



AGM-President's Report

Thursday May 9, 2019

Thank You

I would like to take this opportunity to first thank the members of the Executive Team. Over the last two years, everyone on the team has played a big role in keeping this bargaining unit running smoothly. You have given me the chance to grow and learn as a new leader of the bargaining group. This year I am saddened with the news that we will be losing some of our executive team. First I would like to take this time to personally thank them for their years of service and dedication as they will be missed. Secondly I would like to welcome to our team Sharon Rimmer as our new Education Officer, and Rosa Stefano as our new Secretary. Lastly I want to thank the OSSTF District 2 team who have helped guide and mentor me over the last two years. I appreciate the opportunity to continue serving the ECE Bargaining Unit for the next two years as your President.

Year in Review

It has been one very interesting year. With the election of Doug Ford came an intense year of communication training, mobilization strategies, and rallies. On March 15, we learned the devastating facts of the impact of education cuts. Even though they have not touched Kindergarten this year, we know that this is not the end to the damage this government is planning on implementing. They have made it very clear that Kindergarten is not going to be safe, what the impact is going to be, no one knows. We need to be prepared, by continuing our rallies and keeping education in the forefront of the media, letting people know what education is worth.

We also have a new Human Resource team at the board office. It has been proven to be a very challenging year with questions regarding personal days. These are days that were moved from our Central terms into our local agreement. The HR team, and Superintendent Joe Santa Maria, do not feel that these days were intended to be used as we the members see fit. This has been

a continued issue throughout this year, and I believe that this will definitely be an issue that they will want to address in our upcoming round of bargaining. As well as, our personal days or Union days have been in question this year, while in previous years we have been able to go over our allotted 30 days and use the days as we see fit. This year they are holding us firm on the 30 days, not allowing us to go over, making the bargaining team unable to attend many worthwhile meetings and conferences. It had to use some of my own personal days in order to attend meetings that I feel we should not miss. I hope to be able to change our days in our next round of bargaining.

Grievance

We placed a grievance, in regard to being unpaid for the February Family Day. The board declined the grievance, so we are heading into round two. We were directed by Provincial to withdraw the grievance due to previous arbitrations dating back a decade ago stating that, if your collective agreement holds a greater amount of days then the ESA, then you keep the one that holds the greater benefit. I like to thank Nancy Lortie and Rob Shaheen for their help through this process.

Staffing

There have been a few new casuals hired over the last few months, but that still doesn't seem to be helping the continued problem of not being replaced. I have received many calls regarding this issue and have contacted Nic Turco several times over the last few months. I have been assured that everything was done to ensure that all members have been replaced; however, it still continues to be an issue. We will continue to address this issue in hope that we can find a solution.

The staffing process is underway. You should see the layoff slips coming out in the next few days. We will begin staffing near the end of May. This year we have a larger than normal amount of layoffs happening, with many schools moving their second class to an SK/1. I hope that these numbers will change over the next few weeks, but we are seeing the impacts of the cuts that are happening around the province.

AMPA

This was my first AMPA!! It was an amazing adventure with one of our own District 2 Members becoming an Executive Officer. I would like to congratulate Malini Leahy on her nail biting nomination. We at District 2 are going to miss her steering the TBU bargaining team, but wish her all the best in this new endeavor. She will be assigned to our District and attend our

meetings. With that, we will be saying goodbye to Martha Hradowy. I would like to thank Martha for all the time and dedication she has provided to our District. It has been a very busy year, and I for one, don't think I could have handled everything that was placed at our feet without Martha's help. I'm glad I will still have the opportunity to see her at Provincial.

Upcoming

As we begin to gear up for bargaining, we will be putting together a survey which Jennifer Sears our Chief Negotiator is hoping to get this out by the end of May. This survey is designed to help our team understand what the needs are of the members. An email will go out prior to the survey explaining this survey. Please encourage members to complete this survey.

The RED FOR ED t-shirts have arrived. If you haven't picked yours up, it will be going out to your schools. Please continue to wear your red on Fridays in solitary.

Our last meeting of the year is on June 6; this will be an Executive and Council meeting. We hope that everyone is able to make it.

In Solidarity,

Bobbi – Jo Sterling

Bobbi-Jo Sterling
RECE President
Algoma District 2