

ATTENDANCE MANAGEMENT

In September I reported that an Attendance Support Plan was being implemented by the Board.

At this time, I am unaware of any members who have been enlisted in the plan. Please let me know if a member receives a letter referencing their use of Sick Leave

MEETING DATES

<u>EXECUTIVE</u> (4pm)	<u>COUNCIL</u> (4pm)
Wednesday, September 18, 2019	Friday, September 20, 2019
Wednesday, November 27, 2019	Friday, November 29, 2019 * (Holiday 6p) *
Wednesday, February 19, 2020	Friday, February 21, 2020 ***Friday, February 28, 2020
Friday, March 06, 2020 ** Pre-AMPA (Delegates) **	
Wednesday, April 15, 2020	Friday, April 17, 2020
Saturday, May 09, 2020 ** Annual General Meeting **	
Wednesday, June 10, 2020	Friday, June 12, 2020 *District Awards Dinner

STAFFING & CLASS SIZE

I am awaiting a final update on staffing for second semester, although it appears there has been only one retirement. Two members who had been staffed at two different schools have now been fully staffed at a single school.

All Workplace Representatives are to meet with their principals to ensure class sizes are within the maxima according to Article 20.2.1. Please send a MASTER SCHEDULE BY BLOCK on March 1st showing that class sizes are within maxima and flex and that there are no more than 20% of class using flex. If changes have been made to staff timetables, the in-school staffing committee should have been consulted.

As the staffing process is about to begin for 2020-21, we will be asking you to follow guidelines that will be sent out in the near future. We still have an outstanding grievance on in-school staffing committees, so will be closely monitoring staffing this year.

PERSONAL LEAVE

Please have members contact me if they are denied Personal Leave, either paid or unpaid.

OSSTF Central Bargaining and Job Action

OSSTF has had no central negotiations dates since December 16th, 2019. Sanction have been slowly escalated in a measured approach while continuing our strong media presence and constant public polling.

An OTF all affiliates rally is planned for Friday, February 21st. More details will be provided to members.

Strike Social Committee

We are looking for members to participate on their local Strike Social Committee to plan events to boost member engagement and morale on the strike lines and in member social functions.

Brightspace/D2L Terms of Use (PE Liaison Report)

See PE Liaison Report Page 5

Application to Standing Committee

The application for Provincial Standing Committees and Councils for 2020-2021 is now available on the OSSTF/FEESO website.

To complete an application, please follow the navigation path: OSSTF Website Homepage → **About Us** → **How We Are Organized** → **Provincial Council** → **Related Links** > **Application Form** → **Log in using your Member ID**.

There are also several background documents that you may find helpful when filling out your application. To view these documents, please log in to the myOSSTF portal. A link to the portal can be found on the Provincial Council homepage.

List of Provincial Standing Committees and Councils with vacancies:

- Comité des services en langue française
- Human Rights Committee
- Communications and Political Action Committee
- Parliamentary and Constitution Council
- Educational Services Committee
- Protective Services Committee
- Finance Committee
- Status of Women Committee
- Health & Safety/Workplace Safety and Insurance Act Committee

The deadline is March 1, 2020.

MAC 203-17 (AMPA 2020)

The Governance Review Committee proposed in December to force the merger of small bargaining units (<100 FTE) with larger units to make fewer bargaining units within Districts. This would have affected both our teacher and support staff units locally. This proposal met a lot of resistance.

In February, the Committee revised its position to propose voluntary mergers with a one-time financial incentive.

Media Campaigns

OSSTF continues its strong social media presence and the use of websites such as HereForStudent.ca and BargainingForEducation.ca. Please follow OSSTF, other unions, PE members, and local leaders and help spread our message to your own friends and followers with Twitter or Facebook.

OSSTF has begun a Trustee Lobbying Campaign that we are discussing and planning locally, as we are one of the few Boards who aren't being openly supported by their administrations and trustees.

Also, newsletters to School Parents' Councils have been sent out. Please make contact with your local school council staff liaison to make sure Parents' Councils are receiving newsletters from OSSTF.

Woman's Advocate Program, April 24-25, 2020

The creation of a Women's Advocate Program was approved at AMPA 2018 as part of the Annual Action Plan. The goal of the program is to provide support to members experiencing or impacted by domestic violence. OSSTF/FEESO knows, in addition to employers, unions have a role to play in protecting and supporting women in need.

Training of Women's Advocates will take place April 24-25, 2020, in Toronto. Provincial Office will cover the costs of delegates attending the training session.

Each District has been allocated 2-5 (3 for Algoma District – all BUs) delegates based on current FTE membership (see Appendix 1). Districts are responsible for determining the process for selecting its delegates. Geography and number of Bargaining Units should be considered. Districts are strongly encouraged to identify, wherever possible, at least one delegate from each employer group. An application template has been attached that can be used or adapted as needed. OSSTF/FEESO asks advocates to commit to participating for at least two years in the program.

Provincial Office will put out a call through social media encouraging interested members to contact their districts requesting an application that they would then submit to their District. Districts should also find opportunities to advertise this opportunity to their members.

Districts will review the applications, select their delegates, and register them with Provincial Office. A link to the registration site will be sent to local leaders in a follow-up email.

All delegates must be registered with Provincial Office by April 3, 2020.

A pamphlet is included.