



PROFESSIONAL STUDENT SERVICES PERSONNEL DISTRICT 12, OSSTF

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PSSP D12 EXECUTIVE MEETING MINUTES November 28, 2011

Present: Olga De Melo, Nancy Vogel, Sharon De Four, Rowena Maclure, Sarah Fairweather, Peter Mallouh, Vladimir Vallecilla, Renee Phillips, Lucy Somers,

Regrets: Harvey Bishoff, Heather Johnson, Cathy Renfrew, Carmel Turner,

1. Adopt Agenda Moved Sharon, Seconded: Renee, ADOPTED
2. Approval of October Minutes as amended: Moved Peter, Seconded Rowena CARRIED
3. Business Arising: Will be covered in Presidents Report
4. Provincial Executive Report: A hard copy was circulated.
5. Presidents Report:
 - Pay Equity: The plan has now been signed by all parties. There are 5 groups who have noted concerns with the plan. One group has filed a formal complaint. Concerns are being passed on to the Pay Equity Representative and OSSTF lawyer.
 - Concerns arising from the Budget Committee at TDSB: The Budget Committee meeting was soliciting suggestions for the next Budget and some of the suggestions, but not all, made it in to the minutes. Olga and Nancy have attended subsequent meetings where budget issues were to be discussed, but when issues have come up the meetings have gone in to Executive Session. Olga has spoken to both Chris Spence and Chris Bolton. Concerns have been raised about the use of Executive Session and how that makes staff anxious. Provincial Office is very aware of the concerns, and there have also been conversations with contacts in the Ministry of Education. Time release staff will remain vigilant on this issue and continue to lobby on for PSSP.
 - Several members are at home on WSIB and need accommodations for them to return to their job. If the Board is unable to make the accommodations the worker needs, then the member may stay at home without pay if they have no sick days remaining. The Board has maintained it is difficult to make accommodations for many workers, as adjustments in duties can result in crossovers with other job classes.
 - The Board is taking an arbitrated grievance from our Bargaining Unit to Judicial Review. This is an extremely expensive process and involves the matter being reviewed by 3 Judges. There are also 3 grievances underway. In addition 4 members are at home pending investigations.

- Ontario Teachers Pension Plan members may be contacted to participate in a poll regarding their pensions.
- An outline of how the new Mental Health Workers are to be utilized was given by Sarah, as many members have raised concerns about these positions. These workers will be employees of 5 Agencies in the community and where the School Social Work assessment recommends treatment, families can be fast tracked through the waiting list at the appropriate Agency. Social Workers are to get the approval of their Chief before making the call. As the work will take place at the Agency there is no violation of our Collective Agreement.
- Questions were raised about the role of the Mental Health Coordinator and it was agreed that they would be raised at the next Labour Management meeting.
- Olga is sitting on a group looking at how the Districts are run and funded within OSSTF. Significant changes in how the Districts are run and funded are possible. Any changes will have to be voted on at AMPA.

6. Vice-Presidents Report:

- Members will be receiving a letter from OSSTF regarding what format members would prefer for the next round of Bargaining. OSSTF is recommending that bargaining be conducted at the Provincial Discussion Table similar to the last round. More local matters will be bargained directly with individual Boards. This process worked well for us and it is recommended that members vote in favour of the motion. Dates and locations have been set for the vote to take place. This process came out of a motion passed at AMPA directing OSSTF to poll their members prior to participating in Provincial Bargaining.
- Olga is hopeful of getting on the Round Table for Bargaining.
- The Collective Bargaining Committee has prepared the survey for members to complete indicating their wishes for the next round of bargaining. It is anticipated it will be posted for members to complete in the near future.
- The membership contest to win an Ipad2 is still on. Members are asked to enter their job class and other information so that we have a complete data base of our members. At that point it will be feasible to reach specific job classes if needed.

7. Treasurer's Report:

- Sharon presented the financial report showing our balance as of October 31, 2011. There is still work to be done to organize the way the financial information is presented to Executive. Sharon will be working with the Bookkeeper to input the information into Simply Accounting which will make it easier to compare the actual spending with the Budget as passed by the membership.
- The Bookkeeper is still working on finalizing last year's financial statements and when they are available Executive will review them to decide whether an audit is required.

8. Committee Members' Reports

- Partnership Committee: To monitor the External Partnerships Agreement. This Committee will be meeting on December 14, 2011.
- Political Action Committee: Sarah and Sharon attended a meeting on October 18, 2011 where the main topic of discussion was concern about the proposed City Budget and the implications for TDSB students. The next meeting on November 29, 2011, will take the form of a reception at Queen's Park with the successful Endorsed MPPs and all those members who volunteered for canvassing will be invited.
- Health and Safety Committee: The next meeting will be on November 30, 2011.
- Campaign for Public Education: Rowena reported that a concern of this group has been potential school closures.
- Status of Women Committee; Renee reported that the Cook for the Cure will be held on December 8, 2011 at 5:30. It is to be named after Kathryn Marshall, the D12 Executive member who passed away earlier this year. Anyone wishing to donate should contact Angie Roma at the District.

9. Other Business:

- Olga, Nancy and Sharon attended the Ontario Federation of Labour Conference last week. At different points delegates left to join the Occupy Toronto demonstrations as a show of solidarity with the cause. Irene Taylor was elected the Chair of the Workers for Coloured People Committee. Irene is a member of OSSTF and PSSP for Greater Essex County. Also attending the Conference were delegates from CUPE and the Elementary Teachers.
- Social Work Notes: An agreement has been finalized with Management and will be posted once a written copy has been received.
- At our next meeting Executive will receive training on the Ontario Disabilities Act. We are required by legislation to complete this by January 1, 2012,

10. Motion to Adjourn: Moved Peter Mallouh, Seconded: Sarah Fairweather CARRIED

Meeting Adjourned at 6:25pm