



## ERFP General Meeting Minutes

**September 23, 2019**

Board Room, CBO

4:30 p.m.

**Members Present:** 102

**Executive Present:**

Hilary Campbell (President)

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

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

Kim Liddle (Treasurer)

Paulina Medeiros (Acting Secretary)

John McHenry (OPSEU Staff Representative)

**1. Call to Order:** The meeting was called to order at 4:33 p.m.

**2. Acknowledgement of Land:** Hilary

**3. Statement of Respect:** Natacha

**4. Approval of Agenda:** September 23, 2019 agenda was approved by Laura Sullivan and seconded by Bradley Lourenco.

**5. Approval of Minutes of the Last Meeting:** April 19, 2019 minutes were approved by Tracy Letts and seconded by Monica Kruger.

**Special Presentation**

Brian Hobbs from the Peel Learning Foundation

- The Peel Learning Foundation provides Peel District School Boards' students resources that help them overcome barriers related to poverty such as food, backpacks, basic school supplies, etc.
- Students at Applewood and Parkholme assemble backpacks for students in need.
- They are asking for our support and there are many ways to donate including payroll donations.
- For more information, please contact [brian.hobbs@peelsb.com](mailto:brian.hobbs@peelsb.com) or go [www.PeelLearningFoundation.org](http://www.PeelLearningFoundation.org)

<p><b>5. Report from Officers</b></p>	<p><u>5.1 Health &amp; Safety (Natacha Verdiel)</u></p> <ul style="list-style-type: none"> <li>• Currently rewriting Health &amp; Safety Module.</li> <li>• Safety Plans (NEW) – Safety plans will be available to all members, and staff. We strongly recommend that you take the time to read and get to know your student’s safety plan. Members are now to be involved in writing safety plan.</li> <li>• Workplace Incident Reporting has officially gone live and members can now report incidents online. It can be time consuming but extremely important to complete them every time there is an incident, please also remember to report any attempt and threats.</li> <li>• Link to the Work Incident Report on the Peel Board website. <a href="https://intranet.peelschools.org/hr/ir/employee/Pages/default.aspx">https://intranet.peelschools.org/hr/ir/employee/Pages/default.aspx</a></li> </ul>
<p><b>6. Reports from Committees</b></p>	<p><u>6.1 STPDL – (Kim Liddle)</u> NEW STPDL CRITERIA for 2019 /2020 as follows:</p> <ul style="list-style-type: none"> <li>• available for active members or members on a statutory leave</li> <li>• \$800.00 per permanent full-time employee with a maximum three day supply coverage</li> <li>• \$400.00 per permanent half-time employee with a maximum of three half day supply coverage</li> <li>• Pilot - \$200.00 per full time LTO employee with a maximum of one day supply</li> <li>• Pilot - \$200.00 per half-time LTO employee with a maximum of one half day supply</li> <li>• Pilot - \$200.00 per casual employee with no supply</li> <li>• <b>NOTE</b> – Members holding more than one position are only entitled to one of the above, whichever is greater.</li> </ul> <p><u>6.2 Awards Gala (April Bello)</u></p> <ul style="list-style-type: none"> <li>• November 7<sup>th</sup>, 2019 at Millennium Gardens Banquet Hall.</li> <li>• It will be a semi-formal event and we encourage you to attend.</li> <li>• Number of attendees is 300 and we currently are half-full.</li> <li>• Send your RSVPs and cheque into ERFPO office ASAP to guarantee your spot.</li> <li>• Please submit any queries to awards <a href="mailto:awards@erfp.ca">awards@erfp.ca</a>.</li> </ul> <p><u>6.3 Resource Library (April Bello)</u></p> <ul style="list-style-type: none"> <li>• We are still working on getting our resource library up and running and it should be available to all members soon.</li> </ul>
<p><b>7. New Business</b></p>	<p><u>7.1 Bargaining Update/Strike Committee (Hilary Campbell)</u></p> <ul style="list-style-type: none"> <li>• A teleconference was held with the government on August 14, 2019.</li> <li>• We cannot divulge what we will be bargaining for and this is normal practice. Based on the feedback from our members during our Town Hall information meetings our members are asking for higher wages, supervision caps, planning time and benefits (raise paramedical limits).</li> <li>• Good news – permanent members can now apply to Level 4 to Level 5 LTO positions.</li> </ul>

- OPSEU strike pay is \$40.00 per day for a minimum of 4 hours, plus \$10.00 per day per dependent.
- At 4 weeks, it will change to \$60.00 per day plus \$10.00 per dependent.
- ERF Executive has agreed to match OPSEU strike pay. Therefore, \$80.00/day, and \$20.00/dependent.
- A strike vote will take place by the end of October 2019. A strike vote means you are supporting your bargaining team and our goal is 100%. We need a strong mandate, which gives us a strong bargaining position.
- **Please vote YES to a strike.**

#### 7.2 Open Executive positions (Hilary Campbell)

- By-election will take place for the position of Secretary and DECE Representative.
- Paulina Medeiros is acting Secretary.

#### 7.3 Pay Equity

- We are still working toward job descriptions for TA's and BTA's. They have been submitted to the Board and have not had a response as of yet.

#### 7.4 CPI On-line training (Natacha)

- New online CPI training for Teachers and DECEs, will be for information purposes only.
- This is not a certified course and does not replace current CPI training for TA's and BTA's.

#### 7.5 New Membership Cards (Hilary Campbell)

- New membership cards were ordered and will be distributed to members when they are received.
- We are hoping they arrive before the strike vote.

#### 7.6 ERF/OPSEU Roadshow meetings (Hilary Campbell)

- Several meetings have been booked according to family of schools.
- Please refer to our website, with locations and times, reminder emails will be sent to members.
- We strongly encourage members to attend.

#### 7.7 Form B (Hilary Campbell)

- All members were recently emailed a strike form with two attachments titled "Form B".
- The first attachment is the instruction page and the second attachment is the Form members need to complete.
- Please ensure your form is complete and sent to our office as soon as possible.
- If you are listing dependents on the form, please provide proof of dependents where required.

<b>8. Other Business</b>	<p>8.1 <u>Professional Development: ( Karen Del Ben)</u></p> <p><u>Geneva Centre</u></p> <ul style="list-style-type: none"> <li>• 4 Courses of Autism intervener and 2 Courses of Principles of ABA will be offered in 2019-2020</li> <li>• Fall courses are now full</li> </ul> <p><u>Modules 1-4- September 24 PD Day</u></p> <p>Sessions are now running both North and South on PD Days All staff must retake them which has made sessions fill extremely quickly</p> <p><u>PD Day feedback</u></p> <ul style="list-style-type: none"> <li>• Going forward no session will have a waitlist as this brought confusion to participants on whether or not they could attend the session</li> <li>• Please do not call or email asking me to squeeze you in a session, doing so would be inequitable to anyone else that wanted to attend and could not. In addition, when booking locations and rooms, there are only so many spots that I can offer due to space restrictions.</li> <li>• Also do not just show up at a location- if you have not registered you will be asked to go back to your school</li> <li>• If are unable to attend a PD session you have already signed up for, please drop it as soon as possible. Those that do not drop a session that they did not attend will receive a letter (with a copy going to your principal) from the superintendent asking about your whereabouts on the PD Day.</li> </ul>
<b>Next Meeting Date</b>	October 21, 2019 in the Board Room, CBO 4:30 p.m.
<b>Adjournment</b>	Meeting adjourned at 6:11 p.m.