



ERFP General Meeting Minutes

October 21, 2019

Moved to Mississauga Room due to technical Issues

4:30pm

Members Present: 88

Executive Present:

Hilary Campbell (President)

April Bello (1st Vice President)

Natacha Verdiel (2nd Vice President)

Kim Liddle (Treasurer)

Paulina Medeiros (Acting Secretary)

PD Facilitator:

Karen Del Ben

1. Call to Order: Hilary called the meeting to order at 4:41pm

2. Acknowledgement of Land: Hilary

3. Statement of Respect: Natacha

4. Approval of Agenda: The October 21, 2019 agenda was approved by Tracy Letts and Laura Smith.

5. Approval of Minutes of the Last Meeting: The September 23, 2019 minutes were approved by Laura Sullivan and Jennifer Wice.

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| <p>6. Reports from Officers</p> | <p><u>6.1 Audited Financial Statement (Carlo Tenuta, Partner Clarkson Rouble LLP Chartered Accountants)</u></p> <ul style="list-style-type: none"> ● Reviewed audited Statement of Operations. ● Reviewed Statement of Financial Position. ● Issued a clean audit. <p><u>6.2 Health & Safety (Natacha Verdiel)</u></p> <ul style="list-style-type: none"> ● The Ministry of Labour has developed a school response team with 3 (three) Inspectors assigned to the Peel Board. ● Inspectors will be working closely with us, and this will help us increase our ability to support our members. ● Previously, Natacha was notified when there was an issue, they are now using designated workers at your school. ● Please let Natacha know if there is a work refusal or any other issue at your school, as she no longer gets the reports. ● Designated Workers will be invited to attend a meet and greet. Please call Natacha for more information. ● New statistics from WSIB stating that EA's are the most injured in the workplace, surpassing nurses and police officers. ● MOL is taking actions to support us and can write orders that are focused on prevention. |
| | <p><u>6.3 Strike Vote – Bargaining Update (Hilary Campbell)</u></p> <ul style="list-style-type: none"> ● Hilary apologized for having only one day for members to vote. The cost of renting the venue for one night was very expensive. ● The strike vote is scheduled for Wednesday October 23, 2019, at the Paramount Centre (formerly Hershey Centre) located at 5500 Rose Cherry Place in Mississauga. Doors will open at 3:30pm allowing members to start registering. There will be a quick info meeting for members from 4:30pm to 5:30pm and then voting will begin and run until 8:00pm. Members will receive 2 (two) ballots; 1 (one) for Central and 1 (one) for Local. ● There will only be 3 (three) entrances for voting, and members must enter by alpha. If members do not go through the correct door, we will not be able to register you and you will be asked to re-enter through your correct alpha door. We will have volunteers posted at each door directing and guiding our members. ● This strike vote does not mean we are going on strike, it does however; give the bargaining team a strong mandate and the ability to stand strong against the Government and Peel District School Board. ● We are asking members to vote yes to support your bargaining team. ● Central Bargaining dates are November 14, 26, 27 and December 10, 16, and 17th, 2019. ● OCEW has filed for conciliation; we will not be in a position to strike including work to rule before November 27th. |
| <p>7. Reports from Committees</p> | <p><u>7.1 Awards Gala (April Bello)</u></p> <ul style="list-style-type: none"> ● The November 7, 2019 Awards Gala is now full. ● This is a semi-formal event and we are asking members to dress appropriately. ● We look forward to spending an important, well-deserved and fun evening with our members. |

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| | <p><u>7.2 Nominating-By-Election Information (Hilary Campbell)</u></p> <ul style="list-style-type: none"> • An email will go out to the membership in a few days with a timeline for the Secretary and DECE Representative positions. Timelines will be very quick and we encourage all members who qualify to consider applying. <p><u>7.3 Resource Library (April Bello)</u></p> <ul style="list-style-type: none"> • We are still working on getting our resource library up and running and it should be available to all members soon. • April chose the book Lost at School by Ross Greene as the pick of the month. |
| <p>8. New Business</p> | <p><u>8.1 Toys for Tots (Hilary Campbell)</u></p> <ul style="list-style-type: none"> • Once again, we are participating in Toys for Tots in hopes of putting a smile on children’s faces for Christmas. Police Officers will pick up toys at our next General Meeting scheduled on November 25, 2019. Please take flyers with you to post at your school location and pass on to your colleagues/family members to help kids have a better Christmas. <p><u>8.2 Pay Equity – Job reviews (Hilary Campbell)</u></p> <ul style="list-style-type: none"> • The Board refused the three (3) job reviews submitted to them. • Hilary has forwarded their denial to the lawyer to determine our next steps. • Hilary read the reply she received from Jamie Robertson to the membership, stating we did not meet requirements and that the TA classification will remain at the current level. <p><u>8.3 Form B - Strike Forms (Hilary Campbell)</u></p> <ul style="list-style-type: none"> • Form B’s have been distributed to all members to complete in case of a strike. If you have not submitted your Form B for strike pay, please submit it right away. If you want strike pay, you must complete the form and send it in ASAP. • Emails have gone out to those with errors to confirm information. • Please remind your colleagues to send in their forms. <p><u>8.4 TA & DECE Appreciation Day (Hilary Campbell)</u></p> <ul style="list-style-type: none"> • Both the TA/DECE Appreciation day and the Awards Gala fall on November 7, 2019. • There was a request to change the DECE appreciation day to the same day as National Day. Unfortunately, we cannot change the date this year because it was already been approved. • Posters for the TA/DECE Appreciation day will be available in November and distributed to schools when they arrive. |

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| | <p><u>8.5 Rally Info (Hilary Campbell)</u></p> <ul style="list-style-type: none"> • Please join us for a NO CUTS TO EDUCATION rally at our MPP offices on Friday October 25, 2019 from 3:30pm to 4:40pm. There are two (2) locations, one at the Mississauga MPP Office located at 10 Knightsbridge Garden Circle and another at the Brampton MPP Office located at 10 Gillingham Drive. • An email will go out to all members tomorrow and you can find information on our website as well. • A strong presence is key in getting our message across, and we hope to see you there! <p><u>8.6 New Level 5 position (Hilary Campbell)</u></p> <ul style="list-style-type: none"> • A new position called “Climate for Learning and Working” will be available for members; it is a Level 5, LTO position. Candidates applying are required to have their CYW. We encourage all qualified members to apply for this position. • A motion that ERFPP pay half the wage and benefits for the “Climate for Learning and Working position from STPDL funding for 1 (one) year. Motion was moved by Billy Bunniman, and seconded by Tracy Letts. • The motion was passed. |
| <p>9. Other Business</p> | <p><u>9.1 Professional Development: (Karen Del Ben)</u></p> <p>Mentor Program</p> <ul style="list-style-type: none"> • 2019-2020 mentors and mentees have been selected and emailed, and the first meeting date was last week. • There were not enough new hires that applied for the program; therefore, not all mentors were matched with a mentee. <p>Geneva Centre</p> <ul style="list-style-type: none"> • The first Autism Intervener course started this evening. • The second course for next week will be rescheduled to accommodate strike votes. <p>September 24 PD Day</p> <ul style="list-style-type: none"> • Went well and there were only 16 (sixteen) no shows which is a huge improvement from the previous year. <p>October 11th PD Day</p> <ul style="list-style-type: none"> • Lots of positive feedback regarding the new modules. • Still processing attendance from the sessions. <p>PD Day feedback</p> <ul style="list-style-type: none"> • PD sessions will no longer have a waitlist because this brought confusion to participants on whether or not they could attend the session. • Please do not call or email asking if you can be squeezed into a session, doing so would be unequitable to anyone else that wanted to attend and could not. When booking locations and rooms, spots are limited due to space restrictions. • Do not show up at a location if you have not registered, you will be asked to go back to your school. • If you are unable to attend a PD session you have already signed up for, please drop it as soon as possible. Members, who do not drop a session that they did not attend, will receive a letter (with a copy going to you Principal) from the Superintendent asking about your whereabouts on the PD Day. |

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| | <p>9.2 <u>New Hires information Meeting November 13, 2019 (Hilary Campbell)</u></p> <ul style="list-style-type: none"> • The New Hires Meeting scheduled for November 13, 2019 will be posted on frontline. <p>9.3 <u>Member (Mehar Abassi)</u></p> <ul style="list-style-type: none"> • Mehar is organizing a tour in collaboration with the Aga Khan Museum in Toronto. • The tour is called Caravan of Gold, Fragments in Time: Art, Culture, and Exchange across Medieval Saharan Africa. • Educators have free entry with their ID card, and will pay only \$10.00 for the tour. • Each tour consist of 25 visitors. • Tour will be take place after work and carpooling is encouraged. • Mehar is waiting to hear from Shanoor from Agha Khan Museum to provide a date. • Please contact meharabbasi5@gmail.com for more information. |
| Next Meeting Date | November 25, 2019 in the Board Room, CBO 4:30pm |
| Adjournment | Meeting adjourned at 6:05 p.m. |