



ERFP General Meeting Minutes

Wednesday January 18, 2017

Board Room, CBO

Members Present:

Executive Present:

Hilary Campbell (President)
Karen Del Ben (1st Vice President)
Nadine Cherry (2nd Vice President)
Gena DiGiovanni (Secretary)
Kim Liddle (Treasurer)
Allaina Kenmir (DECE Representative)

Call to Order: The meeting was called to order at 4:35 pm

Approval of Agenda: A request was made to change the order of the agenda to address the Constitution amendments first. Request was granted. Agenda approved by Jahmeela Beckles and seconded by Monica Kruger

Approval of Minutes of the Last Meeting: October 18, 2016 approved by Joanne Bell and seconded by Adilla Dada

Retirement Workshop	The next Retirement Workshop is on January 25 th , 2017 and is posted on My Learning Plan.
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Interview Skills Workshop	The next Interview Skills Workshop is on February 1 st , 2017 and is posted on My Learning Plan.
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New Hires Workshop	The next New Hires is March 8 th , 2017 and is posted on My Learning Plan.
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Reports from Officers	Health and Safety – Nadine Cherry <ul style="list-style-type: none">- the top causes of injuries are student aggression, slips, trips, falls and being struck by an object- student aggression continues to be at the top of the list – if you need help with strategies make sure to communicate your concerns in school and if you need more support contact Nadine Cherry- be aware of the contents of the student’s safety plan and make sure they are being followed- personal protective equipment (PPE) is available for members working with physically aggressive students- student specific PPI is available for members who are working with high needs aggressive students- continue to submit your incident checklists by faxing them to 905-602-9390 – having this data is useful when going into bargaining and discussing violence in the workplace- if you are injured at work, make sure the online accident report is completed even if medical attention is not needed- the Terms of Reference Committee for the structure and function of the MJHSC (Multi-workplace Joint Health and Safety Committee) have met regularly over the last few months and are almost finished the revision- if you have not completed the online health and safety training please ensure that you do that ASAP- if you have any health and safety concerns please contact Nadine Cherry secondvp@erfp.ca
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<p>Constitution Amendments</p>	<p>Amendments - Hilary Campbell</p> <p>Article motions were posted to the membership a minimum of 30 days prior to this meeting click here the proposed motions were discussed and voted on and are reflected in the current constitution click here</p> <p><u>Article V</u> Motion #1 – failed</p> <p><u>Article V</u> Motion #2 - failed during the vote for Article V a member was called “out of order” for comments that were considered to be an attempt to sway members to vote against the motion</p> <p><u>Article VI</u> Section 5 - Vote #1 failed, a recount vote was requested – motion passed</p> <p><u>Article VII</u> Section 5 Motion #1 - motion failed</p> <p><u>Article VII</u> Section 5 Motion #2 - motion passed</p> <p><u>Article VIII</u> Section 8 - motion passed</p> <p><u>Article XI</u> - motion failed</p> <p><u>By-law 4.06 - PD Facilitator</u> Motion; posted by Peel District School Board and jointly funded by ERFP the members’ STPDL funds and the Peel Board TA allocation funds - one year position renewable up to three years. By-law 4.06 - passed</p> <p><u>Bylaw 5.17</u> Motion to remove; each candidate may appoint one scrutineer to observe the counting of the ballots for that candidate, for in-person voting results. By-law 5.17- passed</p> <p><u>Bylaw 7.09 – Operations of Committees:</u> Motion; a) If the committee has more than two members the majority of members on a standing committee should come from the general membership with any executive members making up less than half of the committee total. b) The Standing Committee chairs should be elected from the membership of the committee. By-law 7.09 – passed</p>
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Health Promotion Program	<p>Hilary Campbell</p> <p>An email was sent to all employees explaining this program. The ERFPP Union Executives are telling members not to worry about the emails that are being sent after 9 absence entries using code 30. The Unions have met and are dealing with it. There is no grievance at this time regarding this policy at this time. The individual application of the policy will be investigated on a case by case basis. Members should contact the abilities office to make sure the absences are accurate. The union is informed when the list goes out and there are currently members on level one and two only. This program is through the abilities office and will not be reflected from an HR perspective. If you have an ongoing medical condition you should inform abilities and will not be a part of this program. The Board is clamping down on the misuse of sick days and members have been caught for fraudulent use of sick days which can result in termination. It is imperative that you do not misuse your sick days. If members are in a situation that makes them uncomfortable regarding the HPP, contact the office for assistance. Members will be updated as new information becomes available. The contact information for the HPP is 905-890-1010 ext. 2108 abilities.office@peelsb.com</p>
Nominating Committee	<p>Joanne Bell – Chair of Nominating Committee</p> <ul style="list-style-type: none"> - this is an Executive election year - the election process is starting - on February 14th the membership will be advised as to whether there are any vacancies on the Executive - between February 14-20 nominations will be submitted to the Nominating Committee if you would like to run for a position on the Executive – members may run for any Executive position if they meet the criteria in the Constitution - nomination guidelines and policies will be on the ERFPP website under the Nominating Committee page effective Monday January 30, 2017 - nomination forms should be sent electronically to nominating@erfp.ca no later than February 20, 2017 - all candidates will be informed of who is running for each position by February 22, 2017 and be provided with campaign guidelines - nominees will be invited to speak at the March 7, 2017 meeting and there will be a “Meet the Candidate” section on the website - online voting will commence on March 30, 2017 ending at midnight April 5, 2017 - announcement of the new Executive will be made at the Annual General meeting on April 11, 2017

Collective Agreements	Hilary Campbell <ul style="list-style-type: none"> - Collective Agreement has been printed and sent to schools - if you have not received one please contact the office or your Steward to obtain one - ERFPP has been invited for Contract Extension talks at the end of February – all pertinent information will be sent to members who are registered for the ERFPP website - the Government wants to extend our current Collective Agreements with some add-on incentives – the reason for this is that the Government does not want to have strikes or lock outs in the education sector during an election – they are prepared to pay for “labour peace” and we are prepared to listen – if it is a good deal for our membership, the Executive will bring the information to the membership to be ratified in an online vote
KCOL – Kindergarten Communication of Learning	Allaina Kenmir <ul style="list-style-type: none"> - an email was sent from Scott Moreash to all DECEs in collaboration with the 3 elementary unions in Peel outlining training that was given and the time that teams have to familiarize themselves with the report - DECE’s are responsible to taking the pedagogical documentation and to collaborate with the OCT, the OCT is still responsible for the writing of the final comments and the signing of the reports - DECE’s should be getting a read only access code from SIS to review the report card contents - there are links on the ERFPP website under the DECE section for “Growing Success – The Kindergarten Addendum” - a reminder that DECE PD is provided on PD Days at your school
Professional Development	<ul style="list-style-type: none"> - there is a lot of PD available through “Child Development Resource Connection Peel” - permanent members can apply for STPDL funds to attend these workshops - links are available on the ERFPP website in the PD section
7. Next Meeting Date	March 7, 2017 Board Room, CBO
Adjournment	6:55 p.m.