

OSSTF District 10
Lambton Kent

ANNUAL MEETING OF THE
DISTRICT ASSEMBLY

REPORTS

May 15, 2024



OSSTF/FEESO
District 10

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Preliminary Report on Elections of District Executive to the Annual Meeting of District Assembly OSSTF District 10

As of April 4, 2024, the following on-time nominations for District Executive positions have been received:

PRESIDENT *One to be elected*

- Jennifer Kumpf

VICE-PRESIDENT *Two to be elected*

- Meighen McGregor
- Andy McLean

TREASURER *One to be elected*

- Avinash Manju Ghosh

EXECUTIVE OFFICER *Two to be elected*

Strategic Action Plan (SAP) 2024 - 2025

to the Annual Meeting of District Assembly

OSSTF District 10

Since 2019, the District 10 Strategic Action Plan has referenced member engagement as a key priority. After a break from Strategic Action Plans recently, the current District Executive has been focused on member engagement in their work. A “New Member Engagement Ad Hoc Committee” was struck and formalized planning recently got underway. While the Ad Hoc work targeted ways to get “new” members involved, the committee members also recognized a need for re-engagement with all members, regardless of their hire date. The following is a three-part plan Strategic Action Plan the Executive is recommending to AMDA for approval to address a key issue facing District 10—member engagement.

1. A To-Be-Named Member Newsletter

This newsletter would be tied to pay periods (21 issues a year), authored by Executive members, and will spread awareness of topics such as:

- a. Important Collective Agreement provisions
- b. Provincial Memos and opportunities
- c. Upcoming dates of events
- d. Branch/Committee information or constitutional information
- e. “Did you know” information sharing
- f. Solidarity spotlights, highlighting contributions of members
- g. Short member surveys, with a commitment to provide outcome and next steps

COST: \$1000 (\$500 for software and \$500 for engagement prizes) already in the budget

2. Federation Friday Social Activities

The first Friday of each month an all-member social activity will be offered. The Federation will pay for snacks/food and the event will rotate to 10 various locations around the District. Do you have a usual hang out with colleagues after work on Fridays or after special events? Let’s share this local business with other members and meet up!

COST: \$2500 already in the budget (reimbursed from Provincial Office funding)

3. Direct Member OSSTF On-Boarding

Tied to the school visit schedule in the fall, time-released District staff will meet with new (less than 10 years) members and Branch Presidents. In an after-school meeting, the school and local leaders will provide OSSTF-specific training and information to new members regarding such topics as:

- What does the union do?
- Contractual rights and obligations
- Benefits, Pay, and Pensions
- Navigating member to member issues
- and many more.

COST: \$0 Already in the budget

This three-part approach aims to build member engagement gradually, with instructional and social components to ensure District 10 is an engaged and informed membership. There is power in many, and with all members becoming more aware of their rights, responsibilities, and collective *solidarity*, the federation’s strength will grow.

PRESIDENT'S REPORT

to the Annual Meeting of District Assembly OSSTF District 10

Appreciation is extended to all those delegates and guests in attendance at the 2024 Annual Meeting of the District Assembly (AMDA) and for those additional members reviewing these materials. The AMDA provides an opportunity to come together and reflect on the past year, to celebrate our accomplishments, and to set goals for our future. Member engagement with the Federation is reflective of our collective strength—***every single member, coming together in solidarity, is “the union”***. This has been a school year yet again founded in transformation. These changes are reshaping the educational landscape you continue to navigate with professionalism and dedication every day, in providing exemplary services to students in your classroom and school communities.

CONTRACT NEGOTIATIONS 2022-2026 UPDATE

The last 2019-2022 Collective Agreement expired on August 31, 2022 and we have been working under status quo conditions since that time. Within the Voluntary Binding Interest Arbitration (VBIA) model members voted to approve in the fall of 2023, central negotiations remain ongoing via interest arbitration at the Teacher/Occasional Teacher table. As was announced in April 2024, District 10 members have ratified the local terms of the Collective Agreement, which leaves us in a unique position since the advent of the School Boards Collective Bargaining Act (SBCBA) in 2014 where we have a local agreement prior to a central one. Once a “full” Collective Agreement is available, it will again be posted on our website for unrestricted access by members.

Members continue to be encouraged to keep themselves informed of various opportunities to provide their input and feedback on negotiations, as preparations for the next Collective Agreement are on the horizon.

PROFESSIONAL SERVICES

Throughout the past school year, the District Office coordinated various local and regional workshops based on member needs and requests to help educate and inform our members. In 2023-2024, OSSTF workshops were provided regarding retirement planning, financial planning, pregnancy and parental leaves, training specific to those in local leadership roles, and more.

In addition, District 10 had several members attend local, regional, and provincial conferences, trainings, and meetings on the following: Health and Safety, Protective Services, Communications/Political Action, Educational Services, Status of Women, Human Rights, Organizing Institute, Equity Mentorship, Ontario Federation of Labour, OSSTF Union Training Academy, Presidents’ Summer Symposium, OTIP LTD, pre-AMPA, AMPA, and many other OSSTF-sponsored and endorsed workshops. This wider experience enriches our District and benefits our members and our school communities.

MENTAL HEALTH AND WELLBEING

The mental health and well-being of members and their families continues to be critically important. Access to Family Service Kent and Family Counseling Centre services is available to eligible District 10 members and their families through the Employee and Family Assistance Program (EFAP), as provided in the Collective Agreement. Details regarding the EFAP can be found on the District 10 and LKDSB websites.

Continue on next page

Additionally, members are reminded of various mental health services available through OTIP, as the OSSTF benefits provider, to permanent and eligible occasional members. Information on these services can be found under the OTIP section of our local website’s “Publications” page. Members are encouraged to access these professional and confidential resources.

THANK YOU

I want to publicly extend sincere appreciation to those who have served on local Branch Executives this year. Branch Presidents, as school-based leaders, are acknowledged for their ongoing work on behalf of the membership:

| | | | |
|------|---------------------------|-------|------------------|
| AMSS | Joeleen DeGurse-MacDonald | LKDSB | Brian McBain |
| BDHS | Stephanie McQueen | NCIVS | Meighen McGregor |
| CKSS | Joe Kuhn | NLSS | Josh MacDougall |
| GLSS | Stuart Baillie | RDHS | Bryan Ferguson |
| JMSS | Evan Nelson | WDSS | Tim Dolbear |
| LKCS | Jennifer Ryan | OT | Chloe McKinnon |

I also want to acknowledge and thank the following District Committee Officers:

| | |
|--|-------------------|
| Communications & Political Action/Excellence in Education (Acting) | Valerie Carnaghan |
| Health and Safety | Stuart Baillie |
| Human Rights | Evan Nelson |
| Status of Women | Valerie Carnaghan |

Many thanks also to the following individuals on District Executive and Council for their continued dedication to the District’s work:

| | | | |
|------------------|--------------------|----------------|------------------------------|
| Meighen McGregor | Vice-President | Tim Dolbear | Vice-President |
| Andy McLean | Executive Officer | Joe Kuhn | Executive Officer |
| Dave Parkes | Federation Officer | Chloe McKinnon | Occasional Teacher President |
| Chris Schleihauf | Chair of Council | | |

Acknowledgement and appreciation for the continued hard work and collaboration within the District 10 Office is important, as well. Federation Officer, Dave Parkes, and Executive Assistant, Carolyn Caldwell, deserve recognition for their outstanding efforts.

Union leadership, formal and informal, is inclusive and you are warmly welcomed to join the team at any time. Never hesitate to reach out to your Executive, school-based representatives, or the District Office to learn more about what opportunities exist to meet your interests and commitment level—there’s room for everyone!

We know our progress forward is tied to our commitment to solidarity and work as an organization and I have confidence that together we will continue to “promote and advance the cause of public education”, locally and beyond. I have been privileged to represent the membership of OSSTF District 10 over the past six years as President and continue to be proud to call myself one of 700 local members. Our OSSTF motto—“Let us not take thought for our separate interests, but let us help one another”—appeals for solidarity that will continue to be fundamental in our progress forward. With a much-deserved summer break on the horizon next month, I hope you will take time to relax, reflect, and rejuvenate for whatever future challenges lie ahead.

Submitted by,
Jennifer Kumpf, President
OSSTF District 10

FEDERATION OFFICER'S REPORT

to the Annual Meeting of District Assembly

OSSTF District 10

CONTRACT NEGOTIATION

At the time of writing, the local part of the 2022-26 Collective Agreement has been ratified by OSSTF District 10 members. This places us in a situation we have not faced before under the School Board Collective Bargaining Act. We have a ratified local part of the agreement (Part B) without a central part of the agreement, which is currently with an arbitrator as a part of the Voluntary Binding Interest Arbitration (VBIA) process. When that process completes, the entire Collective Agreement will come into effect.

I would like to take a moment to thank the District 10 Table Team for their dedication and perseverance in negotiating an agreement on behalf of our membership. There were many long and frustrating hours. While we were able to move the Board off of their position on some items there is more work left to do. With an extensive brief already developed for this round of negotiation, I believe the District should turn its attention to continuing the work already underway for the next round of negotiations. The current Collective Agreement will expire on August 31, 2026. To that end, I encourage Branches to elect a Collective Bargaining Committee Representative in their spring process. I believe that committee should meet next fall.

CONTRACT MAINTENANCE

As was identified during the ratification meeting that was held on April 22, 2024, there are several items that have been resolved but are not currently in the Collective Agreement.

Members should have received emails relating to:

- Attendance Support Program: there continue to be member concerns about this Board policy. Some of those concerns were addressed through the grievance process.
- 16.03 (a): agreement was reached on the requirement for a family member to hospitalized to access this leave.
- L14: clarification on what is required in medical documentation submitted to the Board.

Please see these emails, sent by President Jennifer Kumpf, for more information or contact District Office if you have questions about these items.

A sincere thank you to all members for reaching out to Branch Presidents and District Office when there is a potential violation of the Collective Agreement.

BOARD GENERATED INFORMATION

There is a great deal of information that is generated and curated by the Board. Members should let the District Office know if there are any errors on documents like the Seniority list. It is generated twice a year - October and February.

Submitted by,
Dave Parkes, Federation Officer
OSSTF District 10

COMMUNICATIONS & POLITICAL ACTION/EXCELLENCE IN EDUCATION REPORT

to the Annual Meeting of District Assembly

OSSTF District 10

This year OSSTF provincially is focused on member engagement as a key pillar of the Provincial Strategic Action Plan. We are planning more local events for members to come out and socialize, with more opportunities for District 10 leadership to listen to member concerns.

The Provincial OSSTF Strategic Action Plan is available from the District Office if you would like a copy. If anyone is interested in joining the Communications & Political Action/Excellence in Education Committee also please let us know. There are funding and resources available to support communications and political action if you have a great idea to energize and mobilize.

Submitted by,

Valerie Carnaghan, CPAC Officer
OSSTF District 10

HEALTH AND SAFETY REPORT

to the Annual Meeting of District Assembly

OSSTF District 10

Year in Review Health and Safety Report 2023/24

Again the year began with some issues regarding the site representative Health and Safety Training all centered around the issue of “lack of occasional teachers”. This issue has been spoken to several times this year culminating with me formally asking for a sustainable plan moving forward as the ‘issue’ of limited occasional teachers is not something that will be remedied in the near future. It was noted that the board is responsible to ensure we have trained Health and Safety representatives in each location and it is the board's responsibility to provide that training. The board Health and Safety Officer, Wendy Pitvor, agreed that this is an issue and that it would be carried forward to Superintendent Gary Girardi to come up with a solution. It was also decided that part of the solution could be to set the dates for the training to remain consistent year to year as a possible remedy and therefore we selected the second Tuesday and Thursday of October each year to be set aside for this training (so October 8 and 10, 2024). The ‘occasional teacher’ issue can also be a factor in representatives being released to conduct monthly inspections. If any representative is not released with coverage (not on-calls), please inform me.

We need to conduct 2 full school audits this year at BDHS and AMSS. At this point, I will be conducting the South audit virtually and in person for the North audit. Dates are still being determined at the time of this report.

A full independent inspection of all technology shops in all schools was conducted this year by Workplace Safety and Prevention Services (independent organization). The inspection resulted in reports ranging from 177 to 380 pages in length and included recommendations on improvements, requirements etc... I will be meeting with board staff to discuss how to implement these recommendations including a union perspective on the who and what can be done as well as a timeframe to do so.

We did continue to see violent incidents in our schools which required our members reporting through the violent incident and accident report on the portal. Members are becoming more familiar with this system and should continue to reach out if there is an issue or with assistance on those.

I look forward to continuing to work on your behalf and representing the OSSTF Members of District 10 on the Joint Health and Safety Committee. And as always, I will make every effort to respond to any concerns members have.

Cheers,

Stuart Baillie, Health and Safety Officer
OSSTF District 10

STATUS OF WOMEN REPORT

to the Annual Meeting of District Assembly OSSTF District 10

A reminder to members that May 5 is the National Day for Awareness of Missing and Murdered Indigenous Women and Girls, also known as Red Dress Day because of the red dress art installation and community exhibition by Jaime Black in 2010.

A reminder to members that in 2020 the United Nations identified Intimate Partner Violence an epidemic, and has called for every member state of the UN to develop an emergency response plan to gender based violence. Every 11 minutes worldwide a woman is killed by a partner or family member.

The white ribbon campaign website here in Canada has wonderful educational resources and workshops available to help establish and promote feminist ideals in every classroom.

For anyone interested in joining the Status of Women Committee, please let the District Office know. We are happy to have new members.

Submitted by,

Valerie Carnaghan, Status of Women Officer
OSSTF District 10