

Upper Grand Occasional Teachers' Local
Executive Meeting
Oct. 25, 2005 at 4:45 P.M.
Orchard Park, Guelph, On

Present: Marina Howlett, Ted Pritchard, Donna Henderson, John Ritchie, Pat Klypcz, Ruth Tomlins, Barb Walkey, Ralph Rainford, John Parkyn, Andrew Aloe, Karen Hunsburger and Michelle Warren

Guests: ETFO Vice President Sam Hammond, ETFO Executive Member Lynda McDougall, and ETFO Staff Officer Jim White

1. Call to Order and Welcome: Marina welcomed the executive members and introduced the guests and their interest in our meeting. Each guest was instructed to explain UGOT status in Collective Bargaining.

2. Collective Bargaining: Sam Hammond spoke about Mobilization of the Membership.

- June 2004 all OT's in the Province were in Provincial Takeover.
- "Takeover" means that at the Prov. Office the "team" ensures working together to get the best language and working conditions for the membership as possible in the Collective Agreement.
- Sept. 20 2005, all OT Presidents met in Toronto with the ETFO Executive to learn:
 1. This round of negotiations and goals for OT's has been launched.
 2. That ETFO is supportive financially and with staff to ensure that the best possible language is attained in OT Collective Agreements.
- The last ETFO Executive Meeting committed \$500,000. to a Media Campaign to support bargaining. The FOCUS is the VALUE in the PROFESSION of OCCASIONAL TEACHERS as PROFESSIONALS. It is to raise the profile of OT's.
- Contact has been made with the Minister of Education to perhaps structure a P.D. fund for O.T.'s.
- MEMBERSHIP SUPPORT is the KEY. We must get the membership BEHIND us.

Jim White explained the timeline and process of negotiations for UGOT

- We are a Professional Federation but also a Union for Bargaining.
- 2008 is currently the operative date to end Teacher Collective Agreements.
- Bargaining is done as a team.
- We have met with the Board Oct. 3rd, and 24th.
- By Nov. 15 if not settled UGOT can apply for conciliation through the MINISTRY OF LABOUR. This mechanism allows a third Party to come to Negotiations and try to get the Parties to come to agreement.
- By Dec. 1, if not settled we can secure a strike vote from the membership.
- On Dec. 15, if not settled we apply for a "no board" report from the Ministry of Labour. Then the Board has 15 to 17 days before Strike Action.
- On Jan. 15, Locals not settled commence Strike Action. Any withdrawal of Service is Strike Action.
- The Board knows these dates.
- On the Table- LTO days; Evaluations; Picket lines; O.T.'s to be interviewed for positions (3); Five days notice before the end of LTO; Salary 1/194; Parity with Secondary OT's; Language- Supervision in AM or before Assignment; Report

Card help; EAP accessibility; Health and Safety membership; P.D. fund; Term 2 years or 4??

- Fri. Oct. 28 next date to meet.

- Nov. 17 meeting is important to get people out and inform them of progress. We need to prepare a Phone Tree to keep membership up to date.

- So far things are working well at the table. We WILL accomplish what we want. We have to get the membership ready.

3. Additions/ Approval of the Agenda: Two items added. Donna had concerns with Nov. and Dec. meetings.

‘Motion 1’ “Move to accept the agenda with additions” Moved by Ted Pritchard,
Seconded by Barb Walkey CARRIED

4. (a) Approval of minutes of Sept. 13/05 meeting.

‘Motion 2’ “Move the minutes of the Sept. 13, 2005 meeting be accepted as read.”
Moved by Donna Henderson, Seconded by Ralph Rainford CARRIED

(b) Linda McDougall was introduced as our ETFO Executive Liaison and will be attending some meetings as an informed listener.

5. Treasurer’s Report-

(a)The books have been processed by the auditors. There is a shortfall. We owe the Board for release days that have just been invoiced. Chequing account- \$5018.37. This is not covering cheques of the last three weeks. Auditors’ fees were \$1500.00. With the QuickBooks system our books should be easier to audit next year. We are classified as a ‘small business’ so we pay those fees when auditors adjust our books. Last year’s budget was a deficit budget and the Savings was a contingency source. We may have enough until Feb. and then we will move some funds from the Savings account.

(b) Budget Proposal for 2005-2006 for presentation at Nov.17 General Meeting- A very comprehensive page was presented. Executive Release is now a budget line. Local Meetings include reducing expenses of GHOTS. Hopefully the membership will find our spending palpable. We have tried to demonstrate reasonable expenses.

‘Motion 3’ “Move to accept the Proposed Budget for presentation to the Nov. General Meeting.” Moved by Ted Pritchard, Seconded by Barb Walkey CARRIED

(c)We also discussed the necessity of having petty cash available.

‘Motion 4’ “Move to create a petty cash account of \$200. for office use.” Moved by John Ritchie Seconded by Andrew Aloe.

(d) Mileage policy- We discussed an equitable mileage policy that measures mileage to and from home or from school to home on days of an executive meeting.

‘Motion 5’ “Move to accept the proposed mileage and expenses procedures as printed.” Moved by Marina Howlett, Seconded by Ralph Rainford CARRIED

(e) Childcare/Dependent Policy- We discussed expenses that working Executive may incur.

‘Motion 6’ “Move that Executive and committee members who require child/dependent care be reimbursed for costs up to \$20. per meeting. Executive members may claim for Executive meetings, committee meetings and General meetings (if assigned a specific task).” Moved by Marina Howlett, Seconded by Ralph Rainford. CARRIED

6. President's Report-

(a) Release Days - September 8 Negotiating .5

October 6.5 Negotiating 3.5

(b) Job Posting- O.T. List – Update - 75 new O.T.'s have now been hired and will be added to the list.

(c) SEMS - OT/Administration Meeting Date- Fri. Nov.4, 1:30 PM. Ruth McLean, Marina, Pat Klyplcz, Board personnel , Barb W. and Ralph R., will meet and discuss ongoing and new concerns and issues.

7. Communication with Members- Ted has the OT Display boards ready for each job site to be put on the ETFO School Bulletin Boards. We decided to give them out at the Nov.17 Meeting as there should be more places represented for easier distribution. Well done, Ted.

8. Other Business-

(a) Donna needs someone to take the minutes for Nov.15. Ted offered. Thank you.

(b) Discussion was centred around the Dec. 13 Meeting in Orangeville. As we are trying to be more fiscally responsible it was decided we would have a potluck meeting/get together at Donna's home in Orangeville.

(c) We need a Virus Scan for the Laptop to protect our documents and business.

'Motion 7' "Move to purchase a copy of the Virus Scan programme for the laptop computer. Moved by Donna Henderson, Seconded by John Ritchie CARRIED

(d) Thank you Ralph Rainford for the tasty dinner. Ruth Tomlins will prepare dinner for next meeting.

(e) Next meeting there will be a list of dates and dinner organizers

Meeting adjourned 7:45 P.M.

Next meeting Tues., Nov. 15, 2005 at 4:45 PM at Orchard Park