

May 24, 2017

## President's Report

This has been a busy year to say the least. I didn't realize just how busy it has been until I added it up. (This is only the data in the OSSTF account and does not include the OCDSB GEM)

- 8,255 e-mails received. (Members, Benefits Questions, OSSTF, Board, etc.)
- 3,034 e-mails sent. (Information to members, replies to Board, OSSTF)
- 70 messages to the PSSP membership, of which 30 had attachments I produced.
- 88 meetings (SEAC, Board, OSSTF, other Unions, Sector etc travel time-not counted)
- 49,515 minutes or
- 825 hours or
- 118 seven hour days since the last AGM.
- 40 seven hour days the PSSP Levy pays for.

It indeed has been a very busy year. Here is a synopsis of the year in review.

### August 2016

1. Several executive members attended Leadership 2016 in Ottawa. Feedback has been good. There were several good workshops. Being in Ottawa, it meant that the costs were reduced (e.g., Travel & Hotel)
2. PSSP members attended the Ottawa Pride Parade and the Labour Day Parade.

### September 2016

3. The new benefits plan is due to be rolled out at provincial Council on September 29/30th. Members will be getting email messages from provincial office about the new plan.
4. The Grievance about PSSP members being allowed to resign part of their FTE is accepted by the Arbitration Work Group at OSSTF Toronto. At this point we are awaiting the Board's nominees.
5. Special Needs Strategy information - Update September 28, 2016 from Provincial Office basically told us that no OSSTF representatives were included in any of the planning meetings.

### October 2016

6. OSSTF Benefits registration starts. It could be subtitled: A Series of unfortunate events. There continue to be issues raised by PSSP members.
7. The Queen's Park Rally, \$15 & FAIR on October 1, was well attended. Many of the members of Provincial Council and many local OSSTF bargaining units were there. The emphasis was on pointing out the nature of precarious work (low-paid work, no job security, no benefits, short-term contract, and few legal rights). Members are encouraged to support the 15 and fair initiative. They can do so by signing petitions that are online.

8. October 7, 2016 was the PSSP professional development day. This was a first as we had presentation by the Workers Health & Safety Centre. It was well attended and there was good feedback.
9. The New, Improved, Attendance Management has been rolled out. Members got pamphlets with information. The Budget specifically mentioned absenteeism. Several school boards have brought back this programme.

The Board is trying to reduce the use of Leave Days as well.

10. Collective Bargaining Committee workshop was attended by Lea Ann and me. The discussion was about sick leave and how the new plan is to work. The most notable fact was, that a person who is off sick in one school year, must work twelve days to get a full bank again for that illness. If she or he were to suffer another accident or illness, then the person would have the full bank. It would be like having two separate banks of sick days. Members are requested to inform the President about such situations.

#### November 2016

11. At the Children's Mental Conference in Toronto, the President was there as a member of PSSP Sector to try and emphasize the role of school social workers and psychologists. I was surprised at how many times our workers were not even considered as part of the possibilities. In several of the sessions I spoke about how important it was to use our first-hand knowledge in making initial assessments.
12. As outlined in the Special Bulletin of Monday, November 21, OSSTF/FEESO representatives met again with representatives of the provincial government on November 23 and 24 to discuss a possible extension to the current central collective agreements for teachers/occasional teachers and support staff employed by district school boards, as well as a remedy pursuant to our successful Bill 115 Charter challenge. The Talks broke off as the School Boards Association intervened.
13. Benefits issues increased as members have difficulty registering. Term employees, originally thought to be included, were subsequently not included. Those on Long Term Disability had difficulty registering.
14. The D-25 Presidents requested that the Benefits Deductions be made with each pay (e.g. 26 pays) and not once a month.

#### December 2016

15. D25 invited Sue Peter Weeks and Duane Chevalier to explain the number of days and effective start date of the Attendance Management Programme. It was agreed that's for this year's start date for the attendance management program would be at the 11 day mark. This would not be prorated as initially stated in the printed pamphlets. The start dates will go back to September 2016. What came out in the discussions, were the reasons for absences. All Bargaining Units have been reporting more issues this year.
16. There was a meeting with the Director and the other Presidents. We discussed the Attendance

Management Program and the need for resources if it is to succeed. The Teachers Bargaining Unit reported the results of their survey. This prompted each Bargaining Unit to survey their members.

#### January 2017

17. With the breakdown of the contract extension talks, there was a Special PSSP Sector meeting before Provincial Council. The purpose of the extended meeting is to allow an opportunity:
  - \* To identify the impacts the Moving on Mental Health initiative will have on members.
  - \* To identify the tools (e.g., C/A, PPM 149, and even the local plans which should include school based, board personnel) PSSP can use to address those impacts.
18. There was an OCDSB budget update held on January 30, 2017. The good news for the OCDSB is that there's been some increase in the student population. The Board is in the process of recommending schools for closure. It appears from some of the budget documents that some of the savings are already included in it. The ministry is said that the release of the GSN's will be later than last year. The boards have complained that the ties that their hands with respect to teachers contracts given the March 31 deadline for those.

#### February 2017

19. The school year calendar committee met on February 2, 2017. The calendar was approved by the Board and now awaits ministerial approval. The big change for the Support Staff Unions is that the February P. D. Day will be moved to April to accommodate the Elementary Teachers.
20. The PSSP P. D. Day was held this year at Canterbury H. S. Shona Tuck presented in the morning about her recent book and work at CHEO. The atmosphere was relaxed and interactive. The afternoon presentation, Finding Your Inner Clown, was welcomed by all. It was energizing and a great way to end the day.
21. Following the completion of the contract extensions for ETFO, AEFO, CUPE, and OECTA, OSSTF received a phone call from the ministry to discuss a possible return to the table. The bargaining bulletin was posted on the Members Only Page of the provincial website.

#### March 2017

22. Vice-president Karen Ivings attended the follow-up meeting with the Director and other Presidents. The results of the PSSP Survey and Violence in the Workplace Survey were presented.
23. AMPA 2017 is an election year. Lea Ann Ouimet and Karen Ivings attended for PSSP. Elected at AMPA: Harvey Bischoff, President, Cindy Dubue and Rob Gascho, Vice-presidents; Paul Caccamo, Martha Hradowy and Karen Littlewood, Executive Officers. Earl Burt was returned as Treasurer.
24. Another OSSTF Benefits message was sent out to members by the president.
  - a. Payroll Deductions have started.
  - b. There continue to be incorrect data on the OTIP site
  - c. Members are asked to send issues to the president.

25. The provincial talks on the Remedy and Contract Extension were concluded. Ratification Votes are to be taken by the beginning of April. Local votes are Sunday, March 26, with members being able to vote at the D25 Office on the 28<sup>th</sup>, & 29<sup>th</sup>. Both were approved across the province.

Implementation of the new extension to the collective agreement will involve meetings with LSS Superintendent Grigoriev and HR. The additional money, for PSSP & EA staffing, will be discussed. At present it would be about 1.5 FTE.

26. **The President attended Lobby Day at Queen's Park** on March 29<sup>th</sup>. The focus of the day was on violence in the schools. It was a well-coordinated presentation and the MPPs seemed receptive (motherhood issue). There even were some positive comments by the Premier that a regulation could be written. While it does not have the same status as a law, it is a beginning. PSSP comments were presented to MPPs we saw.
27. The Labour Management Meeting held at the end of March was not as collaborative as we expected. The PSSP Survey was presented and the response was defensive and accusatory. Sadly, the reality is that PSSP members' morale is low and they do not feel valued.

#### April 2017

28. Follow up Labour Management Meeting was convened following V.P. Karen Ivings' letter to all members of the meeting. The subsequent meeting with the Superintendent and one HR person was much better.
29. Stacey Kay reported on the news from the Special Needs Strategy. There are 34 planning tables. Ottawa is one of the 34. Coordinated Services will be run through the Ottawa Children's Treatment Centre. 33 of 34 tables have agreed that SLP, OT, and PT should be done at the schools. The responsibility for these services now goes to Child & Youth Services. The issue is how the CCAC funding will be distributed. Each region has different service delivery models. SEAC members echoed the need to maintain the current SLP services at a minimum.
- Meetings with the Federation are part of the process. SLP members of the Executive will be involved.
- 30.. There was an OCDSB budget update on April 18<sup>th</sup>. The recent OSSTF and ETFO ratification votes delayed the GSNs this year. The good news is that the discussion on the Tuesday night was cautious optimism. A \$4.5 M deficit was projected. Some of the new funding would offset this. The Board's population is pretty much the same as last year. This would make layoffs to PSSP difficult to justify. Plus there is the New Priorities Funding from the province to be added.

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