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| **OSSTF bw logo** |
| **District & TBU**  **Annual General Meeting**  **May 17, 2023** |
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| **Reports** |

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| District and TBU AGM Awards | | |
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| Award of Merit |  | Rachelle Séguin |
| Bill Moore Award |  | Carol Chmay |
| Community Builder Award |  | Douglas van der Horden |
| Community Builder Award |  | Kendra Swaine |
| Wib Mayor Award |  | Carlos Alberto |

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| ***District President’s Report*** |
| ***Wendy Bonnell*** |

It’s been a hectic and challenging year in the District Office learning about the well-established practices of various Executives and committees, as well as the planning, organizing, and member advocacy that occurs out of the District Office every day. This report will speak to various highlights and challenges over the course of the year.

Improving our Meeting Space

From the start of this year, a priority was to improve the downstairs area to provide a warm and welcoming meeting space for all of our members. New tables and chairs arrived in the summer and fall and old furniture was sold or donated. The end result is a reorganized bright space and furniture with improved ergonomics.

Electric Vehicle Charging Station

The original charging station was installed in the fall of 2019 and then removed by a snowplough in January of 2022. Seeking a solution to reinstall a charging station that would be protected from future snowploughs, finding someone to perform the work to install a station that would last for several years without costing a great deal of money seemed impossible. In the end, we worked with the Condo Corporation and secured funding through Provincial accounts for 93% of the total cost. In the end, after applying provincial funding, the new and improved charging station only cost our District $283.00.

Presentation to the LDSB Trustees

At the April LDSB Board meeting, I submitted three delegations to make a presentation to the Trustees, highlighting the vital importance of the services within LDSB that support newcomers to Canada. These programs include adult non-credit LBS and ESL as well as the English language learners in the secondary credit system. I am very grateful to Carrie Barr (ESL Instructor), Julia Perkins (LBS) Instructor, and Andrea Loken (TBU President) for effectively making the connection regarding how the adult non-credit programs support the children and adolescents within the education system as well as their families as a whole. Building on language skills along with community connectedness, strengthens the ability of adult newcomers to Canada to interact in Canadian Society including self-advocacy, confidence in communications with professionals such as teachers, medical personnel and lawyers and an enhanced ability to navigate public transportation, prepare for Canadian citizenship and participate in democratic processes. In this way, adult non- credit programs support family cohesion and positively affects our younger, more vulnerable students.

District Winter Social

It was a treat to plan and host a winter social in December at Boston Pizza for all members to attend. We were so happy to see many teachers, PSSP members and Instructors enjoying some festivities together.

Working with other Bargaining Units

An aspect of the District President role I have truly enjoyed, is getting to know the Executives and more members of PSSP and TBU. Whether advocating for members with the Board or helping them to navigate various leaves of absence, understand the provisions of their collective agreements, participate in various grievance processes, attend Board -Federation meetings and bargaining unit Executive meetings, it has been an honour to serve members in this way.

Thank you to Julie Burrows for her patience as I learned about the PSSP Collective Agreement and the important work that her members do every day. Getting to know Julie and working to support her in her role as a new bargaining unit president has been a positive learning experience.

AMPA 2023

As Delegation Leader this year, I planned for our first in person AMPA since 2019 with much anticipation. This year we collaborated with D14 and D29 to share a suite in order to have space to debrief and enjoy the company of new and old friends during downtimes. We also took advantage of the suite to organize question and answer sessions with various candidates for the Provincial Executive positions prior to the elections. Sharing a suite was a success with positive feedback received by our respective delegations.

Provincial Account Funding Applications

Several Provincial funding accounts were submitted by the District President to obtain additional funds to augment our budget to run events, order various swag, and make the planning of various training sessions easier. These include:

Account #2045 PSSP Member Engagement

Account #2045 District Member Engagement

Account #2050 Political Action Special District Programs

Account #2065 Environmental Initiatives

Account #6390 Carbon Neutral Offset Fund

Book Keeping and Accounting

In previous years, the District and TBU Treasurer spent a great deal of time writing cheques, balancing the books, providing updated Income Comparison Statements and ledgers for Executive and committee meetings, and recording various deposits from Provincial Office and LDSB, and ensuring bank reconciliations were performed each month. While extremely helpful to the workings of the District, one might argue that all of these duties are not the role of the Treasurer. Stew William’s retirement left a gaping hole that Andrea Loken and I worked to sort through as well as a significant learning curve for both of us in order to prepare cheques, statements and other documents, for the new District Treasurer to approve. This has been an ongoing challenge throughout the year, requiring a significant amount of time each week. I am grateful for the support of provincial staff to help us through this steep learning curve. Thank you to David Mathers for all of his time fulfilling the role of District Treasurer.

Thank you to the members of the District Executive who donate their time to Limestone District 27 in so many ways. I would like to acknowledge Andrea Loken and John Vince for their ongoing support and guidance. We each have our unique duties and challenges to navigate, but it truly takes a team to provide the service to members that we do.

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| ***Teachers’ Bargaining Unit (TBU) Report*** |
| *Andrea Loken, President* |

It has been an honour to serve as Teachers’ Bargaining Unit President for the past eight years and I am grateful to serve another two year term. Thank you for allowing me to continue in this role of advocacy for Members.

This year, due to increased enrolment in the secondary panel, we have seen a great deal of hiring that we haven’t experienced for a number of years. We welcome all the new teachers to Limestone and to OSSTF! The downside is that the Board has not been able to keep up and therefore have experienced shortages of Occasional Teachers and some permanent teaching positions have even gone unfilled. We hope this is not a problem that persists.

This past fall, we hosted our annual Retirement Celebration at the Rivermill Restaurant, an event we used to hold in June. This seems to work better for the calendar constraints and provides a relaxing atmosphere for retirees.

Also in the fall, Wendy and John and I attended in-person branch visits. Thank you to all who join us at those meetings, ask questions and share concerns. We are stronger together.

In March, we were able to host an evening New Members Workshop and an all-day Branch President Training for aspiring and current Branch Presidents. Thanks to Provincial Office for providing funding and resources to help accomplish these events.

**Continued underfunding and privatization of public education**

Teaching never seems to get any easier. Although we are all glad to have returned to some normalcy this year after two years of disruption due to Covid-19, the challenges have continued in public education.

Once again, the Education Budget has been [underspent by $844 million](https://www.osstf.on.ca/en-CA/news/ford-government-continues-to-underfund-public-education-and-shortchange-students-in-ontario.aspx) this past year, according to the Financial Accountability Office. This represents about 2% of the total education budget. Despite the government’s claims that they are investing in Public Education, the numbers tell a different story. [An analysis](https://monitormag.ca/articles/inflation-adjusted-school-funding-is-down-1-200-per-student-since-the-ford-government-came-to-power/) by the Canadian Centre for Policy Alternatives shows that “Taking inflation into account, school boards will receive, on average, $1,200 less per student in the 2023-24 school year than what they received in 2018-19.”

Despite pointing out for years that needs are not decreasing, they are increasing (think mental health, learning gaps due to school closures, and growth in special education), school resources are decreasing rather than increasing (think fewer EAs and larger classes). Retaining teachers may grow to be a bigger problem than it already is.

Privatization is happening by driving parents to the private system and through education technology, which has been expanded immensely since the Covid-19 disruption/opportunity.

**Challenges ahead of us**

All across the province, engagement of members is difficult. One of the topics that has typically engaged Members is negotiations, particularly local negotiations. With the enactment of the School Board Collective Bargaining Act in 2014 came the loss of the ability to bargain many items locally. Now, a few rounds of bargaining later, it is clear that our local agreements have suffered due to central negotiations stripping our local agreements. Some examples are in the benefits plans (co-pay, loss of certain benefits) and class size (an added “flex factor). It is important we fight to protect local agreements.

In 2020 as we engaged in rotating strikes to fight unjust provincially imposed conditions such as massive class size increases and mandatory e-learning. That round of bargaining ended promptly with the Covid-19 emergency which certainly did its own damage to stamina and engagement.

The Government has learned from its mistakes and seems to be taking a quieter approach to cuts. The pandemic served as a wonderful opportunity to the education technology industry and caused radical “innovation” in school boards. Despite having no time to consider the implications, school boards have embraced hybrid learning and meetings, now pivot to online learning and meetings whenever convenient, and plan to give internet-connected devices to almost everyone. Meanwhile behaviour of students has reportedly worsened and violence in schools is not decreasing. (Is there a connection between screen time and behavior?) This is understandably keeping education workers distracted and exhausted as they try to meet the needs of the students in front of them.

**What are the solutions?**

There may not be many, but staying silent is not an option.

Some things may be addressed through bargaining. To try to improve the outcome of negotiations, I brought motions to the OSSTF Annual Meeting (AMPA) to attempt to strengthen local bargaining by removing constraints on local negotiations. The motions aimed to protect local agreements by asking that superior local language always be upheld, for example. Unfortunately, time ran out at AMPA and these motions did not get debated. However, there is always next year! Notices of motion has been given to be able to discuss them at AMPA 2024.

The slow pace of central negotiations may be poised to pick up given the recent announcement that Lecce wants bargaining to be complete by September. Time will tell. It could be an interesting fall.

We need to stay connected to the broader Labour community. The Ontario Federation of Labour is organizing a day of action on June 3 to say “Enough Is Enough.” Stay tuned for opportunities to get involved. In September, remember to join a Labour Day event in your community to demonstrate solidarity.

We will again plan for Branch visits in the fall to ensure we keep in touch bringing you the latest information and getting your feedback.

**Thank you**

Thank you to the TBU Executive which has met regularly all year. We found a way to shorten meetings which hopefully relieved some of the pressure on busy members. Branch Presidents and those who serve on Executives and Committees are the backbone of the union, volunteering their time to support Members, uphold the Collective Agreement, protect worker rights and mobilize Members.

I am grateful for the team in the District Office:

Wendy Bonnell, who works extremely hard and keeps everything moving in the District Office while also serving her own members (Instructors) and assisting PSSP and Teachers. As she is very involved provincially, she provides an important connection between provincial happenings and our local office.

John Vince, who serves the members with efficiency and competence and keeps everyone laughing with his acerbic sense of humour.

Thanks also to the brave and helpful Julie Burrows (PSSP), who stepped in as PSSP President after freshly joining the bargaining unit. Julie brings a strong union ethic and enthusiasm to the role.

Thanks to David Mathers, who jumped in to fill the Treasurer role when Stewart Williams retired and has helped to keep our financial affairs in order.

Deb Gavel is stepping down as District and TBU Vice-President. It has been a pleasure to have Deb’s assistance on many activities including the Constitution Committee, Grievance Appeals Committee, running of monthly and annual meetings, and general good counsel! Deb will be greatly missed on both Executives.

Jordan Chambers has served as TBU Secretary for the last few years, but is taking a break for a maternity leave. Congratulations, Jordan and thank you for your service!

Congratulations also to Branch President Sheri Hodgins on her retirement! We are grateful for all your service at the school level and on the Executive.

Finally, thanks to our Provincial Executive Liaison, Coin Matthew, for regular connection to the Provincial Office and advice when needed.

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| ***Professional Student Services Personnel (PSSP) Report*** |
| ***Julie Burrows, President*** |

First of all, I’d like to thank all of the PSSP members for being so amazing to work with and represent. I admire the dedication, talent, and professionalism each of you possesses. I am fortunate to be able to work alongside many of you. Each affinity role truly complements the others, and together we make a strong team of professionals, providing a circle of support for the students, staff and families we serve.

As a new branch president for OSSTF as of July 2022, there have been and continue to be many new things to learn about. Being new to PSSP, ( I became a permanent SSC in Feb 2022) and then being nominated as president, I was thankful to have had previous experience in a CUPE executive role. I quickly learned how different the structure of OSSTF is, and how much of a learning curve I was in for. I’d like to thank Wendy Bonnell and Andrea Loken for patiently guiding me and supporting me as I undertook this position, as well as the PSSP executive team which includes Krista Mather, Tiff Idems, Laura Stevens, Chrystal Dupuis and Leah Carey.

This school year has had a number of challenges, especially the increase in demand for PSSP services. Many of the PSSP members have over 100 students on their caseload. A recent member survey also indicated that for all members who completed the survey, (27 in total) all had indicated they had to work beyond their scheduled work hours to stay caught up, fulfill college requirements, contact families, and provide follow up. Many students and families are in distress, most likely impacted by the effects of the pandemic, increase in cost of living/inflation, and lack of community resources, just to name a few reasons. Workload issues will be at the forefront as we move forward in meetings with the employer. We hope to engage members from each affinity to create a working group in the near future.

Local bargaining with the employer began on May 4, 2023. We met for two half-days and were able to present and share a number of items from the brief. We have three upcoming dates scheduled, with the next full day of bargaining on Thursday, May 25th. I’d like to especially thank Tiff Idems for all of their work on the brief and for their continued dedication to getting a fair deal for all PSSP members.

PSSP Day is coming up on Friday, June 2, 2023. We will be spending the morning at Little Cataraqui Conservation Area engaging in collaborative dialogue and hearing from student leaders in the form of a guest panel on issues related to equity, diversity and inclusion.

It has been a pleasure getting to know more about PSSP members, D27, and my role as president. Please do not hesitate to reach out if you have any questions or concerns. I look forward to continuing on in my second year as president, working to bargain a fair collective agreement, and addressing working conditions for our members to affect a positive change for all.

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| ***Instructors’ Bargaining Unit (IBU) Report*** |
| ***Wendy Bonnell, President & Julia Perkins, Vice President*** |

Community Education Instructors provide English as a Second Language (ESL) language instruction and Literacy and Basic Skills (LBS)to a diverse population of adults ranging in age from 18-80. We are a small staff group but provide a vital service to students and the community with locations in Kingston, Sydenham and Napanee. Instructors assist students with many essential skills including literacy and numeracy, language acquisition, understanding civic rights and responsibilities, with a focus on employment or further education. Our students represent the under-served members of our communities affected by socio-economic and other inequities, including disrupted education, culture shock, trauma, learning disabilities, and mental health struggles to name a few. Our programs work to help remove these barriers to learning, to assist our adult students in achieving their goals, finding stability in their community, and progressing to their next steps.

**Funding Concerns**

Last year at this same time, ESL Instructors did not know if they had jobs for September. To the dismay of agencies providing ESL instruction across the province, ESL Instructors are in the same predicament now; there has been no notice of funding to provincially funded ESL programs for September. Both ESL and LBS are funded by Ministry of Labour, Immigration, Training and Skills Development (MLITSD).

ESL providers did not receive notice of funding for September 2022 until July 2022. Further, that funding only extended to March 31. Despite the efforts of school board administrators across the province to gain funding information, it wasn’t until OSSTF arranged for a meeting between 2 Instructors (including Wendy) and Phillip Powers, a representative from Ministry of Labour, Immigration, Training and Skills Development on the same days as Lobby Day, held in November 2022. At this meeting, we presented the positive work and outcomes from our adult non-credit programs and outlined the funding issues and lack of communication from the Ministry with respect to ESL funding. One week after that meeting, we received confirmation in writing from Phillip Powers, that funding would be continued until the end of this school year. However, as mentioned above, there has been no announcement regarding the future of funding for ESL.

**Programming**

This year, the KLC program, including the LBS Instructor position, moved to Limestone Education Centre, uniting all but one adult non-credit program and the respective Instructors in one location. ESL Instruction from CLB level 0 to CLB level 6, as well as the LBS Essential Skills class and support for PLAR prep, further education, independence and employment, all occur at this site.

**Sydenham Site**

A unique aspect of the LBS program is the focus on employment readiness, serving the community of the South Frontenac region. The partnership between LBS and St. Lawrence Employment Services remains strong. While the Instructor at this site focusses on the skills and academics for employment, Employment Services meets with clients twice a week to support job seekers with their strategy. Outreach to Sydenham High School occurred this year with a workshop focussing on career planning, wages, employment standards and more.

The Instructor at this site also provides LBS support to students who attend Gateway in Napanee once a week.

**Member Engagement**

A well-attended member engagement was held this year in April. After the last couple of years that we’ve all endured, it was fun and a good team building event to bring us together.

**Board-Federation meetings**

Ongoing issues that are addressed at Board-Federation meetings include:

* Staffing
* Funding
* New Instructor orientation process
* New OMERS eligibility
* Leaves of absence
* PA days
* Pay Spreadsheets
* Working conditions
* Summer school

**Collective Bargaining**

With the slow pace of bargaining at the Central Table, there has been little incentive on both sides to come to the table. We now have several dates have set and have met with the Board once.

**Thank You**

Thank you for your confidence in allowing me to serve the Instructors’ Bargaining Unit for the past 7 years. I am honored to be in a position to advocate for Instructors including our programs, the adults we serve, and to be a liaison to the Board.

Thank you to the members of the Instructors’ Bargaining Unit Executive for their commitment and support. Thank you to Joanne Annable, Carrie Barr, Julia Perkins and Rose Strhomaier for their time and energy. As well, I would like to recognize all Instructors for the vital work they do every day.

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| ***District Treasurer’s Report*** |
| ***David Mathers*** |

I am pleased to report that the finances of our District remain in good order. This is due to the hard work of many members. I continue to be grateful to my predecessor, Stewart Williams. Stewart was very helpful by providing to me and to others in the District office, on a number of occasions, and on his own time, the benefit of his vast experience in the role of Treasurer.

At the beginning of our current Federation year, I thought it would be prudent to call on the services of our OSSTF Provincial Office at Mobile Drive in Toronto. Jim Spray, the Associate General Secretary and the Chief Financial Officer for OSSTF attended our District Office, along with Maryia Zolotko the OSSTF Financial Controller. They reviewed our Finances and Accounting and found everything to be in very good order. This is a credit to Stewart Williams and to all of his work, and the work of District Budget Committees, in previous years.

Considering that I was new to the position of Treasurer I also thought it would be prudent to have Jim Spray and Mariya Zolotko return for a second review of our finances and accounting. This was to review our practices of this current Federation year. They attended our District office on May 3, 2023. I am pleased to report that, once again, Jim Spray and Mariya Zolotko found our finances and accounting to be in very good order and that, indeed, they noted that very few Districts are as organized as ours in this regard. This is a tribute to our work this year. Overseeing the finances and the accounting this year has very much been a joint effort. I would like acknowledge and offer thanks for the work of both our District President, Wendy Bonnell, and the TBU President, Andrea Loken, for the tremendous amount of time and effort they have contributed. It truly has been a collaborative effort.

As has been our long-standing practice, the proposed District Budget is derived on the basis of input from many members. As you may be aware, the process begins with meetings of our various Bargaining Units and District Committees. When proposed budgets are passed by a vote at the Bargaining Units and District Committees, they are then brought forward to a meeting of the District Budget Committee. These proposals are considered and voted upon by the District Budget Committee in order to present a proposed District Budget for consideration by the members at the Annual General Meeting of the District. This year’s proposed budget follows the scope and pattern of previous years.

As was noted by Stewart Williams in his Treasurer’s Report for the 2022 AGM, the District investments had been negatively impacted by world events and market trends. I am pleased to report, however, that a good deal of the decline in investments from recent years has been recovered with increased values. A meeting of the District Finance Committee was held in April of 2023 to discuss the state of the District investments. The Committee had the benefit of advice from   
Ed Gougeon who is our representative from Educators Financial Group. A second meeting of the District Finance Committee is scheduled for May of 2023. At this meeting there will be further review of our investments.

I am very aware of how the working conditions of all of our members continue to be extraordinarily

challenging. The pressures we face to deliver public education of quality are enormous. It is my

sincere hope that the solidarity which has strengthened our union for over 100 years of its existence will continue to assist us in facing the future. I believe this budget will help us to do this. I am pleased to present, on behalf of the District Budget Committee, an annual budget that I strongly believe will

prudently and responsibly meet the needs of our members and, at the same time, strength our

solidarity.

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| ***TBU Collective Bargaining Committee Report*** |
| ***Shawn Lavender, Chair and John Vince, Chief Negotiator*** |

**Committee members:** Megan Donald, Sarah Brown, Mike Zanibbi, Rachelle Seguin, Emily Cavers, James Griffith, Deb Gavel, Elizabeth Steele-Drew, Wade Leonard, Joanne Sortberg, Mike Smith, Dave Hannah, Kim Thorne, Cassandra Buckley, Jordan Chambers, Kristin Lawlor, Carlos Alberto, Autumn Rymal, Tiffany Cubitt, Sheri Hodgins, Jamie Reid, Rebecca Dillon, David Mathers, Brian Heaton, Jan Gorzen, Amanda Rodriguez, Rebecca Dunphy, Dave Kerr, Joel Hasler, Elizabeth MacDonald, Heather Kirby, Mark Bischof, Richard Rushaleau, Scott Cashol, Brian Moelker, Leslie Lawlor

Thank you to the Teachers’ Bargaining Unit (TBU) Collective Bargaining Committee (CBC). Every month, representatives participate in an interactive meeting. Concerns are shared and updates are provided. Most importantly, we look for ideas to make our working life better.

**Local Negotiations**

Our Collective Agreement expired at the end of August 2022. At the local level, the Negotiating Team consists of: Shawn Lavender, John Vince, Brian Moelker, Joanne Sortberg, Andrea Loken and Elizabeth MacDonald. We presented our Local Brief to the Board on April 14 and met again to bargain on April 24. We have two additional dates scheduled for early in June.  At the Central Table, we have not heard of any substantive progress being made.

In the news, Education Minister Lecce recently stated that he wanted a ‘deal’ before the next school year. He further suggested the use of a private mediator. Our Provincial President, Karen Littlewood, responded in the media saying we were not at the point of mediation in the talks at the Central Table.

**The ‘Normal’ Year**

This was the first year free from weird Quadmester/Octomester schedules, remote learning and the other restrictions associated with Covid-19. From all reports, it has been as challenging, if not more so, then each of the past three years. Student learning gaps, student behavioural issues, large classes, and large numbers of students with complex needs have all contributed to a difficult year.

There remain three (3) years in the Ontario Conservative’s mandate. We are going to be in a fight for public education the likes of which we’ve never seen.

Thanks for all your support and the good work you do in our system!

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| ***District Collective Bargaining Committee Report*** |
| ***John Vince, Chair*** |

**Committee members:** Wendy Bonnell, Andrea Loken, Carrie Barr, Julie Burrows, Tiff Idems, Shawn Lavender

The District Collective Bargaining Committee (DCBC) consists of representatives from all three of the Local affiliates of OSSTF: Teachers, PSSP and Instructors. This group meets as needed through the year to discuss common issues and bargaining strategy. Since this is a negotiations year, the committee has been active and has met throughout the year.

Thanks to all members of the committee for your active participation.

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| ***Communications and Political Action Committee (CPAC) Report*** |
| ***Andrea Loken, on behalf of CPAC*** |

**Committee members:** Wendy Bonnell, Dieter Brueckner, David Hannah, Andy Hills, Tiff Idems, Shawn Lavender, Wade Leonard, Andrea Loken, Chris Pardy, John Vince

Thank you to all those who volunteered their time to the CPAC committee.

**Support for Support Staff**

This past fall the school year began with CUPE education workers taking on the Ford Government in a big way engaging in strike action to achieve a Collective Agreement. OSSTF Members from all bargaining units wanted to show support however they could; some members joined picket lines when they could while others wore purple and other indicators that they stood in solidarity with CUPE. The CPAC Committee responded by supplying “solidarity” buttons and ordering purple T-shirts for members to show our support. These demonstrations of solidarity helped force the Government to back off. In late October, the draconian Bill 28 was introduced by the Ford Government. This bill called the *Keeping Students in Class Act* attempted to impose regressive contracts and ban strikes. It was repealed two weeks later after the Government suffered a great deal of backlash and threats of Charter challenges.

**Other CPAC Activities**

CPAC elects delegates to represent OSSTF D27 to the Kingston and District Labour Council. Andrea Loken, Wendy Bonnell, and John Vince were this year’s delegates. The Labour Council organizes events such as Labour Day, the National Day of Mourning for workers who have died or been injured on the job, and other events to support workers.

In November, Andrea and Wendy attended Lobby Day in Toronto. We descended on Queen’s Park with many other OSSTF Political Action reps across the province to meet with MPPs to discuss our priorities for public education while raising awareness about the challenges our Members face in the workplace. We were able to meet with MPP for Kingston and the Islands, Ted Hsu and MPP for Lanark-Frontenac-Kingston John Jordan. Wendy was also able to attend a special meeting with Ministry officials to raise awareness about funding for Adult non-credit programs which run in our Board and other boards. These adult education programs are vital to support families in our communities, including newcomers to Canada.

Lobby Day was quite memorable this year since the day we were there coincided with the day the Ford Government was trying to ram through Bill 28, the *Keeping Students in Class Act.* This made the day very dynamic as MPPs and members of the gallery were getting kicked out of the provincial legislature for strongly speaking up, disobeying the rules of the House.

Lately, the committee is focussing its efforts on supporting two major campaigns:

* the citizen-led referendum on the privatization of healthcare, a campaign organized by the Ontario Health Coalition (OHC), and
* the Enough Is Enough campaign organized by the Ontario Federation of Labour (OFL)

If you are interested in political and social justice issues, please consider becoming a part of this committee next year.

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| ***Educational Services Committee Report*** |
| ***Brian Heaton, Chair*** |

The Educational Services Committee provides reimbursement for members wishing to enhance their professional development by participating in self-directed learning opportunities. Application forms and submission guidelines are available from committee members or by accessing the Educational Services link on the district website. Completed applications must include documentation for all claimed expenses including the registration receipt. There are two reimbursement periods: one following the first semester and the other in the month of June.

The committee will meet in June to review the applications submitted for the 2022-2023 school year. This year's submission deadline is Friday, June 2, 2023 with completed applications to be emailed to Brian Heaton at: [bdheaton@yahoo.com](mailto:bdheaton@yahoo.com).

The committee members are to be thanked for their service on behalf of the District 27 membership, which has, in the process, helped to create and foster valuable learning and professional development opportunities for those members who participated in these initiatives.

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| ***Status of Women Committee Report*** |
| ***Elizabeth MacDonald, Chair*** |

Thank you to our school reps and members who support us in their work sites and our community. Our committee has members from all three of our bargaining units and contacts in all work sites. We encourage participation by any member interested in our goals. Monthly committee reports are presented to the District and to bargaining unit executives. Those reports summarize committee and community activities and issues concerning women, families, and children.

This year the committee completed a detailed Women's Health and Social Issues calendar. Those details are shared through monthly meetings, the District Executive and the TBU executive. We also copied and distributed an updated OSSTF Pregnancy and Parental Leave information booklet to all bargaining units and school sites. This revised OSSTF booklet is also available online on the District 27 Website.

**Goals of the Status of Women Committee of D27 OSSTF:**

* To educate members about issues and support learning about legal, social, and historical concerns of Canadian Women and girls.
* To locate and distribute diverse resources, including web links, teacher guides, and tool kits for action, websites, e-learning modules & other electronic sources of information.
* To share resources with Status of Women Reps and to our membership on our local website.
* To support education and to increase member awareness about a broad range  
  of issues and inequalities affecting the daily lives and future success of women and girls in our schools, community, workplaces and beyond;
* To provide local opportunities and resources to empower, inspire and engage Status of Women members and school communities to create and sustain safe, caring, inclusive, school communities free from fear; and
* To promote respect for human diversity.

**Yearly Activities:**

We plan activities around the following monthly events subject to the direction of the committee member’s interests each year.

**September:** Take Back the Night Rally, safety at home and in the community. Generally, this event is sponsored by the Sexual Assault Centre of Kingston and Queens’ University.

**October** - Women’s History Month; Canadian Heroines; International Day of the Girl Child, Person's Day. Resources are posted on the D27 Website under Status of Women Committee.

**November** – Aboriginal Education Month - Ending Violence against Aboriginal Women; Moosehide campaign events (dates vary)

**December 6 – National Day of Remembrance to End Violence against Girls and Women**.

OSSTF Support of the White Ribbon Campaign – It Starts with You. It Stays with Him. Resources acquired and shared to work sites. Ribbons and other items sent to worksites

**February 14** – Global End to Violence Against Women and Girls;   
**March** International Women's Day, an international celebration of women.

**April** Equal pay day. Materials and resources sent to committee members and presented in the April report to the District Executive.

**May**, Red Dress Day also known as the National Day of Awareness for Missing and Murdered Indigenous Women and Girls and Two-Spirit People, is observed on May 5th. The day honours and brings awareness to the thousands of Indigenous women, girls and two-spirit people who have been subject to disproportionate violence in Canada. [https://www.thecanadianencyclopedia.ca/en/article/red- dress-day](https://www.thecanadianencyclopedia.ca/en/article/red-%20dress-day)

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**What is the role of the OSSTF provincial committee?**

The role of the provincial Status of Women Committee (SWC) is to ensure that the bylaws, policies, and priorities of OSSTF/FEESO are representative of women members (65 per cent of our membership). The SWC is a voice and advocate for women’s equality issues within the Federation and in the broader community. It strives to be a voice for all the women within our Federation on issues of importance to them and to advocate for all women within our society as well. The SWC advises the Provincial Executive (PE) about issues facing women and girls and provides information and resources to local Districts and Bargaining Units. The SWC monitors provincial, federal, and global politics in order to inform and advise on issues that impact women’s equality.

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| ***Health and Safety Representatives’ Report*** |
| ***Shawn Lavender, District Representative and Jamie Reid, Teachers’ Representative*** |

Our District and Teachers’ Health and Safety Officers are Shawn Lavender and Jamie Reid. This year was the fourth year with no central Joint Health and Safety Committee (JHSC).

Thank you to all of the OSSTF members at the various work-sites that have stepped up and have joined site-based JHSCs. With all of the special precautions required for the Covid-19 pandemic there was a lot of work to be done by all workers at our worksites.

**Workplace Inspections**

We have come to a testing our Memorandum of Settlement agreement with the Board for to address release time for JHSC inspections. Although we think more time should be available if necessary, we were pleased that the Board was willing to negotiate with District 27 to try to come up with a fair solution. Under the Memorandum of Settlement, there would be up to 1.0 days of release time per month for inspections at most sites.

**Central Agreement**

The Central Agreement had a few provisions connected to Health and Safety. The first, was that the Board is required to consult with JHSCs and OSSTF in planning for a half-day PD day focused on workplace violence. We provided the Board with suggestions and this PD occurred for some sites on the first PA Day. Any feedback on how to improve the plan for future days would be appreciated.

**Thank-you to our Site Representatives**

Thank you to all our Health and Safety site representatives. Your inspections to look for hazards is vital.

Thank you to all members who have made us aware of concerns, take the time to fill out the paperwork that helps with tracking, and do their utmost to make our workplaces safe.

# List of District and Bargaining Unit Executive Members

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| **District Executive** | | |
| District President |  | Wendy Bonnell |
| District Vice President |  | Deb Gavel |
| TBU President |  | Andrea Loken |
| IBU Vice President |  | Julia Perkins |
| PSSP President |  | Julie Burrows |
| Secretary |  | David Mathers |
| Treasurer |  | David Mathers |
| Executive Officer |  | Shawn Lavender |
| Chair of Branch Presidents |  | Elizabeth MacDonald |
| Human Rights Officer |  | Rosemary Nolan (on leave) |
| Health & Safety Officer |  | Shawn Lavender |
| District Collective Bargaining Committee Chair |  | John Vince |
| Communications & Political Action Committee Chair |  | *Vacant* |
| Status of Women Committee Chair |  | Elizabeth MacDonald |
| Educational Services Committee Chair |  | Brian Heaton |

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| **Instructors’ Bargaining Unit Executive** | | |
| IBU President  Vice President  Secretary  Treasurer  Chief Negotiator  Executive Officer  CPAC Representative  Ed Services Representative |  | Wendy Bonnell  Julia Perkins  Rose Strohmaier  Rose Strohmaier  Carrie Barr  Joanne Annable  Wendy Bonnell  Rose Strohmaier |

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| **PSSP Executive** | | |
| PSSP President  PSSP Vice President  Secretary  Treasurer  Chief Negotiator  Executive Officer  CPAC Representative  Status of Women Representative  Ed. Services Representative |  | Julie Burows  Vacant  Krista Mather  Laura Tagoutchi-Stevens  Tiff Idems  Leah Carey  Tiff Idems  Krista Mather  Crystal Dupuis |

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| **Teachers’ Bargaining Unit Executive** | | |
| TBU President |  | Andrea Loken |
| 1st Vice President |  | Deb Gavel |
| 2nd Vice President |  | Kim Thorne |
| Chief Negotiator |  | John Vince |
| Executive Officer |  | Rachelle Séguin |
| Secretary |  | Jordan Chambers |
| Treasurer |  | David Mathers |
| Collective Bargaining Committee Chair |  | Shawn Lavender |
| Health & Safety Officer |  | Jamie Reid |
| Faculty of Education Liaison |  | Amanda Rodriguez |
| **Branch Presidents** | | |
| Bayridge Secondary School  Frontenac Secondary School  Ernestown Secondary School  Kingston Secondary School  Granite Ridge Education Centre  Loyalist Collegiate & Vocational Institute  Napanee District Secondary School  LaSalle Secondary School  North Addington Education Centre  Sydenham High School  Occasional Teachers |  | *Vacant*  Deb Gavel & James Griffith  Mike Zanibi  David Hannah  Shawn Lavender & Ben Moser  Margot Craft & Rebecca Dillon  Carol Chmay  Sheri Hodgins  Katie Ohlke  Simon Baron & Leslie Lawlor  Elizabeth MacDonald |