



District 17 Simcoe

REPORT OF THE PRESIDENT

TO: EA/DECE Executive Meeting

DATE: January 12, 2015

FROM: Patty Coates – Bargaining Unit President

SENIORITY LISTS

The Seniority Lists for the 2014/2015 school year have been sent to school reps. We ask that the seniority lists are not photo-copied nor left lying around. The school rep should have the only copy and should provide opportunity for members to view the list anytime they request to do so. If a member has a concern with their seniority date they are to contact their union office.

TRANSFERS

Educational Assistants

The Transfer Request Form for the 2015/2016 school year has been posted to Firstclass in the Board Office Services icon under Human Resources/forms/Educational Assistants. Note that members ONLY complete the form if; they wish to move schools or, would like to increase their FTE from .5 to 1.0. The Transfer Request Form will be available from January 1st to May 15th.

Designated Early Childhood Educators

Last year DECE members used apply-to-educate to indicate if they wish to transfer from one school to another. It has been determined moving forward that DECE's will use a paper Transfer Request Form to indicate the desire to move to another school. The Transfer Request Form will be available for DECE's from March 1st to April 15th on Firstclass in the Board Office Services icon under Human Resources/forms/DECE. In addition, it most likely will be posted in the DECE conference.

PAY EQUITY

As you are aware the SMCD SB had decided that they believed that the process we used for Pay Equity was flawed. Because of this we put in a complaint to the Pay Equity Commission. Our OSSTF Lawyers, OSSTF representative, EA/DECE President Patty Coates and O/C President Suzanne Conley-Cholak met with the Board and a Pay Equity Review Officer on October 28, 2014 in Barrie. We are following the process as set out by the Pay Equity Act and the Review Officer.

SMCDSB ATTENDANCE SUPPORT PROGRAM

The SMCDSB has decided to enforce their Attendance Support Program. Members who have reached the board's absenteeism ten (10) day threshold for the school year will receive a letter. If a member has an ongoing medical condition which may result in attending medical appointments during the work day (members are encouraged to book appointments after their regular work hours where possible) it is in the best interest of the member to provide the board with a note from their doctor. The note only needs to indicate you are under the care of a medical practitioner; members are not under any obligation to disclose the nature of any medical condition and neither is the doctor. You are entitled to have union representation at any meeting to discuss your attendance.

It is always wise to contact your union office to seek advice and possible representation.

BUS CANCELLATION DAYS

In December, the Director of Education issued a letter to ALL staff with regards to the Board's policy and procedure for bus cancellation days. The content of the letter is in-line with the language we have in our collective agreement. We would like to highlight that members are expected to attend work when busses are cancelled and attempt to make their way to work or to the closest school when the roads and weather conditions allow a member to do so safely. The intent of the language is not to force anyone to travel to work when the roads and weather conditions are unsafe. However; there are still members who stay at home using the inclement weather code for reasons which are not acceptable.

It is always wise to contact your union office to seek advice and clarification.

LABOUR MANAGEMENT MEETING

On December 17, 2014 your Bargaining Unit Representatives met with the SMCDSB to discuss issues which pertain to Educational Assistants and Designated Early Childhood Educators. The following items were discussed:

- Toileting – Role/responsibilities
- Lack of Supplies – Positions not being filled/not enough DECE Supplies
- Full Day Kindergarten Program – Not being implemented properly, issues with teams, communication and other issues related to the program
- Safe Workplace Plans – Implementation, not following the process properly
- Incident/Accident Forms/Safe Schools Forms (Bill 157)
- Additional Hours/Over-Time
- Attendance at Staff Meetings
- Transfer Process for DECE's
- SERT'S Role
- Distribution of the 16 Minutes/general supervision
- Keys for Staff
- Professional Development Training

Another meeting will be scheduled for the New Year

BARGAINING UNIT EMAIL BLASTS

Your Bargaining Unit Executive sends out E-MAIL BLASTS to members with important or pertinent information. It is vital that we have an updated e-mail address for all members especially new and supply members. Please forward updated or new e-mail addresses to julie.lapierre@d17.osstf.ca

Recent E-MAIL BLASTS include:

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| • Last Chance to Register (Mental Health Workshop | November 11, 2014 |
| • OSSTF provincial Bargaining Bulletin – Support Staff | November 14, 2014 |
| • AMPA Application Deadline Date | November 25, 2014 |
| • Shine the Light Event | November 28 2014 |
| • Board’s Attendance Support Program | December 15 2014 |
| • December Newsletter | December 18, 2014 |

DISTRICT EXECUTIVE COUNCIL

Our District Executive Council (DEC) meeting was held on December 2, 2014. Presidents from the six bargaining units, an additional member from each bargaining unit, the district treasurer and chairs of the district committees attended the meeting. Each Bargaining Unit, the District Treasurer and Committee Chairs report to DEC. Main topics of discussion included; Approval to purchase additional tables for the meeting rooms, personnel matters and, a suite for AMPA 2015.

PROVINCIAL COUNCIL

This is a Provincial OSSTF/FEESO meeting where all Bargaining Unit Presidents come to Toronto to discuss issues, pass policy motions along with deal with action motions, receive reports and have an opportunity ask questions to the Provincial Executive. The last meeting of Provincial Council took place on Friday, November 14 2014 in Toronto. Our next meeting is Friday, January 30, 2015.

DISTRICT STANDING COMMITTEES

Any member is invited to attend District Standing Committee meetings. There are three main committees; the Political Action Committee, the Human Rights Committee and the Status of Woman Committee. The chairperson of each committees reports to the District Executive Council on committee activities. All standing committee meetings are held at the District Office and the dates are posted on the District website: www.d17.osstf.ca

SMCDSB WELLNESS COMMITTEE

The Board has developed a new icon on Firstclass under News and Notices called Employee Wellness. This icon will house information on wellness with articles on pertinent topics.