



## ERFP General Meeting Minutes

**Tuesday April 30<sup>th</sup>, 2019**

Board Room, CBO

4:30pm

**Members Present:** 103 members

**Executive Present:**

Hilary Campbell (President)

April Bello (Acting 1<sup>st</sup> Vice President)

Natacha Verdiel (2<sup>nd</sup> Vice President)

Kim Liddle (Treasurer)

Marwa Attia (Acting Secretary)

Charmaine Wright (DECE Representative)

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

2. Acknowledgement of Land

3. Approval of Agenda: Tuesday April 30<sup>th</sup>, 2019 agenda was approved by Joanne Bell and seconded by Maryann Baran

4. Approval of Minutes of the Last Meeting: Wednesday March 27<sup>th</sup>, 2019 meeting minutes was approved by Michelle Smith and seconded by Pamela Lopes.

5. Report from Officers

**5.1 Proposed Budget 2019-2020 (Kim Liddle, Treasurer):**

- The 2019-2020 proposed budget was presented.
- Motion moved by Jeanette Manning and seconded by Donette Bobb.
- Motion passed.

**5.2 Dues Rate for 2019-2020 (Kim Liddle, Treasurer):**

- A motion was presented that the membership dues for 2019-2020 remain at 1.2 % gross pay.
- Moved by Billijo Bunnaman and seconded by Maryann Baran.
- Motion passed.

	<p><b>5.3 Accounting Firm Approval (Kim Liddle, Treasurer):</b></p> <ul style="list-style-type: none"> <li>• A motion was presented that Clarkson Rouble remain as the accounting firm for 2019-2020.</li> <li>• Moved by Filomena Sabrina Lowry and seconded by Jennifer Wice.</li> <li>• Motion passed.</li> </ul>
6. New Business	<p><b>6.1 TA and DECE Allocation and Voluntary Transfer:</b></p> <ul style="list-style-type: none"> <li>• Both the TA and DECE Voluntary Transfer Process remain on hold.</li> <li>• The Peel Board has not received the funding information for the TAs.</li> <li>• Peter Joshua (Director) sent out an e-mail anticipating they will receive the funding information by May 9<sup>th</sup>, 2019 and won't move forward with the TA Allocation/Voluntary transfer until they have received it.</li> <li>• When the DECE funding came through, 113 DECEs were to be surplus. They Board were able to fund 83 DECEs and the remaining 30 were surplus to region.</li> <li>• Kim and Hilary attended TA Allocation meetings at the Board office. The Board has reduced support for students for the following year. However, upon finishing the allocation process, we are currently short 14 TAs.</li> <li>• There is a need for more TAs but we are still waiting on the funding information.</li> <li>• In the contract extension, funding for 60 permanent TAs comes to an end on August 31<sup>st</sup>, 2019.</li> <li>• The special reserve funding for 50 LTOs was for 1 school year only (2018-2019).</li> <li>• Due to timing restraints, there may not be 3 rounds of the Voluntary Transfer Process for both TAs and DECEs. We are advising members to have their resumes ready if they are thinking of applying to other school locations as the Voluntary Transfer Process may be shortened as</li> <li>• We will continue to update the membership as more information becomes available.</li> </ul> <p><b>6.2 Offence Declaration Reminder:</b></p> <ul style="list-style-type: none"> <li>• You are required to complete the Offence Declaration by May 17<sup>th</sup>, 2019. Please complete it if you have not done so already.</li> <li>• A letter of termination will be given to those who do not complete it by the deadline.</li> </ul> <p><b>6.3 Charity Selection:</b></p> <ul style="list-style-type: none"> <li>• Nominations are now being accepted for the 2019-2020 charitable donation, please email April Bello at firstvp@erfp.ca</li> <li>• Deadline for submissions is May 14<sup>th</sup>, 2019.</li> <li>• There will be an online vote to select the charity for next year.</li> </ul>

	<p><b>6.4 CEAO – PRIDE Parade:</b></p> <ul style="list-style-type: none"> <li>• Please come join ERFPP at the Pride Parade on Sunday, June 23<sup>rd</sup>, 2019</li> <li>• We will send out more information regarding the details.</li> <li>• Transportation may be provided (school bus) if there is enough interest.</li> </ul> <p><b>6.5 Strike Information:</b></p> <ul style="list-style-type: none"> <li>• If ERFPP go on strike, benefits will be paid for by the Union.</li> <li>• Strike pay will be \$60.00/day. Picketing shifts will be 5 hours in length, totaling \$300.00 a week. All members who picket will receive payment.</li> <li>• In regards to OMERS, at this time we are still in the process of finding out information. We do not have any definite answers as we are in discussion with them. We want to give the membership accurate information. We will update the membership once we receive concrete information.</li> <li>• OSSTF have filed notice to bargain, ERFPP have not.</li> <li>• Hilary as Chair of OCEW is attending a meeting on May 1<sup>st</sup>, 2019 with CUPE, ETFO and EWAO at Don Eady’s office (ERFP Lawyer) to discuss bargaining plans. OSSTF are not able to attend the meeting, however they spoke to Don and have agreed to participate in information sharing going forward.</li> <li>• Hilary and Kim attended the Consultation meeting and OCEW are currently deciding whether they are going to file notice to bargain early or not.</li> <li>• We cannot go into strike action between now and August 31<sup>st</sup>, 2019. This includes Work to Rule.</li> <li>• We have attended several rallies. Please attend to show your support. Contact the ERFPP office for more information regarding the upcoming rallies at local MPP offices.</li> </ul>
7. Other Business	<p><b>7.1 DECE Representative:</b></p> <ul style="list-style-type: none"> <li>• Nominating Committee put the DECE Representative position out to the membership twice during the nomination period.</li> <li>• Charmaine Wright has been the Acting DECE Representative since November 2019.</li> <li>• During the election process she missed the deadline due to a family emergency</li> <li>• ERFPP have appointed Charmaine Wright as the DECE Representative.</li> </ul> <p><b>7.2 Bill 115 Remedy Dues Rebate – April 26<sup>th</sup>, 2019</b></p> <ul style="list-style-type: none"> <li>• The Bill 115 Remedy dues rebate was not seen as a refund on your paystub. If payroll put it as a refund, the amount would have been taxed.</li> <li>• Payroll deducted it from the total of your current dues paid.</li> </ul>

	<p><b>7.3 Job Reviews</b></p> <ul style="list-style-type: none"> <li>• The TA and BTA job review documents are almost completed. They will be in the edit phase in mid-may</li> <li>• There are more groups coming forward requesting job reviews. Hilary has started the Job Review process for them.</li> </ul>
<p>8. Reports from Committees</p>	<p><b>8.1 Professional Development</b></p> <p><b>TA Professional Development Update (Karen Del Ben):</b></p> <p>June 10<sup>th</sup>, 2019 - Elementary Professional Activity Day and Reporting Card Writing Day:</p> <ul style="list-style-type: none"> <li>• Motivational speakers Anthony Mclean and Tracy Schmitt will be guest speakers at Capitol Banquet Hall.</li> <li>• Anthony Mclean delivers lively presentations on mental health, diversity, bullying, and parenting. He has delivered hundreds of inspiring talks across Canada, the U.S. and Australia, and, as a respected voice in his field, appeared on CBC News, Global Toronto’s Morning Show, and Breakfast Television.</li> <li>• Tracy Schmitt is an engaging speaker focusing on motivational techniques who will empower and engross her every audience. Having traveled the world as a past aspiring Paralympian and Humanitarian, Tracy brings her award winning perspective and life experiences into each of her talks.</li> </ul> <p>June 10<sup>th</sup>, 2019 - Elementary Professional Activity Day and Reporting Card Writing Day (Other PDs Offered):</p> <ul style="list-style-type: none"> <li>• Modules 1-5, and Module 7 (both full-day and recerts).</li> <li>• Modules 1-4 will be rolling out, priority spots have been given to 2019-2020 selected PD facilitators, remaining spots will be open to all TAs.</li> <li>• First-aid in both North and South locations.</li> <li>• iPad Accessibility features training.</li> </ul> <p>June 28<sup>th</sup>, 2019</p> <ul style="list-style-type: none"> <li>• There will be limited PD as it is the last day.</li> <li>• More information to come.</li> </ul> <p><b>DECE Professional Development Update (Norheen Jaffrey):</b></p> <ul style="list-style-type: none"> <li>• Norheen sends her regrets.</li> </ul>

- No update.

### **8.2 Health and Safety (Natacha Verdiel):**

- Natacha thanked Wendy Aube and Kerri Presswood for their hard work on the Health and Safety committee this past year.
- Kerri and Wendy will be switching roles for the upcoming year. Kerri will be the Designate and Wendy will be the Alternate.
- Student related violence accidents have increased. Compared to this time last year, there are about 90 more. Incident checklists decreased. All violence Total: 7000 - 1000 of those causing injury.
- Workplace Violence online form is still in demo mode. We are asking members to familiarize themselves with this reporting form. Please go online and test it out using different scenarios.
- There is an option to submit feedback. We are strongly suggesting members submit feedback as soon as possible.
- We are still pursuing the Wellness Initiative – Natacha is chair on the sub-committee for Mental Health. The committee is still hoping to get a Psycho-social Risk Assessment completed.
- Hoping to set up “Meet and Greets” with all the designate and alternate workers as they are an extension of this committee, we have 100 of our members in these roles.

### **8.3 Resource Library**

- Alice and Gladys (committee members) attended the ERFPO office to be part of the Resource Library Demonstration that Union Strategies presented.
- It will be a very good online Resource Library once it is up and running.
- We are hoping to have it up and running by next year. We apologize for the delay.
- E-mail Alice or Gladys an e-mail if you are interested in any of our resources or have any questions regarding our Resource Library: [resource@erfp.ca](mailto:resource@erfp.ca).

### **8.4 Awards Committee**

- “Save the Date” for the Awards Appreciation Gala is on November 7<sup>th</sup>, 2019 at Millennium Gardens.
- Members planning to attend must submit at \$50.00 post-dated cheque. The cheque must be dated for the day of the gala. The cheque is to ensure that those who rsvp, attend. Members will be given back their cheque at the gala. The cheque will only be cashed if a member does not show up.
- Official invites will go out mid-May.

- There will be an FAQ posted on our website.

### **8.5 STPDL (Kim Liddle):**

#### TA/BTA:

- YTD: 660 approved, total of \$223,309.89
- Popular PDs/Conferences include: Psych and Social Work Conference, CEC, Various Autism PDs, Toronto Educator's Conference, ASIST, Mental Health First Aid and Who Me A Leader.

#### DECE:

- YTD: 318 approved, total of \$111,807.56
- Popular PDs/Conferences include: Psych and Social Work Conference, Foundations of Leadership of Implementation Programming, Various Autism PDs, Reading for the Love of It, Toronto Educator's Conference and Having Courageous Conversations

We are still waiting on the role over from the pot. However, there are plenty of funds for both TAs and DECEs. If there is conference or workshop that you are interested in, please fill out the form and send the original via courier. If it is time sensitive, please call the office and arrange to come in and meet with Kim Liddle. Professional Development taking place in the summer/nights and weekends can also be approved. Please contact Kim at [treasurer@erfp.ca](mailto:treasurer@erfp.ca) for more information.

### **8.6 Committee Sign-up (Nominating):**

#### Standing Committees Available:

Constitution: 1 position

Registration: 10 positions

Stewards: Open

#### Ad-Hoc Committees Available:

Strike Committee: As many

Negotiating Committee: 2 TAs (1 secondary, 1 elementary). 1 DECE, 1 Casual.

#### **Strike Committee:**

- A motion to form a Strike Committee was presented.
- Motion moved by Michelle Smith and seconded by Cindy Hunter
- Motion passed.

	<ul style="list-style-type: none"> <li>• Charmaine Wright will be the Chair of this committee.</li> <li>• Stewards by default will be part of this committee.</li> <li>• Members with medical accommodations will be accommodated during a strike. Natacha is aware of who they are and will be tailoring roles they can fulfil within their restrictions.</li> </ul> <p><u>Roles and responsibilities of the Strike Committee:</u></p> <ul style="list-style-type: none"> <li>• Picket captains</li> <li>• Scheduling</li> <li>• First aiders</li> <li>• Booking permits</li> <li>• Parking – finding locations where members can park.</li> <li>• Attendance – Sign-in, sign-out.</li> <li>• Updating the Strike policy.</li> </ul> <p><b>Negotiating Committee:</b></p> <ul style="list-style-type: none"> <li>• A motion to form a Negotiating Committee was presented.</li> <li>• Motion moved by Jennifer Wice and seconded by Kate Wynne</li> <li>• Motion passed.</li> </ul>
<b>Next Meeting Date</b>	TBD
<b>Adjournment</b>	Meeting adjourned at 5:53pm