



Subject: ECE Executive/Council Meeting



Date: June 8, 2023



Time: 5pm – Hybrid

ECE President's Report

THANK YOU:

Thank you all for being here and for being supportive and understanding as I navigated my first term as your President. It has been a rewarding experience with a large learning curve. Please note that I host all DBUs and Bargaining Updates from Provincial Office on a drive for members to easily access. DBUs are bulletins, memos, and updates sent directly from OSSTF Provincial Office for members to read to stay informed. The link to the drive containing every member DBU for the 2022-2023 federation year can be found in every newsletter and on our Facebook page.

ATTENDANCE MANAGEMENT:

If you are called in for an attendance management meeting or any meeting in which your attendance is discussed, **ASK FOR UNION REPRESENTATION**. Even if you are told that it is an “informal meeting” or “non-disciplinary,” please refuse the meeting until you have scheduled union representation from our Bargaining Unit to accompany you. If you are denied or coerced otherwise, inform me right away. Be advised if you take a half day for medical appointments or sick leave, it counts as a full strike towards the program attendance even though it only takes a half day from your sick bank balance. Our Collective Agreement states we have 11 allotted sick days, so please remember to take care of yourself and your mental health.

CASUAL CALL-OUT SYSTEM DISCREPANCIES:

On Feb 3rd, 2023, the Algoma District School Board migrated from the current ApplyToEducation Classic to ApplyToEducation Simplification and since then, I have heard complaints regarding discrepancies in the call-out system. These concerns were brought forward to HR in confidence. Please continue to document with dates any issues you may experience, as if we can prove recurring patterns, then the Board can address the specific issue. As always, please reach out if you have any concerns.

Furthermore, I would like to address a misconception regarding ECE and EA shifts. So many casuals believe they make more money taking an EA call and this is untrue. EAs work 6 paid hours and ECEs work 6.5 paid hours. It works out to approximately the same amount (with slightly more pay as an ECE shift). By prioritizing EA calls, it leaves ECE positions unfilled and

creates discrepancies when advocating for attendance and support issues. I have mentioned to HR that it would be beneficial if ECE calls were prioritized first to ECE members before receiving EA calls. Again, if any casuals notice a pattern of which supply calls they are frequently receiving, please take note and reach out to me.

LONG-TERM DISABILITY TOWN HALL:

We're having a Long-term disability town hall meeting June 12 at 6pm via Zoom. Ask any questions you have about our proposed long-term disability plan from the Annual General Meeting. This is a plan that would be mandatory enrollment for all members, so please attend and get informed.

Voting will likely follow the day after the meeting and be available for the rest of the week (to be confirmed soon). Voting will happen online through the OSSTF voting center, which means all members need to sign into their OSSTF account and check that they have access to the voting center by following the posted directions in the graphic. You will be voting either:

Yes, I am in favour of the long-term disability plan.

Or

No, I am not in favour of the long-term disability plan.

A Zoom link will be mailed to all members and posted in the Facebook group.

MEDIATION SERVICES:

Regarding member-to-member conflicts with all job classes under OSSTF, please consider bringing the issue to the attention of the union first. Usually, mediation in our local office can resolve certain issues without involving the Board and having a formal file created. Please take the time to familiarize yourself with the options the union has available for you and reach out if you have any questions.

BOARD SURVEYS/ QUESTIONNAIRES:

It is advised to choose "I prefer not to disclose" when answering any questions on any questionnaires regarding health or mental health from the school board. An example of this is the 2023 ADSB Staff Voice: Workplace Census & Well-Being Survey. There is a lack of anonymity regarding ECEs and this survey, who tend to have one or two on a worksite on average, therefore making it easy to match up the results. As a result, this is border lining becoming a violation of medical privacy when asking about medical interventions for mental health or other health related questions. I am aware the option to choose "Prefer not to answer" is available, however without prior awareness, there will be uninformed employees who will be susceptible to divulge this information.

Ontario's mental health crisis is reaching a breaking point because of the pandemic. Almost 75 per cent of the population is facing increased mental health and substance use challenges during the COVID-19 pandemic according to the OHA. Those statistics alone should be enough proof that most employees would likely benefit from mental health support without needing specific and intrusive questioning.

To reiterate, it is advised that no one should disclose any medical information to the board on any surveys or questionnaires. It is also strongly advised that if you are asked to attend a meeting about your attendance, even if they say it's informal or non-disciplinary, please do not proceed with the meeting without union representation.

WORKPLACE VIOLENCE:

Finally, I would like to remind members to fill out their workplace violence reports. The Ontario Ministry recently had an inspection blitz, focusing on workplace violence and looking into the claims of the violence and the paperwork to support the validity of the claims. Without filling out these forms, there is no paper trail to support us. A survey regarding workplace violence will be sent from OSSTF to all members this month and it is highly encouraged everyone takes the time to respond.

As certified, registered professionals there are ethical and professional responsibilities for RECEs referring to the Code of Ethics and Standards of Practice, which relate to the reporting of these violent incidents, not limited to but including:

Standard I: Caring and Responsive Relationships

C.2 – RECEs engage in supportive and respectful interactions with children to ensure they feel a sense of security and belonging.

Standard II: Curriculum and Pedagogy

B.3 – RECEs are knowledgeable about methods in observation, pedagogical documentation, planning, implementation and assessment in order to support children's individual and group learning experiences.

Standard III: Safety, Health and Well-Being in the Learning Environment

C.8 – RECEs consider how the environments affect children through daily care routines and transitions including mealtimes and snacks. They implement strategies to ensure sufficient time for safe and supportive transitions while maintaining supervision at all times.

Standard IV: Professionalism and Leadership

B.6 – RECEs understand their legal obligation to practice according to the Code of Ethics and Standards of Practice. RECEs understand that if there is a conflict between the Code of Ethics and Standards of Practice and their workplace environment or the policies and procedures of their employer, they have an obligation to comply with the Code of Ethics and Standards of Practice.

Therefore, the violence in our workplace creates a conflict for us to professionally fulfill our roles as ECEs under our Code of Ethics. We must report these incidents via the workplace violence online forms to support the advocacy and action required to provide an environment that is safe for all staff and students.

IN CLOSING:

I would like to thank everyone here again for their time and commitment. To all our Provincial Office members, local office presidents, executive office lifesavers Marnie and Margaret, ECE executive members, council members, and full-time and casual general membership ECEs, I extend my gratitude as this union cannot function without all of you.

Thank you; Merci; Miigwetch

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