

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the slide, framing the central text. The central area is white.

ERFP SPECIAL INFORMATION MEETING

We would like to acknowledge that we are on
the traditional territory of the Mississauga's
of the New Credit First Nation.

Introductions

Hilary Campbell - ERFPP President

Laura Smith - ERFPP Acting 1st Vice President

Natacha Verdiel - ERFPP 2nd Vice President

Kim Liddle - ERFPP Treasurer

Marwa Attia - ERFPP Acting Secretary

Guests:

Don Eady - Lawyer (*Paliare Roland Rosenberg Rothstein LLP*)

April Bello - Acclaimed ERFPP 1st Vice President- Commencing in July

Kathleen House - Acclaimed ERFPP Secretary - Commencing in July

Announcement:

PETITION TO THE PEEL DISTRICT SCHOOL BOARD - BOARD OF TRUSTEES

- ▶ Trustee Robert Crocker put forward a motion at the Regular Meeting of the Board on Tuesday, February 26, 2019: Be it resolved that Peel District School Board revise Policy 39 - Transportation, Clause 6, with the addition of: “When all buses are cancelled due to inclement weather, all PDSB schools and offices will be closed. When buses are cancelled in some areas due to inclement weather, PDSB schools and offices in those areas will be closed.”
- ▶ Members of the PETL, OSSTF D19, CUPE 2544, ERFPP and CUPE 1628, express their support for Trustee Crocker’s motion
- ▶ Stewards and members were given a petition to take back to their school regarding buss cancellations and school closures for inclement weather.
- ▶ Members/Stewards are advised to return the petition form to the ERFPP office no later than March 22nd, 2019.
- ▶ Petition form is available on our website under “Member Services”

ERFP Accomplishments

- ▶ Transition Team and IS job review - Level 5
- ▶ DECE job description completed - Level 4
- ▶ 4% pay raise in the last 2 years
- ▶ Job reviews in progress: TA, BTA, Home Instruction, Fresh Start, ASD Resource Team
- ▶ Bill 115 Remedy Payment
- ▶ Benefits Trust transition completed:
 - ▶ Most other PDSB Locals lost coverage when switching to ELHT (Employee Life and Health Trust)
 - ▶ No Co-pay
- ▶ Increase in STPDL funding, funding available for casuals, streamlined process
- ▶ Progress made with Pay Equity claim
- ▶ Approval to create a Wellness subcommittee for proactive Mental Health Initiatives
 - ▶ Natacha (2nd VP) has been elected as co-chair of this committee with manager of Abilities
- ▶ \$78,000 granted by the Ministry of Education for Mental Wellness for our members
- ▶ LTD and WSIB Appeals
- ▶ WSIB approved PTSD for lost wages
- ▶ Health and Safety Accomplishments

NOTES FROM MEETING (ERFP Accomplishments):

Pay Raise:

- ▶ ERFP received a 4% pay raise in the last two years. All the other Unions in Ontario received the same percentage.

Bill 115 Remedy:

- ▶ Bill 115 Remedy: The total amount given to OCEW was \$5,128,500 this was divided up amongst all the Union groups within OCEW
- ▶ OCEW agreed that it would be given to eligible permanent members only
- ▶ Must have work during the 2012-2013 or 2013-2014 school year. The amount was prorated pending on the length of time worked during those two school years
- ▶ There are still issues regarding some members payments that we are currently looking to resolve
- ▶ There was an error in the initial amount given to members as the Government missed 80 eligible workers

Benefits:

- ▶ During bargaining, ERFP fought to keep our benefits relatively the same. Teacher Unions lost some of their coverage. We have better benefits than many other Unions in Ontario
- ▶ There is no co-pay with our benefit trust. Other Unions have to pay monthly (\$18-\$30/month) to access their benefits, including payments in the summer months, whereas we do not
- ▶ A Benefits sub-committee has been formed that Kim Liddle (Treasurer) will be sitting on

Mental Wellness:

- ▶ The Mental Wellness grant of \$78,000 was presented to the membership and we had webinars and PDs available for members to participate in
- ▶ Natacha Verdiel was elected on March 4th, 2019 as the Co-chair of the Mental Wellness Committee

Why ERF?

- ▶ Negotiations- Provincially and Locally by ERF Executives and members:
 - ▶ Two guaranteed seats at the Provincial bargaining table for ERF
 - ▶ Members bargaining locally for member priorities
 - ▶ TAs and DECEs representing TAs and DECEs
- ▶ Lowest Union dues in Ontario - 1.2%
 - ▶ No Levy
- ▶ Superior personal member services:
 - ▶ CAS
 - ▶ Mediation
 - ▶ Return to Work
 - ▶ Human Rights
 - ▶ WSIB appeals
 - ▶ LTD appeals
 - ▶ Grievance/Arbitration
 - ▶ Investigations

Why ERFP?

- ▶ Benefits Plan ELHT/OCEW/OECTA
 - ▶ Excellent, sustainable Benefit plan
 - ▶ No co-pay
- ▶ Liaise with professional colleges
- ▶ Strike Fund: In excess of \$9 million
- ▶ Health & Safety
- ▶ Pay Equity
- ▶ STPDL- Workshops and PD (Our own PD Facilitators)
- ▶ Mentor/Mentee Program
- ▶ Dedicated Legal Counsel Firm - Palaire Roland

NOTES FROM MEETING: (Why ERFP?)

Negotiations:

- There are two types of negotiations; Provincially and Locally
- Provincially, we have members of the executive and our lawyer (Don Eady) sitting at the table representing ERFP members
- Hilary (ERFP President) is the chair of this committee
- ERFP have the largest say on this committee thus having a huge bargaining position at the Provincial table
- We only bargain for TAs and DECEs
- If ERFP joins a larger Union, we will not have a seat at the table
- Larger Unions will have one person sitting on a subcommittee such as an Advisory Committee
- Locally, we have a bargaining committee that ERFP members sit on. This committee will be struck at the AGM on April 30th, 2019
- This committee will work together with the Provincial committee
- There will be Town Hall meetings held at central locations in Peel for members to give their input on what ERFP should bargain for. Dates to be determined

NOTES: (Why ERFP)

Union Dues:

- ERFP pays the lowest Union dues in Ontario and we do not have a levy
- Every other Union in Ontario has higher dues and most have a levy
- A levy is a percentage added to you Union dues to cover costs in your local or to replenish a fund

Member Services:

- ERFP Executive work hard to support members before, during and after working hours
- Personal representation providing support to members in crisis. Not only as an Executive but as a colleague

NOTES: (Why ERFPP)

Liaise with Professional Colleges:

- We maintain positive relationships with Colleges in the GTA to have graduates apply and work for the Peel District School Board
- Natacha sits on Program Advisory Committee with Humber College, she will be doing a presentation for students at the College to help increase TA apply rates as there is currently a shortage of TAs
- Due to the hiring freeze, we are unsure what will happen moving forward

Strike Fund:

- In excess of \$9 million, split amongst approximately 4000 members
- Other Unions have a larger figure, however consider the amount per employee as larger Unions have more employees

STPDL Workshops and PD:

- Will be looking for PD facilitators in the near future
- There will be a hiring process members will have to go through
- Amazing leadership opportunity for members

NOTES: (Why ERFP)

Mentor/Mentee Program:

- Leadership opportunity for our members
- Valuable resource for our new permanent TAs
- There hasn't been any new hires for DECEs in the last two years, therefore the mentor/mentee program is not offered at this time

Dedicated Legal Counsel Firm:

- We have a dedicated legal counsel firm made up of several lawyers that we can readily access either via e-mail, phone or text
- Very reliable firm with many dedicated lawyers who specialize in different labour issues such as; WSIB and LTD appeals, E.I, general member issues, Pay Equity and Bargaining

Provincial Committees

- ▶ LTD Working Group - Hilary
- ▶ Initiatives
 - ▶ Sub committee: Special Education - Hilary
- ▶ Provincial Advisory Team - Hilary
- ▶ K- Implementation - Kim
- ▶ Transformation Steering - Kim
- ▶ Provincial Working Group on Health and Safety - Natacha
 - ▶ Evaluation Sub-Committee on Workplace Violence - Natacha
- ▶ Identity Based Data Collection Researchers Working Group - Kim
- ▶ Ontario Council of Educational Workers (OCEW) - Hilary (Chair)
- ▶ Coalition of Educational Assistants of Ontario (CEAO)

NOTES FROM MEETING (Provincial Committees):

Provincial Committees:

- These are the Provincial committees the Executive currently sit on
- Some have been put on hold due to the Government changes. However, they are slowly rolling them back out
- OCEW is the bargaining counsel for 7 Union groups of which Hilary is Chair
- CEAO is made up of the four independent Unions in Ontario (Waterloo, Halton, Dufferin Peel and ERFP). We are the largest independent Union

Board Committees:

- ▶ CISESS - Natacha
- ▶ Directors Council - Hilary/Kim
- ▶ HR Advisory - Hilary
- ▶ LDSS - Laura
- ▶ Workforce Census - Kim
- ▶ Labour Management - All
- ▶ TA Steering Committee - Hilary/Kim/Karen
- ▶ Equity and Inclusion - Kim
- ▶ Student Census - Kim
- ▶ Pay Options - Kim
- ▶ Wellness Steering Committee - Natacha
- ▶ Communication and Advisory Committee - Marwa
- ▶ School Success Planning Committees - Natacha
- ▶ SEAC monthly evening meetings - Laura
- ▶ Central Board of Trustee bi-weekly evening meetings - All

NOTES FROM MEETING (Board Committee):

Board Committees:

- Board committees that members of the Exec currently sit on
- Some of these committees meeting occur in the evening

Health and Safety Update

- ▶ Workplace Violence Reporting Form
- ▶ Truncated safety plans - Notice of risk of injury
- ▶ SESS 17- Responding to students demonstrating aggressive behaviours
- ▶ Wellness Steering Committee - Mental Health hazards
- ▶ PTSD - Legislative impact
- ▶ Right To Refuse Work

NOTES FROM MEETING (Health and Safety):

Workplace Violence Reporting Form:

- Members inquired about reporting their own workplace violence incidents. ERFPP accomplished this prior to the Provincial Working Group
- We are way ahead as this was approved with Peel before it was required by the Ministry
- The Workplace Violence Reporting form is currently in draft
- This is expected to officially roll out in May of 2019

Truncated Safety Plans:

- We have the right to as much information needed to keep ourselves safe
- Every school will have the same forms
- Safety supersedes confidentiality

SESS 17- Responding to students demonstrating aggressive behaviours:

- Currently working on re-writing this policy with Shawn Moynihan (Superintendent of Special Education)

NOTES: (Healthy and Safety)

Wellness Steering Committee- Mental Health Hazards:

- Hazards to our personal mental health was the top issue that was brought forward by our members
- This is strictly for Peel employees
- This committee will be working on how to be proactive in eliminating the hazards affecting employee's mental health
- There was a request to have two chairs on this committee, one on Board level and one from a Union group
- Natacha Verdiel (ERFP 2nd Vice President) was elected to be the Co-chair of this committee

PTSD - Legislative impact:

- WSIB claims approved for loss of earnings came into effect in January
- ERFP had 2 members apply and approved this year for WSIB claims for PTSD.
- This is the first time WSIB approved PTSD claims in Ontario.
- Less than 1% of PTSD WSIB claims are approved

Right to Refuse Work:

- Work refusals have doubled this year
- Although it appears to be a lot, it also tells us that we are doing something right
- Members are willing to stand up for themselves and know they have the right to be safe
- 9 out of 10 times we can get the issue resolved before filing for a Step 2 Work Refusal

Rates of Pay

Legend	
Union	Additional Information
ERFP (Peel District School Board)	TA/BTA/DECEs: 7hrs paid work day (30mins unpaid lunch) *Based on Level 3 TA/BTA and Level 4 DECE*
OSSTF District 2 (Algoma)	EAs: 6hrs paid work day (30mins-60mins unpaid lunch) ECEs: 6hrs paid work day (30min unpaid lunch)
OSSTF District 5A (Keewatin-Patricia District Sch)	EAs: Hours assigned between 8:00am-4:00pm with a 30min unpaid lunch
OSSTF District 8 (Avon Maitland)	EAs: 24-40hrs per week (30mins unpaid lunch) ECEs: 6.5hrs paid work day (30mins Unpaid lunch)
OSSTF District 9 (Greater Essex)	EAs/ECEs: 7hrs paid work day (1hr unpaid lunch)
OSSTF District 25 (Ottawa-Carleton)	EAs: 7hrs paid work day (40mins unpaid lunch) ECEs: 7hrs paid work day (30mins unpaid lunch)
OSSTF District 28 (Renfrew)	ECEs: 7hrs paid work day (30mins unpaid lunch)
CUPE Local 1328 (Toronto Catholic)	EAs: 6hrs paid work day (30mins unpaid lunch)
Cupe Local 4186 (London Catholic)	EAs: 7hr paid work day (1hr unpaid lunch) ECEs: 7hr paid work day (1hr unpaid lunch)
ETFO (Keewatin Patricia)	ECEs: 6.5hrs paid work day (30mins unpaid lunch)
ETFO (Halton District School Board)	ECEs: 7hrs paid work day (30mins unpaid lunch)
ERWA (Dufferin-Peel)	EAs: 7hrs paid work day (Includes 40mins paid lunch) ECEs: 6hrs 40mins paid work day (20min paid lunch, 20min unpaid)

Educational Assistants as of: Feb 2019						
Step 1/Basic	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$23.83	\$25.02	\$26.28	\$27.48	\$28.73	\$28.97	\$30.15
\$23.55	\$24.65	\$25.56	\$26.70	\$27.97	\$27.42	\$27.83
\$23.27	\$24.22	\$24.93	\$25.76	\$26.59		
\$22.36	\$24.09	\$23.94	\$24.82			
\$22.34	\$23.14	\$23.90	\$24.75			
\$21.32	\$22.49	\$23.60				

Educational Assistants as of: Feb 2019							
Step 1/Basic	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$23.83	\$25.02	\$26.28	\$27.48	\$28.73	\$28.22	\$28.63	\$29.32
\$24.95	\$25.46	\$26.26	\$26.90	\$27.59			

Educational Assistants as of: Feb 2019				
Step 1/Basic	Step 2	Step 3	Step 4	Step 5
\$27.42	\$28.36	\$29.27	\$30.17	\$28.73
\$23.83	\$25.31	\$26.29	\$27.48	\$28.24
\$23.83	\$25.02	\$26.28	\$27.28	

Designated Early Childhood Educators as of: Feb 2019				
Step 1/Basic	Step 2	Step 3	Step 4	Step 5
\$26.59	28.01	29.35	\$30.74	\$32.03
\$21.12	\$22.74	\$24.36	\$25.98	\$27.61

Designated Early Childhood Educators as of: Feb 2019				
Step 1/Basic	Step 2	Step 3	Step 4	Step 5
\$26.59	28.01	29.35	\$30.74	\$32.03
\$21.12	\$22.74	\$24.36	\$25.98	\$27.60
\$21.12	\$22.74	\$24.36	\$25.98	\$27.60

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Designated Early Childhood Educators as of: Feb 2019				
Step 1/Basic	Step 2	Step 3	Step 4	Step 5
\$26.59	28.01	29.35	\$30.74	\$32.03
\$25.79	\$27.22	\$28.72	\$30.19	\$27.60
\$21.12	\$22.74	\$24.36	\$25.98	\$27.60
\$21.11	\$22.74	\$24.36	\$25.98	\$27.60
\$21.10	\$22.74	\$24.25	\$25.98	\$27.33
\$20.92	\$22.51	\$24.12	\$25.72	

NOTES FROM MEETING

(Rates of Pay):

Rates of Pay:

- ERFP is the dark green colour on the chart
- Correction to meeting: ERFP TAs are in the **top 4** for pay
- One of the bargaining items we will be asking for more steps to be added to our pay grid
- Town Hall meetings will be held soon for member input regarding bargaining priorities
- Data displayed in each column is from top to bottom and highest to lowest
- For example: CUPE - Toronto Catholic vs ERFP (bottom left chart) ERFP Educational Assistants make less per hour in Step 4, however increases in Step 5
- Some Unions have 6-8 steps

DECEs:

- Highest paid in Ontario

ERWA (Dufferin-Peel):

- Please note, this hourly rate was calculated as they are paid salary (10 over 12 months). Many factors were taken into consideration to get this rate (i.e. number of working days in the year and vacation days allotted)
- They do not get paid Statutory Holidays and cannot claim E.I.

Pay Equity Update



**Pay Equity
Commission**

**Commission de
l'équité salariale**

NOTES FROM MEETING (Pay Equity):

Pay Equity:

- Don provided an overview of this process to date. It is a very slow process working through the Pay Equity Commission but it is moving forward
- He clarified that because our Board is predominately female, the Board has to find a male predominate job as a comparator
- The original comparator group is the “Media Tech 2” position that has no employees, however, is still considered a job within the Peel District School Board
- Regardless of which Union files a claim, it would not make the process any faster as it is now at the Government level and we must wait for them to proceed with the investigation
- This is not a claim made in order to get a pay increase, but to force the Board to update our job description

Question and Answer Period



NOTES FROM Q&A:

1. Have you (Hilary) been able to find out if Superintendents have told their Administrators not to approve STPDL?

Answered by *Hilary Campbell*: I have brought this concern to the Superintendent, and it in fact is not true. They did not tell admin not to approve STPDLs

2. Can we request that we not need Principal approval for STPDLs

Answered by *Hilary Campbell*: No we cannot, as an administrator, they need to make sure there is adequate supervision and support in their school. For example: If there are 9 ERF members in one location, having all 9 choose to go to one workshop could cause a major disruption and safety concerns to the school/program.

3. If we had Co-pay, would we have to pay into it every month?

Answered by *Hilary Campbell*: Yes, including summer months.

4. Does our hourly rate posted include vacation pay?

Answer: No, this is just your hourly rate. Vacation is added on top depending where you are on the vacation pay scale.

5. Requesting approval for STPDL has been a positive experience for me, however, PDs (on Mylearning Plan) are always closed, in particular First Aid Training.

Answered by *Hilary Campbell & Natacha Verdiel*: The First Aid Training that recently has been offered is through the Board. It is mandatory that each site have 3 designated First Aid Responders. The Administrators are responsible for having 3 at each site and they approve those who they want trained and submits the names to the Board. That person has to commit to be the First Aider at their school. We are working on training facilitators to offer more PD opportunities.

NOTES FROM Q&A:

6. Are we allowed to use STPDL for First Aid?

Answered by Hilary Campbell: Yes you are definitely allowed to use your STPDL to receive First Aid training.

7. Why do we accept having to do so much supervision duty?

Answered by Hilary Campbell: This is a bargaining issue. It was brought up the last two rounds of bargaining and will be brought up again. The Board did cap teacher, however there is conversations happening regarding uncapping or increasing their supervision time. Currently, the cap is not working and is putting students at risk.

8. Is there an board policy that protects us from sexual harassment from a student? A co-worker is experiencing this and has spoken to Administration. Nothing has happened

Answered by Natacha Verdiel: Sexual harassment is included in the Occupational Health and Safety Act. It is included in Workplace Harassment Policy. The old act said that it doesn't apply to students but this has been changed. Have your co-worker contact me for support.

9. What is the difference between the “IS Team” and the “BTA Floater”?

Answered by Hilary Campbell: They are very different roles with different expectations and programming. There is a BTA Job Review committee who are currently working on gathering information to complete the Job Fact sheet.

NOTES FROM Q&A:

10. In regards to the recent elections, why did this confusion happen?

Answered by Natacha Verdiel: The Nominating Committee worked extremely hard to create a “Nominating Guide” providing guidelines around everything related to elections. The other guide we are required to use is the Constitution. It has qualification requirements specifically the one in question, By Law 5.07. The confusion was around eligibility. The initial decision of the candidate’s eligibility was determined by the Nominating Committee. It is the Nominating Committees’ discretion to make that determination. Within their guidelines, all candidates were informed on February 24th, 2019 in the morning the general membership was notified via e-mail in the afternoon. Prior to that e-mail being sent by the Nominating Committee to the candidates, the Executive had no idea who was running. As soon as the information went out to the membership the office received many e-mails and phone calls regarding the candidate's eligibility. All correspondence was redirected to the nominating committee. Because Hilary was party to the issue, she was asked to leave the office and I stepped up as President as per our Constitution. I e-mailed the Nominating Committee requesting a legal opinion. When members brought forward eligibility concerns, we (Executive) are required to ensure that the Constitution is followed and not make arbitrary decisions. We, the Executive, provided the Nominating Committee with access to the lawyer. Nominating Committee spent an hour and a half talking to the lawyer. The lawyer gave his opinion and provided a four page document to the Nominating Committee. This is a learning opportunity but it is important to note that the Nominating Committee and the Executive maintained its integrity throughout this process.

NOTES FROM Q&A:

11. Why was the Nomination process not being opened up again?

Answered by *Don Eady*: As per the Constitution, the Election by-law is very specific on when things can happen. There are specific dates and deadlines for each step in the Election process. The Constitution and By-laws are the rules that the Union has to follow. If the Constitution needs to be changed, there is a process by which to do that.

12. I heard that some teachers got paid out for the sick days they lost, what about us?

Answered by *Don Eady*: Not this group (ERFP). Some Unions had a gratuity that they could cash out at retirement. Bill 115 froze all gratuity payments as of 2012 and wiped out sick banks. This group did not have a gratuity in their contract so it does not apply. This is why we got the Bill 115 Remedy payment. Sick leave will probably be a major bargaining item in the next round as it is costing the Government a lot of money.

13. How do I deal with members in the school who are continually coming to me and pushing me to sign an OSSTF card?

Answered by *Hilary Campbell*: Professionally. Offer them information about ERFP. All Union activity is not permitted during the working day while on Peel Board property.

NOTES FROM Q&A:

14. We are hearing teachers have a reduction, we haven't heard about DECEs and TAs. Are we losing staff?

Answered by *Hilary Campbell*: The DECEs had 809 positions last year and have 809 positions next year. We do not know what will happen with the Ford Government, he has said he will keep full-day kindergarten for one year. We do not know what this is going to look like. There is a reduction in Elementary enrollment numbers, hence the reduction in Teachers. TAs - we have not gone through the allocation process yet. It is at the end of March. We do know that funding that we fought for in our last contract ends August 31st, 2019. This funding was for 60 permanent positions as we do not know the allocations yet, we do not know our numbers for TAs. As soon as the information is available, we will let the membership know. I have heard rumours of a 4% cut but I do not know where that is coming from.

15. What is our Union stance regarding the hiring freeze, the funding cuts and class sizes?

Answered by *Hilary Campbell*: We put out an e-mail requesting all members to send a response to the Government regarding their consultation. ERFP and OCEW both submitted responses. ERFP continues to bombard them with tweets., messages and e-mails.

NOTES FROM Q&A:

16. What is the process if another Union takes us over?

Answered by *Don Eady*: 3 months prior to the expiry of a Collective Agreement, is an open period. During this period members can vote to change Unions. How do you get that vote to happen? You need 40% of the bargaining unit to sign Union cards saying that they want to replace ERFP with “ABCD” Union. If they get that number of cards, then they file with the OLRB (Ontario Labour Relations Board), If they have got the number of cards they need, within a week a Labour Board supervised vote will take place probably during the working day at various school locations. They need 50+1 of those who vote to transfer the jurisdiction of the Union. For example, if 10 people vote and 6 are in favour of changing Unions, then the jurisdiction transfers to Union “ABCD”.

17. If I signed a card, can I retract it?

Answered by *Don Eady*: You can ask for it back. Sometimes they will return it, sometimes they won't. What you can do is send your name to the Executive and they will keep a list of those who want their cards returned. If “ABCD” Union file with OLRB, ERFP can submit this list of retractions for consideration.