elections for the Executive shall be by secret ballot at the Annual General Meeting.

5.3 There shall be an Elections Committee appointed by the Bargaining Unit Executive to establish a list of eligible candidates for election to the Bargaining Unit Executive.

5.4 Candidates who wish to indicate their intention to run for office must submit their name, supported by one other Members' signatures, to the Chair of the Elections Committee, at least ten (10) (April 24, 2023) days prior to the election.

5.5 Nominees whose nominations have been received on time as per Bylaw 5.4, to offices for which only one nomination has been received, shall be deemed to be acclaimed to that office.

5.6 Any Member of the Bargaining Unit may be nominated "from the Floor" supported by two (2) other Members to offices that remain vacant as at the date of the Annual General Meeting.

5.7 Elections for the Executive shall be in the order listed in Article 5 of the Constitution.

5.8 Elections for all positions on the Bargaining Unit Executive shall be by the majority vote of those present, eligible to vote and voting.

5.9 Defeated candidates may be considered for other offices if they choose.

5.10 The term of the office for the Bargaining Unit Executive shall be two (2) years, from July 1 to June 30.

If a member requires more details regarding the demands of the positions, please refer to ECE constitution or reach out to me.

ECE STAFFING

Our ECE staffing date will happen the morning of May 11th, 2023. Those who applied for transfers will be contacted if their requested location(s) is available. An email will go out from the Board to work emails explaining all of this at the beginning of May.

As per Article 23 Staffing in our Collective Agreement:

23.1 The assignment of Early Childhood Educators to a school will be at the discretion of the Board. The number of ECE positions will be determined by the Board and will be reviewed annually to ensure the operational needs of the schools are met. Once the organizational needs of the system have been determined, the Board will share this information in a meeting with the ECE President prior to commencing the staffing process. The meeting may include, but not limited to, discussions pertaining to retirements, resignations, leaves of absence without pay and transfers.

23.2 In the event that a Board-wide reduction in the complement of ECEs is required, the members with the lowest seniority shall be notified of lay-off as per Article 25.1 to meet the staffing level determined.

*Please note: the percentage of layoffs is yet to be determined, but historically happens between 10-15% of the FTE.

23.3 By May 15th of each school year, the Superintendent/Manager of Human Resources or their designate shall convene a meeting with the ECE Union President to advise the Union of the ECE allocation by school for the upcoming school year using the staffing model.

This also weaves in with Article 25 Surplus/ Layoff/ Recall for those full-time members who face notice of any of the latter.

25.1 In cases of lay-off, lay-off notices shall be issued in compliance with the Employment Standards Act of Ontario. The Board shall lay-off employees in reverse order of seniority provided the remaining employees have the qualifications to perform the available position(s).

No senior member of the Bargaining Unit shall be in a position of layoff/recall while a junior member of the Bargaining Unit holds a permanent position in the same geographic area.

25.2 An employee shall have the opportunity of recall from the date of lay-off for a period of two (2) years to an available opening in order of seniority, provided the employee has the qualifications to perform the work, as determined by the Board.

Refusal of an offered position in his/her geographic area (of equal or greater hours of work at the time of lay-off) will result in removal from the recall list unless the school the employee is being recalled to is greater than (ninety) 90 Kilometers from the employee's residence or unless a valid medical condition exists or another reason acceptable to the Board.

25.3 It is the sole responsibility of the employee to maintain an up-to-date listing of their current address, telephone number and/or e-mail address with the Board.

25.4 Any employee that has utilized recall rights and moved to an available opening will have the opportunity to return to the original worksite if a position becomes available by October 15 of the current school year, with consideration to seniority of other bargaining unit members.

25.5 Should there be more ECEs in a work location than will be required the following year, the ECE with the least seniority within that location shall be declared surplus.

25.6 In addition, the Board and the Union will meet to review the projected staffing figures. With mutual agreement, the Board and the Union will determine a surplus number of ECE's in order to create staffing movement in the system. This surplus declaration will only affect members employed at schools within the Sault Ste. Marie and Central geographical area

(Mountainview to Thessalon). This surplus declaration shall be done in reverse order of seniority from those Members currently located in the area.

25.7 Notification of surplus positions shall be made in writing to the affected ECEs and the President of the Bargaining Unit as part of the staffing process.

As always, if you would like to discuss any of this, please reach out.

ECE APPRECIATION EVENT UPDATE

Unfortunately, our ECE appreciation event was canceled due to lack of enrollment. We can try again next year and be open to other suggestions as well.

OTIP – CHIROPRACTOR CLAIMS:

Some members may have noticed upon submitting a claim for chiropractor treatment that there is now a box to check, asking if you have a referral from a physician for treatment. Answering 'no' will not affect your claim, as it's never been required to have a physician's note for this form of treatment under our current agreement. If you are denied claim payment based on that, please reach out.

REMINDER - \$500 FOR KINDERGARTEN TEAMS:

Please remember, each kindergarten team in the Algoma District is receiving \$500 for buying open-ended, emergent based toys. Timelines for spending are whatever works on your school's end, but it must be spent within this school year and preferably before June to ensure a prompt delivery.

WHAT IS ON THE HORIZON?

- PC Toronto - April 28
- ECE AGM – May 4
- District AGM – May 6
- ECE Staffing Day – May 11
- OTIP Member function – May 18
- PC Toronto – June 02
- ECE Executive and Council (final) - June 08

Thank you; Merci; Miigwetch; for being here today.

Jess