



ERFP General Meeting Minutes

Wednesday November 21, 2018

Board Room, CBO

4:30pm

Members Present: 94 members

Executive Present:

Hilary Campbell (President)

Laura Smith (Acting 1st Vice President)

Natacha Verdiel (2nd Vice President)

Kim Liddle (Treasurer)

Marwa Attia (Acting Secretary)

1. Call to Order: The meeting was called to order at 4:36 pm.

2. Acknowledgement of Land

3. Approval of Agenda: Wednesday November 21st, 2018 approved by Joanne Bell and seconded by Jeanette Manning

4. Approval of Minutes of the Last Meeting: Thursday October 18, 2018 agenda was approved by Bradley Lourenco and seconded by Tony MacDonald

5. Report from Officers

5.1 Health & Safety (Natacha Verdiel)

- There have been two critical injuries this year. First one involved a casual member at Parkholme Secondary School where Health and Safety committee did an inspection and the Peel District School Board has accepted the recommendations made. The second critical injury took place at Applewood School. The Ministry of Labour is involved in this case and it is currently ongoing.
- There have been two work refusals at two different locations. The first one was resolved to the member's satisfaction. The second one is still ongoing and it involved 4 TAs and 3 OCTs.
- Health and Safety committee are still pursuing Mental Health initiatives.
- There will be pop-up sessions and training to identify violent hazards.
- Please continue to fill out accident reports. The system has not changed as of yet. Continue to go through administrators to have them filled out until you are able to complete them yourselves.

	<ul style="list-style-type: none"> Looking to set up pop-up sessions with designated and alternate workers to increase hazard identification in relation to violence as well as to strengthen communication with the committee
6. New Business	<p>6.1 Cannabis Training (Hilary Campbell)</p> <ul style="list-style-type: none"> Union Executive members have all been invited to attend the Cannabis training that included other board members (Principals, Vice Principals, Superintendents etc.). It is illegal to smoke anything including vapes on school property. You must be 20 meters away from school board property. You cannot be impaired while working. If for any reason, you have been prescribed medical marijuana, please speak to Natacha prior to disclosing it to anyone else. There are specific steps to take and she will help you through the process. <p>6.2 OMERS (Kim Liddle)</p> <ul style="list-style-type: none"> The OMERS workshop scheduled for November 26, 2018 has been changed to December 10, 2018. An e-mail to those signed up for it will be sent out. The new session will be available to additional members as we have increased the group size. There will be a spring session in May 2019. OMERS Sponsorship Corporation (SC) was looking at a review over the last year. On November 15th, 2018 it was presented to the SC Board of Directors for approval. The changes are as follows: <ol style="list-style-type: none"> The 35 year credit cap for the credited service has been eliminated. Allow paramedics to negotiate NRA 60 participation (Normal Retirement Age) <p>6.3 Peel Site</p> <ul style="list-style-type: none"> The board has given ERFPP their own chicklet on the Sharepoint page. Marwa is working on uploading resources and forms to the ERFPP chicklet to give members easy access. Any confidential information will remain on our own website. Only ERFPP members will be able to view. It will not be made available for anyone that is not an ERFPP member.
7. Other Business	<p>7.1 Pay Equity (Jodi Martin, Paliare Roland)</p> <ul style="list-style-type: none"> Presented to the membership the history and status of the Pay Equity claim. <p>7.2 Professional Development (Karen Del Ben)</p> <p>Geneva Centre:</p> <ul style="list-style-type: none"> Fall sessions of Principles of ABA and Autism Intervener Certificate have wrapped up Next sessions will be available registration beginning of December for the January classes <p>Coordinating Principal Position:</p> <ul style="list-style-type: none"> Trustees approved the appointment of Craig Cooper to the role of Coordinating Principal, Equity and Inclusion, Special Education Support Services. He will be overseeing the roll out of the TA modules, PD etc. <p>PD Day feedback:</p>

- CPI- if your card has expired, you are required to do a full day training session.
- There were a lot of people that turned up at RECERT sessions with very expired cards, CPI instructors will be sending staff to either a different location for Full day training or back to your school
- Karen cannot contact each person who's card is about to expire or catch every person that registers wrong, please be aware of your expiry date, do not leave your recert to the last minute.

DECE Professional Development (Norheen Jaffrey):

- The Early Years Collaborative has many upcoming pop up sessions such literacy and mathematics, self-regulation and many more. Please register on Frontline.

7.3 Bill 115 Remedy (Hilary Campbell)

- Payment will be in February
- An agreement has been made with the board for members working at year-round schools. Their payment will be made either prior or after the original date to avoid it affecting those members' employment insurance claims.
- Permanent members that worked during 2012-2013 and 2013-2014 are eligible for the Remedy payment including those who were on maternity/statutory leaves.
- Payments will be prorated for those who were half-time permanent during those years mentioned.
- Permanent members only. Casuals will not be included as there is no way of knowing how many days or hours they contributed during those years.

7.4 DECE- Vacation Overpayment

- The email to members effected has not yet gone out. Hilary continues to contact Human Resources to ask when this will be sent out. Payroll has stated they will send the e-mail soon.
- Agreement has been made with the board that the overpayment will be deducted when the remedy payment gets deposited in February.
- Members who's overpayment is greater than what they are expected to receive will be offered a repayment plan as an option. Those members have been notified.

7.5 Toys For Tots

- Peel Regional Police are not available today to pick up the toys.
- Members of the Executive will drop off the toys to the police station.
- If members would like to donate a toy, send an email to make drop-off arrangements at the ERFPO office.

7.6 United Way

- Donations being accepted

	<ul style="list-style-type: none"> • A “pop socket” from The Personal are being given as a token of appreciation to those who have donated.
8. Reports from Committees	<p>8.1 Resource Library</p> <ul style="list-style-type: none"> • “Link For Fun” Food Groups and Animals. • These resources are great as it is interactive with an IPAD through a free app. • Online library should be up and running by January 2019. Stay tuned for updates. <p>8.2 Nominating Committee</p> <ul style="list-style-type: none"> • 2018-2019 is an election year. • You will be able to put your name forward in February • All members are encouraged to run for positions in the Executive.
Next Meeting Date	March 27 th , 2019 Board Room, CBO 4:30 p.m.
Adjournment	Meeting adjourned at 6:35pm