



Subject: D02 District Meeting



Date: November 27, 2023



Time: 4:15pm - hybrid

ECE President's Report

CASUAL CALL-OUT SYSTEM:

A survey was sent to all casual members asking if they would be in favour of changing the call times to begin at 7:00am and having the evening calls end at 8:00pm. Changing this time would allow for the Board to prioritize ECE supply callouts to ECEs and then post any assignments unfilled by 7:30AM to a "Job Board" that will only be available to ECEs to grab before the calls go to EAs to fill. It is possible this would help address the unfilled ECE absences by prioritizing ECE callouts to ECEs before EA callouts begin. The responses received were unanimously in favour of the changes and this information was sent to the Board. More information on the implementation of the changes will be provided when available.

Regarding unfilled absences, we are no longer requesting members to email us when their position goes unfilled. We are aware of the numerous unfilled absences occurring due to staffing shortages. I am meeting monthly to discuss these occurrences with the Board, hence why we were also looking at changes to the callout system. We also noticed that some unfilled occurrences were recorded in the system regarding emergency teaching in which there was no actual ECE absence. These discrepancies have been brought forward to the Board to review and work on a solution within the system to prevent future occurrences.

TOILETING SUPPLIES:

Red biohazard bags were dropped off at each school. Those who did not receive theirs yet are encouraged to inquire with their administration. These bags are to be used for extremely soiled clothing (diarrhea, vomit) as to not contaminate backpacks or spread germs further. A reminder that when toileting supplies are low, please request replenishment via your school administration. Members are encouraged to not actively purchase these items for reimbursement. It should become a natural purchasing reoccurrence for the school. Please be mindful to seek replenishment when items are low and not completely exhausted.

AMPA ALTERNATES WAITLIST:

The OSSTF Annual Meeting of the Provincial Assembly (AMPA) this year is March 8 to 12, 2024 in Toronto but we are not scheduled to have alternates. However, in case of

cancellations or scheduling conflicts, we emailed the membership to submit their interest in being on a waitlist which closed on November 22nd at 12 noon.

BARGAINING UPDATES:

All Provincial Office Central Bargaining and Arbitration updates are posted on our Google Drive, with links to it in every newsletter and on our Facebook page. Locally, we submitted on November 15th our bargaining draft to Provincial Office to review. A huge thanks to our Collective Bargaining Committee and all their efforts: Jen Sears, Jana Rizzo, Bobbi-Jo Sterling, and Jess Lafreniere. More updates will be provided when available.

OTIP DIRECT BILLING OF BENEFITS:

Transition to direct billing of plan member contributions will be effective as of February 1, 2024, rather than payroll deduction for active plan members. Information will be communicated by OTIP to enroll in PAD authorization prior to the February 1, 2024, and contributions will be taken on the 10th of each month, beginning on February 10, 2023. Please keep an eye out for information sent to you by OTIP and for reminders via our newsletters/ Facebook posts.

WORKPLACE VIOLENCE REPORTS:

All ECEs were involved in BMS training on the November 10th PD Day and trained in protecting themselves while at work. Please continue to fill out workplace violence reports. The Ontario Ministry had an inspection blitz last spring, 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. The first September PD Day provided video training on how to access and fill out these forms. Our local OSSTF D2 website also provides visuals on how to access these forms. Please refer to either if you need a refresher.

ATTENDANCE SUPPORT MEETING REMINDER:

If you are called in for an attendance support meeting or any meeting in which your attendance is discussed, it is strongly recommend that members ASK FOR OR ACCEPT UNION REPRESENTATION.

Even if you are told that it is an “informal meeting at stage 1” or “non-disciplinary,” we encourage you to 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 as it is your union right to have representation present.

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. Medical issues accompanied by doctor's notes can be struck from the Attendance Support Program. Please remember to take care of yourself and your mental health.

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

Jess