

**Limestone Executive Meeting
Thursday, December 1st, 2016
Aquaterra Restaurant**

1. **Call to Order at 4:42 p.m. In Attendance:** M. Lumb, D. Wells, J. Roberts, A. Elliott, D. McLatchie, S. Charron, S. Stenman, P. Olmstead, M. Chung, A. Gale, K. Spanton, N. Mailloux **Regrets:** N. Grew
2. **Additions to the Agenda**
 - no additions
 - **MOTION:** Elliott/Chung *to approve the agenda* **CARRIED**
3. **Treasurer's Report - D. McLatchie** (dave.mclatchie@gmail.com)
 - received first rebate from ETFO Provincial
 - financial statement was approved from ETFO Provincial
 - everything is in good order
4. **President's Report - M. Lumb** (mikelumb2@gmail.com)
 - had the meeting with Sophie Kiwala on November 4th; had about 25 teachers in attendance. It was a good meeting; we plan to follow up with her in the new year.
 - there are violent acts being committed every day against teachers, especially at certain schools. Progressive discipline, as a policy, exists. But, in practice, it is not happening. It is not just an education problem but is a community problem and we need more community agencies involved.
 - had new teacher in-service; it went well
 - the Elections Committee is planning to meet in December
 - we are in the process of finalizing our position on the new Kindergarten report card
5. **1st Vice-President's Report - D. Wells** (debi.wells@gmail.com)
 - will be going to the OTF (Ontario Teachers' Federation) orientation session this week
 - next week, there will be three days of ETFO Provincial executive meetings
 - will continue to send out weekly updates to Stewards
 - will continue to update our local's website (www.etfolimestone.on.ca)
6. **2nd Vice President's Report - J. Roberts** (janeyafreak@gmail.com)
 - December 8th will be the Boundaries meeting for teacher candidates
 - next TEFLC (Teacher Education Faculty Liaison Committee) meeting is January 26th and will be combined with OTF meeting
 - has been taking the Health and Safety Part One training
7. **Political Action Committee Chairperson's Report - S. Stenman** (steve.stenman@gmail.com)
 - No Labour Council meeting this month due to weather
 - went to United Way Touchdown breakfast yesterday; LDSB employees have donated \$45,000 and there are more payroll deductions than before
 - FairVote submissions closed today
 - will continue to work for the "We Own It" campaign to stop the privatization of Hydro One, Service Ontario, LCBO, etc
 - rally on December 9th 3:00-4:30 pm downtown for all those federal employees who have not been paid due to the glitches in the Phoenix payroll system

- will continue to monitor and support the “Make it Fair” campaign to ensure a \$15 minimum wage

8. Professional Development Committee Chairperson’s Report - M. Chung (magschung@gmail.com)

- had the French Idello workshop on Monday; it was well-attended and well-received
- teachers seem to be enjoying having choice and variety in their professional development and in having the ability to learn about many different things, rather than just one specific subject
- some local teachers will be contributing to ETFO Provincial’s Assessment website
- A conversation ensued around the professional development offered to Core French teachers:
 - Core French/planning teachers have not all had professional learning activities relevant to their needs during the past two P.A.Days; some principals are trying to tell core French teachers that they should be integrating other parts of the curriculum into the French curriculum (ie: teach some math during core French) and that has previously been determined as problematic. Core French teachers are very much looking for good professional development that matches what they teach but not all Principals and their agendas for P.A. Days are supportive of it.

9. Social & Goodwill Committee Chairperson’s Report - N. Mailloux (nabil.mailloux@gmail.com)

- work continues on a variety of social events and in sending members goodwill
- is looking for members to join the Social & Goodwill Committee; please email at the listed email address if you’re interested

10. Equity Committee Chairperson’s Report - K. Spanton (karen.spanton@gmail.com)

- November 7th was first Disability Issues Standing Committee meeting at Provincial
- had Provincial workshop called Deconstructing Stereotypes of Aboriginal Peoples at office last week; it was very well-received
- will buy speakers or an FM system for use at the office to use when workshops are taking place
- December 8th will be the next Disability Accessibility Committee meeting at the board office

11. Occupational Health & Safety Committee Chairperson’s Report - P. Olmstead

(paul.olmstead@gmail.com)

- Building updates – roofing update flashing on buildings is being completed. New Job sites are being prioritized for next year and will be announced at the next meeting.
- Any site changes need to be approved through the facility services. i.e. playground equipment. This is to ensure they do not interfere with future maintenance or building changes.
- Distribution of JHSC (Joint Health and Safety Committee) Materials – A website for distribution of JHSC items is still being developed. Wanda Arney has been updating the ONEDRIVE site. Michael Jou says this is happening slowly. It is not open to all staff yet but that is the plan.
- Scott Gillam – Bill 132 Sexual Violence – A worker member of the JHSC must be involved in the implementation of this Bill. The Board is currently not in compliance with the implementation of the Bill. There was some disagreement on what involvement of the JHSC committee meant. The Board felt consultation was good enough. JHSC worker members disagreed. The Bill states “involved” not consulted. The difference between those two terms was highlighted. The Board agreed to reach out to a worker member of the Central JHSC for involvement. The ETFO rep was chosen.
- The continued mold issue at Frontenac was addressed by Dan Jackson
- The issue of recurring mold at this site was discussed. A suggestion to install a more robust system to dehumidify the air coming through the exchanger was suggested by management. Everyone was in agreement with this suggestion.

- Light diffusers – No plan has been set for replacing light diffusers. There are bulbs that can be used instead of diffusers. None of the diffusers that have been looked at meet fire safety requirements. For the time being diffusers are not to be used. Approved bulbs are ok.
- Alarm callouts – Alarm callouts at schools will be changed to 11:15pm. Dan Jackson brought up the fact that a midnight callout is too late if a worker is injured on site.
- Terms of reference – Changes to the terms of reference will be addressed to get us in line with what is in the JHSC.
- Scent Awareness – This is a continuing issue with our worker members
- Brian Moelker brought up the issue with students wearing scented products and how it is adversely effecting various staff. A renewed awareness campaign will be initiated in school sites.
- Action Items - These will now be included on the agenda so that we can track which items have been dealt with and what the timelines for them are
- Accident summary – The issue of incident reporting was raised. The committee agreed to look at the form. The management team will reinforce with principals that they should not be questioning or influencing member decisions on whether or not to check the violent incident box. Ted Holden assured the committee that he will send the message to administration that they should in fact be encouraging members to fill out the accident/incident report as violent if they feel in any way that an incident could be interpreted as violent under the definition in the act.
- Workplace inspections – Reports were given for site inspections conducted so far this year. One possible asbestos issue was raised and found to be in compliance with policy requirements.
- Jane Roberts will be attending Part 1 JHSC site inspection training at the end of November.
- Paul Olmstead has now completed Part 2 JHSC site inspection training.
- WHMIS Binders should be kept up to date by administrators. This is not a member responsibility. The management team agreed that this is what should happen.

12. Collective Bargaining Committee Co-Chairpersons' Report - S. Charron & N. Grew

(charron.stephane@gmail.com & grewn5052@gmail.com)

- Work continues on the publication of our current collective agreement. The goal is to have them distributed to members in January.
- Grievance(s) update.
- Collective Agreement extension update.
- Members are encouraged to update their contact information at ETFO Provincial prior to enrolment in the Provincial Benefits Plan, the plan is to roll over on April 1st, 2017.
- N. Grew is attending CB Academy, a year long growth opportunity.

13. Status of Women Committee Chairperson's Report - A. Gale (lenagale@gmail.com)

- White Ribbons were sorted and sent out to school stewards
- Donations to shelters- toiletries were collected and delivered
- The committee divided up the local shelters with children and will be making a toy/ holiday donation the week before December 24th
- **MOTION:** Gale/Wells *That the ETFO Limestone Local Executive approve \$200 in matching funds for holiday gifts for children staying in local shelters over the December holidays*
CARRIED
- The committee met on November 10th to plan the Annual Women's Retreat
- The next meeting will be February 16th, 2017

14. Unfinished Business

- none

15. New Business

- Linda Leroux, a local teacher, is going to do work in Haiti to help rebuild the schools. She is asking for \$500 from our local to help rebuild the schools.

16. Next Meeting

- Thursday, January 12th, 2017 at 4:30
- **MOTION:** Elliott *to adjourn* CARRIED
- adjourned at 6:33 p.m.

17. Upcoming Calendar Dates

- February 24th-25th: Women's Retreat at Gananoque Inn and Spa
- April 12th: ETFO Limestone Local Annual Meeting - place and time TBD
- April 26th: Maternity Leave Workshop @ 4:30 in ETFO Limestone Local Offices
- June 22nd: ETFO Limestone Local Retirement Dinner at Portsmouth Olympic Harbour
- August 14th-17th: ETFO Provincial Annual Meeting in Toronto