



Annual Report

For

2015-2016

Dave Peters – President

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GRAND ERIE ELEMENTARY TEACHERS' FEDERATION

EXECUTIVE MEMBERS 2015-2016

President	Dave Peters
Collective Agreement Officer	Nancy D'Aurora
1 st Vice President	Caroll Ann Macsai
Deputy Collective Agreement Officer	Cory Judson
2 nd Vice President	Geraldine Turkoski
Secretary	Lori Burroughs
Treasurer	Shawn Martin
Health & Safety	Jennifer Orr
Executive Members	Michaela Kargus
	George Overend
	Carolyn Proulx-Wootton
	Kelly Pulham
	Steve Thorkildsen

GEETF COMMITTEES FOR 2015-2016

Awards Committee	Dave Peters, Chair
ETFO Annual Meeting	Caroll Ann Macsai, Chair
Constitution Committee	Shawn Martin, Chair
Professional Development	Steve Thorkildsen, Chair Brittany Beedham Julie Hamm Jennifer Cherewka
Political Action Committee	Cory Judson, Chair Lori Burroughs Nancy D'Aurora Donna Howey Corey Maxted (GEOT) Jennifer McColl Lorelei Parsons Dave Peters Geraldine Turkoski Adam Walker

First Five Years Committee

Jacqueline McEwen, Co-Chair
Julie Hamm, Co-Chair
Jeffrey Barnes
Brittany Beedham
Nancy D'Aurora
Alex Doumani
Ashley Packham

Status of Women Committee

Caroll Ann Macsai, Chair
Ellen Banbury
Tammy Lam
Lauren Lockhart
Jacqueline McEwen
Kataisha McQueen

Social Justice Committee

Anh Hoang, Chair
Beth Edwards
Donna Howey
George Overend
Kelly Pulham



GRAND ERIE ELEMENTARY TEACHERS' FEDERATION

ANNUAL MEETING 2015

MAY 20, 2015 – GEETF OFFICE

MINUTES

ETFO Human Rights Statement

The Elementary Teachers' Federation of Ontario is committed to:

- providing an environment for members that is free from harassment and discrimination at all provincial or local Federation sponsored activities;
- fostering the goodwill and trust necessary to protect the rights of all individuals within the organization;
- neither tolerating nor condoning behaviour that undermines the dignity or self-esteem of individuals or the integrity of relationships; and
- promoting mutual respect, understanding and co-operation as the basis of interaction among all members.

Harassment and discrimination on the basis of a prohibited ground are violations of the Ontario Human Rights Code and are illegal. The Elementary Teachers' Federation of Ontario will not tolerate any form of harassment or discrimination, as defined by the Ontario Human Rights Code, at provincial or local Federation sponsored activities.

1. Call to Order and Welcome – President, Donna Howey

2. Approval of Agenda for May 20, 2015

Moved by: Steve Thorkildsen Motion I
Seconded by: Kelly Pulham

That the Agenda for May 20, 2015 be approved. Carried

3. Approval of Minutes of 2014 Annual Meeting - page 4 of Annual Report

Moved by: Kimberley Eng Motion II
Seconded by: Jennifer Orr

That the Minutes of the 2014 Annual Meeting be approved. Carried

8. Approval of Changes to the Constitution – page 19 of Annual Report

Moved by: Cory Judson Motion III
Seconded by: Lori Burroughs

THAT, in the Terms of Reference for the Standing Committees of the Grand Erie Elementary Teachers' Federation the Political Action/Public Education Committee name be changed to read: "**Political Action/Public Relations Committee**".

Carried

Rationale: This is the actual name of the committee as identified in GEETF Constitution Section 3 – Committees. This change is a housekeeping item.

Current Wording

Political Action/Public Education Committee

Moved by: Cory Judson
Seconded by: Lori Burroughs

Motion IV

THAT number 2 of the Political Action/Public Relations Terms of Reference be amended by substitution to read:

- 2. To provide support (financial and otherwise) that aligns with the committee's mandate.**

Carried

Rationale: Number 2 of the Political Action/Public Relations Terms of Reference currently refers to work now completed by the GEETF Social Justice Committee.

Current Wording

2. To make members aware of social justice issues in order to foster a broad-based response at the local and provincial levels.
-

Moved by: Cory Judson
Seconded by: Jennifer Orr

Motion V

THAT the Political Action/Public Relations Terms of Reference, Composition of Committee: be amended by substitution to read:

Membership on the committee shall adhere to the GEETF Constitution and shall include:

- 1. A Chair selected by the committee.**
 - 2. An Executive liaison.**
 - 3. The number of members deemed to be necessary to carry out the business of the committee.**
-

4. **Non GEETF members may be invited to contribute to the committee as resource personnel as deemed necessary.**

Carried

Rationale: This better reflects the desired practice of the current committee.

Current Wording

1. The Committee will consist of 4-6 members. Sub Committees will be formed on an ad hoc basis.

Moved by: Dave Peters
Seconded by: Jennifer Orr

Motion VI

THAT the GEETF Conflict of Interest Guidelines be added to the GEETF Constitution as APPENDIX A and become part of the GEETF Bylaws.

APPENDIX A

GEETF Conflict of Interest Guidelines

1. A conflict of interest or potential conflict of interest may arise in a variety of situations, including, but not limited to:
 - a. where a member's private and/or financial interests are in conflict with his/her duty to GEETF or its members;
 - b. where a member's political interest or local's political interest is in conflict with his/her duty to GEETF or its members;
 - c. where a member makes a decision or acts in a manner that is not in the best interest of GEETF or its members;
 - d. where a member, or a member of their immediate family, personally contracts with GEETF.
2. A member who believes that he/she has a conflict of interest, or potential conflict of interest, in a matter that is before a GEETF meeting shall, if present at a meeting, disclose the general nature of the conflict of interest.
3. A member who has disclosed a conflict of interest, or potential conflict of interest, shall consider:
 - a. abstaining from voting or participating in the consideration of the matter that is before the meeting; or,
 - b. withdrawing from the meeting.
4. In the event that a member has reasonable grounds to believe that another member may be in a conflict of interest, or a potential conflict of interest, the member shall, if

that conflict has not been disclosed, request that the potential conflict be considered by the Chair of the GEETF meeting. The Chair may, after consideration of the potential conflict of interest;

- a. take action to disclose the conflict of interest before the meeting and/or may rule any agenda item out of order; or
- b. the Committee/Executive may, with a two-thirds vote, determine if an member should abstain from voting or participating in the consideration of the matter and/or whether a member should withdraw from the meeting.

Carried

Rationale: ARTICLE VII – ORGANIZATIONAL DUTIES states that, “The Local, its officers and committees, shall carry out their duties and responsibilities in accordance with both the Local and Federation constitutions, by-laws, policies, procedures and directives.”. The GEETF Executive has approved the GEETF Conflict of Interest Guidelines. Adding these guidelines as an appendix to the GEETF Constitution will ensure that they are readily available to provide direction to GEETF members.

10. Approval of Reports – refer to page number of Annual Report

Moved by: Donna Howey
Seconded by: Sandra Beedham

Motion VII

That the Annual Reports (10.1 to 10.14) listed below, be approved as written.

- 10.1 President’s Report – page 12
- 10.2 Collective Agreement Officer’s Report – page 14
- 10.3 Secretary’s Report – page 18
- 10.4 Professional Development Committee – page 22
- 10.5 Schools’ Professional Development Budget – page 23
- 10.6 ETFO Annual General Meeting 2014 – page 24
- 10.7 Awards/Recognition Banquet – page 26
- 10.8 First Five Years Committee – page 27
- 10.9 Health and Safety Committee – page 28
- 10.10 Status of Women Committee – page 29
- 10.11 Political Action/Public Relations Committee – page 32
- 10.12 Social Justice Committee – page 34
- 10.13 Union Stewards – page 36
- 10.14 Thank you to our Union Stewards – page 38

Carried

11. New Business

11.1 ETFO WTR – Phase I

- The GEETF office has had a number of inquiries regarding Phase 1
- FAQ’s have been emailed to all members regarding Report Cards
- Emails are being sent to members personal emails

11.2 Approval of the Auditor for 2014-2015

Moved by: Donna Howey Motion VIII
 Seconded by: Kataisha McQueen

That Koenig & Associates be appointed as Auditor for the 2014-2015 fiscal year.
 Carried

11.3 Upcoming Meetings

Union Steward Training – Wednesday, May 27 & Thursday May 28, 2015
 Executive Meeting – Wednesday, June 10, 2015
 Celebration Dinner – Wednesday, June 17, 2015

11.4 Meeting dates for 2015-2016 (tentative)

Local Representative Council (Wednesdays)

November 18, 2015
 March 23, 2016

Membership Meetings (Wednesdays)

October 21, 2015
 May 18, 2016

Executive Meetings (Wednesdays)

September 16, 2015	February 10, 2016
October 14, 2015	March 9, 2016
November 11, 2015	April 13, 2016
December 9, 2015	May 11, 2016
January 13, 2016	June 8, 2016

Celebration Dinner – Wednesday, June 15, 2016 - Tentative

12. Questions & Answers – nil

13. Adjournment

Moved by: Melissa Wouters Motion IX
 Seconded by: Kataisha McQueen

That the meeting be adjourned. Carried

Grand Erie Elementary Teachers' Federation
 Monthly Financial Statement
 March, 2016

Balance in Chequing as of February 29, 2016	\$253,695.70		
<u>Income for March, 2016</u>			
Release Rebates	\$0.00		
Fee Rebates	\$0.00		
Interest / Sundry	\$0.00		
Other Income	\$0.00		
Other Rebates*	<u>\$168.07</u>	<u>\$168.07</u>	\$253,863.77
Total Expenditures for March, 2016			<u>\$22,270.11</u>
Balance in Chequing as of March 31, 2016			<u>\$231,593.66</u>
Amount in Guaranteed Investment Certificates			\$150,000.00
Amount in Chequing Account			<u>\$231,593.66</u>
			<u>\$381,593.66</u>

	Budgeted Amount	Spent this Month	Spent to Date	Balance Remaining
A) Office Expenses				
Building Costs	\$38,000	1,653.15	23,516.40	14,483.60
Utilities	\$7,000	638.39	3,098.28	3,901.72
Telephones	\$5,500	304.61	2,773.36	2,726.64
Internet	\$1,500	58.70	1,739.11	-239.11
Office Supplies	\$2,500	0.00	3,149.39	-649.39
Office Miscellaneous	\$1,000	53.74	317.37	682.63
Office Insurance	\$2,000	0.00	0.00	2,000.00
Kitchen	\$1,000	0.00	245.45	754.55
Office Equipment/Maint.	\$3,000	0.00	4,599.09	-1,599.09
Building Maintenance/Cleaning	\$2,500	203.40	1,332.27	1,167.73
Bank Charges	\$700	21.80	533.43	166.57
Honoraria	\$3,000	0.00	3,000.00	0.00
Auditor	\$2,800	0.00	2,853.25	-53.25
Mileage	\$18,000	378.85	11,382.82	6,617.18
Dependent Care	\$500	0.00	0.00	500.00
Secretary	\$57,000	3,993.19	39,472.86	17,527.14
B) Engaging Members				
Training for Members	\$5,000	0.00	504.56	4,495.44
Executive Development	\$3,500	563.98	563.98	2,936.02
Awards	\$1,800	0.00	0.00	1,800.00
Celebration Banquet	\$7,500	0.00	0.00	7,500.00
Status of Women	\$20,094	50.98	5,782.06	14,311.94
Beginning Teacher	\$3,000	0.00	0.00	3,000.00
Ad Hoc Committees	\$500	504.54	624.23	-124.23
ETFO Annual Meeting	\$7,500	-168.07	11,952.85	-4,452.85

C] Professional Development				
Professional Development	\$6,000	528.41	1,338.15	4,661.85
First 5 Years Committee	\$6,300	1,198.25	5,330.75	969.25
Executive Retreat	\$1	0.00	0.00	1.00
Pension Workshop	\$1,000	0.00	0.00	1,000.00
D] Advocates for Members				
President's Release	\$64,000	0.00	40,664.75	23,335.25
CAO Release	\$62,000	0.00	38,092.92	23,907.08
Released Officers' Misc.	\$4,000	236.13	1,776.80	2,223.20
Executive Meetings	\$19,000	1,458.11	8,908.02	10,091.98
CBC**	\$15,000	0.00	12,380.31	2,619.69
Member Services/Grievances	\$2,000	504.56	504.56	1,495.44
Union Steward Training/Support	\$40,000	1,144.98	6,821.28	33,178.72
E] Communicates with Members				
General Meetings	\$2,000	0.00	1,176.00	824.00
Representative Council Meetings	\$1,000	233.67	521.06	478.94
Goodwill	\$3,500	360.00	658.20	2,841.80
F] Advocates for Public Education and Social Change				
Political Action/PR	\$9,000	758.99	8,660.72	339.28
Aboriginal Initiative	\$5,000	93.10	623.85	4,376.15
Strike/Community Support	\$6,500	0.00	2,608.00	3,892.00
Social Justice	\$6,000	328.59	2,063.84	3,936.16
G] OTIP Insurance for Members				
	16,000.00	0.00	0.00	16,000.00
H] Contingency				
	2,000.00	-400.00	-73.31	2,073.31
	465,195.00	14,702.05	249,496.66	215,698.34

*Other rebates is a credit to the ETFO Annual Meeting (from another ETFO local).

**\$7,000 was returned to the GEDSB from the CBC budget line to correct their error.

PRESIDENT'S REPORT - 2015-2016

As the Grand Erie Elementary Teachers' Federation President, I really should be sharing this report. As many are aware, I have been in the position of President since January 2016. Before I get too far into the Present's report, I want to pay tribute to our past President, Donna Howey. Donna has moved on to a staff position with ETFO, starting this past January. I am grateful to have been able to work with Donna in the GEETF office for the past six years. Many of you know that Donna worked tirelessly on behalf of GEETF members in all aspect of the job. She represented the GEETF with grace and determination in all matters. She was equally dedicated to social issues important to our organization, participating as a member of many community organizations and committees. We were very lucky to have Donna as a local leader and wish her the very best as she continues to provide service to ETFO members.

Teaching in Ontario continues to be a challenge for ETFO members – Grand Erie teachers share the same experiences as teachers across the province. We are all acutely aware of the challenges teachers face with regard to Special Education underfunding. As teachers in the public system, we have no problem understanding and supporting the policy of “inclusion”. Unfortunately though, for inclusion to be successful, inclusion as a policy needs to be funded properly. This is not occurring. As a result, our classes are very difficult to manage, with high numbers of identified students and a wide variety of student needs and behaviours to be serviced.

Added to the challenges all ETFO members face, there are the specific challenges Grand Erie teachers have had to face this past year. The least of which is PowerSchool and the difficulties our members have had to deal with at reporting time. It is truly astounding that in the second year of the Board's contract for this program, the January reporting period was the most difficult EVER, by many reports. It is clear that the program is not well suited for elementary reporting, and yet the Board announced in January that the FDK teachers would be expected to use the program for their June reports. (Although that decision was rescinded/postponed until September, thank goodness!)

The future of our profession appears to be one in which the tide may be turning toward teachers taking back some control of their working conditions. The concept of “professional judgement” is going to be very important in the next year. Between the language in the Central Agreement, and decisions in courts, it appears that with some determination, we can take back some control in our profession. But it will only happen with a strong commitment on behalf of all members to stand up for their rights – the Charter Challenge victory should help to strengthen our resolve!

I want to take an opportunity to thank a few people as I watch my career as a teacher come to a close. First and foremost, I want to thank all of my friends and colleagues that have helped to make this career a most enjoyable and memorable journey. I want to thank the GEETF Executive, both past and present, for their dedication and hard work on behalf of the members. Thanks in particular to Donna Howey, as we worked as a team for six years as a team, one that I am proud of in terms of the work accomplished and the reputation built for the GEETF. Of course, to not acknowledge and thank Maggie Bailey would be a great mistake – Maggie you cannot even know how much I have valued the work you do on behalf of the members of the GEETF. You are truly the backbone of this organization. Thanks to Nancy for stepping into the

office with very little notice. Your attention to detail and work ethic will benefit our members for many years.

Your new President and Executive will be up to the task in leading the GEETF over the next two years. I have every confidence that the GEETF will be well represented. There will be many exciting changes and challenges facing ETFO members – a move to a provincial benefit plan, another round of bargaining under Bill 122. I encourage all members to participate in the business of the GEETF and work together to make this the great profession that I have always believed it to be.

In Solidarity,
and Respectfully Submitted,

Dave Peters
President GEETF

COLLECTIVE AGREEMENT OFFICER'S REPORT

As would seem to be the “new normal”, 2015-2016 has been a year filled with uncharted territory and significant happenings in terms of collective bargaining. Under the School Boards Bargaining Act, we now participate in a two-tiered bargaining process, with ETFO bargaining on our behalf at the Central Table, and our GEETF Collective Bargaining Committee bargaining at the local level.

Due to a breakdown in the Central Table Bargaining during the spring of 2015, ETFO Teacher and Occasional Teacher members began strike action May 11, 2015, with the withdrawal of administrative services (Work-to-Rule). This strike action continued into Phase 2 at the beginning of the 2015-2016 school year. It took an escalation of our strike action on September 21, filing an unfair labour practice complaint with the Ontario Labour Relations Board (OLRB) on September 29, and a radio/newspaper ad campaign before OPSBA and the government finally agreed to return to the bargaining table. Bargaining resumed on October 5, 6, and 9. Over the Thanksgiving weekend, ETFO submitted a number of responses to proposals from OPSBA, without any response from OPSBA. ETFO reiterated that they were prepared to return to the bargaining table at any time. OPSBA's response came on October 14, when they decided to issue a media release, violating the ground rules set out by all parties to not bargain in the media, misrepresenting many of the key issues that were part of the discussions, and insisting that it was ETFO that had put the bargaining on hold.

As a result, ETFO's Phase 3 strike action began, and a second bad faith bargaining complaint was filed at the OLRB by ETFO on October 16 against both OPSBA and the government. On October 22 it was announced that a full withdrawal of extra-curricular activities would begin October 28. This pressure of removing extra-curricular activities worked! Central Table negotiations resumed on October 24 and October 25. After tireless long days, and nights, our ETFO team successfully reached a Tentative Central Table Agreement on November 2. Voting was held over a number of days. Ninety-eight (98) percent of ETFO teacher and occasional teacher locals voted to accept the central agreement.

Throughout the Central Table Bargaining process, ETFO members were kept well informed of the progress of negotiations via video messages, telephone calls to our home from Sam Hammond, telephone Town hall meetings, Bargaining Bulletins (37 in total), CB eNewsletters, and the creation of an ETFO CB Facebook Page.

At the same time as the Central Table negotiations were happening, local bargaining, that had started the previous March, was continuing slowly. As long as there was no Central Agreement, the Board didn't seem to be interested in real, meaningful bargaining. Eventually we did make some small gains, and, once the Central Table Agreement was ratified, we were able to meet again in November and December. In the late hours of December 14, the local CBC team reached a tentative agreement. Ninety-six (96) percent of the membership voted to accept the local agreement. Through local bargaining this round, we were able to embed the Mutual Exchange/Transfer language into the Collective Agreement, as well as to introduce the Voluntary Transfer process. These two items are important to our members who are looking for alternative ways to make a change without going through the posting process. Another

significant gain was the introduction of the “Sunset Clause”, which allows for the removal of disciplinary material from a member’s personnel file.

As we work through the staffing process for the upcoming 2016-2017 school year, I am optimistic that we will be successful in finding positions for our 18.5 FTE Surplus teachers, and the 6.0 FTE Redundant teachers. Due to the large number of vacancies on the first Vacancy list, and retirements and leave requests that still continue to be submitted, it is my hope that all our members will be returned to positions before the end of this school year.

Declining enrolment in some pockets of our Board has resulted in three Accommodation Reviews to be initiated this year. The Haldimand East ARC involves Anna Melick Memorial, Fairview Avenue, Grandview Central, J.L Mitchener, Rainham Central and Thompson Creek schools. After seven ARC meetings, and a variety of proposals presented, the following recommendation was made by Senior Administration: That there be no changes to Rainham Central and J.L. Mitchener; Grandview Central close and students be reassigned to a new school to be constructed at Fairview Avenue; Anna Melick Memorial close and students be reassigned to Thompson Creek; Fairview Avenue would be demolished and a new school be constructed; Thompson Creek would construct a four classroom addition to house the students from Anna Melick Memorial. The final decision will be made based on Ministry approval for Capital Funding, with a report back to the Board by May, 2017.

The North Brant ARC, which involves Burford District, Cobblestone, North Ward and Paris Central is based on a combination of declining enrollment in some areas of Paris, and the explosion for the demand for French Immersion programming. The recommendations for the North Brant ARC will be tied to the recommendations to be put forth by the French Immersion Ad Hoc Committee, which won’t be released until the end of May, 2016.

And the South East Norfolk ARC involves Elgin Avenue, Lakewood Elementary, Lynndale Heights, Walsh Public and West Lynn schools. The South East Norfolk ARC first met in March, 2016, with two other meetings taking place this school year. This ARC will continue into 2016-2017, before any recommendations are made.

On a personal note, I have had the privilege of serving as the Collective Agreement Officer only since January 25, 2016. The opportunity to serve as one of the released officers for GEETF came at a time that was unexpected, but I have no regrets about making the decision to step into this role. It has been a rewarding experience to serve our members, and to work in partnership with our new President, Dave Peters. I appreciate his guidance and hope to be able to carry on the work that he has done for our local. Also, if re-elected, I look forward to building relationships and partnerships by working with the new GEETF executive to serve all GEETF members.

Respectfully submitted,

Nancy D’Aurora
Collective Agreement Officer

SECRETARY'S REPORT

The Grand Erie Elementary Teachers' Federation held monthly Executive meetings to conduct business on behalf of the members.

In February, the Executive met for a full day to start the discussion, and to develop the language, around this year's proposed changes to the Constitution and structure of the GEETF Executive. These proposed changes, if passed, will create another 0.5 FTE released position in the Local office in order to better serve the members of the GEETF.

Membership, Annual meetings, Local Representative's Council, and Union Steward training was also held throughout the school year. The GEETF Banquet will be held in June and all members are encouraged to attend.

Respectfully submitted,

*Maggie Bailey on behalf of,
Lori Burroughs Miller
Secretary*

CONSTITUTION COMMITTEE PROPOSED CHANGES - 2016

MOTION I – Moved by Lori Burroughs, Seconded by George Overend

THAT ARTICLE IV - MEMBERSHIP; Subsection 4.2.2 be amended by substitution to read:

Eligibility for associate membership in the Local is as defined in Article IV of the Federation Constitution.

Rationale: This motion aligns Article IV of the GEETF Constitution with the correct article in the ETFO Constitution.

MOTION II – Moved by Nancy D'Aurora, Seconded by Michaela Kargus

THAT ARTICLE V - RIGHTS AND PRIVILEGES OF MEMBERSHIP; Subsection 5.1.2 (d) be amended by deletion to read:

d) to participate in all votes related to collective bargaining;

Rationale: Due to recent changes in Ontario legislation, current wording referring to legislation is out of date.

THE CREATION OF AN ADDITIONAL 0.5 RELEASED OFFICER

Motions III to XI will be moved en bloc.

General rationale for motions III to XI: These motions outline the proposed updated titles and duties of the three released officers. The motions update the duties of the other members of the Executive and Union Stewards. These motions remove the repetitive wording that outlines the need to comply with Local and Federation obligations and to attend meetings.

Moved by Dave Peters, seconded by Kelly Pulham

MOTION III

THAT ARTICLE VI - LOCAL ORGANIZATION; Subsection 6.1.1 be amended by substitution to read:

The Local Table Executive shall include the following positions:

- a) President (full-time release)
- b) First Vice President (full-time release)
- c) Second Vice President (0.5 release)
- d) Treasurer
- e) Secretary
- f) Health & Safety Officer
- g) seven (7) Executive Members

Rationale: This motion would alter the composition of the Executive Committee. It provides for an additional 0.5 released position, renames some of the titles of the released officers, and changes the number of Executive Members at-large from the current five to seven.

MOTION IV

THAT ARTICLE VII - ORGANIZATIONAL DUTIES be amended by substitution to read:

The Local, its officers, committees, and Union Stewards shall carry out their duties and responsibilities in accordance with Local and Federation Constitutions, By-Laws, policies, procedures, and directives.

Section 1 - Duties of the Table Executive

The Table Executive shall:

7.1.1 attend and participate in meetings of the Local

Rationale: The change to the wording of the opening paragraph removes the need to outline the duty of members in various capacities to comply with ETFO and GEETF requirements in each subsequent subsection. Adding the wording in 7.1.1 also removes the need to repeat the obligation of members to attend meetings in each subsection of the article.

MOTION V

THAT ARTICLE VII - ORGANIZATIONAL DUTIES; Subsection 2 - Duties of Officers be amended by substitution to read:

7.2.1 Duties of the President

The President shall:

- a) be the official spokesperson for the Local ;
- b) act as a signing officer of the Local;
- c) act as an ex-officio member of all Local committees;
- d) serve as a Delegate at the Federation Annual Meeting;
- e) serve as a member of the Federation Representative Council;
- f) preside at meetings of the Table Executive and Local Representative Council;
- g) inform and advise members of issues relating to the Local and to education;
- h) administer the Local office and staff;
- i) carry out the business of the Local between meetings of the Table Executive;
- j) carry on all official correspondence of the Local;

- k) liaise with Federation, GEDSB Senior Administration, school administrators, community groups, and other ETFO locals;
- l) approve Local communications ;
- m) represent the Local and its members on GEDSB committees;
- n) attend meetings of the GEDSB;
- o) make school visits;
- p) prepare a budget in consultation with the Local Budget Committee for membership approval;
- q) serve as a member of the Collective Bargaining Committee;
- r) address member and Local grievances;
- s) address health and safety of the membership.

7.2.2 Duties of the First Vice President

The First Vice President shall:

- a) assume the duties of the President upon the request of or upon the absence of the President;
- b) be the Chair of the Collective Bargaining Committee;
- c) be the chief negotiator for the Local;
- d) safeguard the terms and conditions as outlined in the Collective Agreement;
- e) be the grievance officer;
- f) serve as a Delegate at the Federation Annual Meeting;
- g) inform and advise members about issues relating to the Local and to education;
- h) carry out the business of the Local between Table Executive Meetings;
- i) liaise with Federation, GEDSB Senior Administration, school administrators, community groups, and other ETFO locals;
- j) advocate for members;
- k) make school visits;
- l) prepare a budget in consultation with the Local Budget Committee for membership approval;
- m) address attendance management and workplace accommodation issues;
- n) administer the LTD plan;

- o) attend meetings of the GEDSB;
- p) act as a signing officer of the Local;
- q) represent the Local and its members on GEDSB committees;
- r) perform other duties as requested by the President;
- s) be the Collective Agreement Officer.

7.2.3 Duties of the Second Vice President

The Second Vice President shall:

- a) assume the duties of the First Vice President upon the request of or upon the absence of the First Vice President;
- b) assume the duties of the President should the First Vice President be unable to fulfill the duties of the position of President as outlined in 7.2.2 (a);
- c) prepare a budget in consultation with the Local Budget Committee for membership approval;
- d) be a member of the Collective Bargaining Committee;
- e) address retirement issues;
- f) make school visits;
- g) attend meetings of the GEDSB;
- h) serve as a Delegate at the Federation Annual Meeting;
- i) represent the Local and its members on GEDSB committees;
- j) be the Chair of the Annual Meeting Resolutions Committee;
- k) receive, review and submit GEETF resolutions to the ETFO Annual Meeting;
- l) arrange and facilitate the participation of GEETF members to the ETFO Annual Meeting;
- m) perform other duties as requested by the President.

7.2.4 Duties of the Treasurer

The Treasurer shall:

- a) be the Chair of the Budget Committee
- b) chair Budget meetings;
- c) be a signing officer of the Local;
- d) keep accurate and detailed financial records of the Local in accordance with ETFO guidelines;
- e) present a monthly financial report for approval at each Executive Meeting;
- f) ensure that the 'Review Engagement' of the Local's financial records is completed according to ETFO requirements and in time for approval at the first Executive Meeting of the school year;
- g) forward annual financial statements to the Federation in accordance with ETFO requirements;
- h) prepare an annual budget in consultation with the Budget Committee for the ensuing fiscal year;
- i) present a projected Budget at the Annual Meeting;
- j) deposit, disperse, and account for funds that are on deposit in the name of the Grand Erie Elementary Teachers' Federation in accordance with Federation policy and Local authorization;
- k) accurately reply to correspondence for the Treasurer, file all financial records, and pay Local debts and obligations in a prompt and timely manner;
- l) make adjustments to the projected Budget as updated information is received by the Local;
- m) present and make a motion to approve the Local Budget at the first Membership Meeting of the fiscal year.

7.2.5 Duties of the Secretary

The Secretary shall:

- a) record and maintain accurate records of all meetings of the Table Executive, Local Representative Council and General Membership of the Local;
- b) ensure that attendance at all meetings is taken.

7.2.6 Duties of the Health and Safety Officer

The Health and Safety Officer shall:

- a) represent the Local on the Joint Occupational Health and Safety Committee;
- b) update the Local President on issues of health and safety as needed.

7.2.7 Duties of Executive Members

The seven (7) Executive Members who are elected to fill the complement of the Table Executive Committee shall:

- a) act as a liaison between standing committees of the Local and the Table Executive;
- b) chair the first committee meeting at which time the committee shall elect a Chair;
- c) consider, respond, and provide input into Local management and affairs.

7.2.8 Duties of Union Stewards

Union Stewards shall:

- a) be the representative of the Local and the Federation at school staff meetings, informing members of the business related to the Local and the Federation;
- b) convey concerns and questions from the membership to the Local office and to attend Representative Council Meetings;
- c) vote as a member of the Local Representative Council;
- d) promote Local and Federation activities;
- e) attend and participate in meetings of the Local.

Rationale: This motion outlines the roles and duties of the Executive and the Union Stewards.

MOTION VI

THAT ARTICLE IX- ELECTIONS; Subsection 9.3.9 be amended by substitution to read:

The Executive of the Local shall be elected in the following order: President, First Vice President, Second Vice President, Treasurer, Secretary, Health and Safety Officer, the seven (7) Executive Members.

Rationale: This motion updates the titles in the order of elected Table Executive positions.

MOTION VII

THAT ARTICLE IX - ELECTIONS; Subsection 9.3.10 be amended by substitution to read:

Where two (2) or more candidates are presented for a position on the Table Executive, voting shall be by successive ballots for each position until a candidate has received at least fifty (50) percent plus one (1) of the ballots cast. The candidate who receives the least number of votes on a ballot shall be dropped from the succeeding ballot. The vote for Executive Members shall be on one ballot and members may vote for up to seven (7) candidates. The successful candidates shall be the seven (7) who receive the highest number of votes. Should there be a tie which would result in more than seven (7) candidates being elected, a subsequent ballot containing only the names of the tied candidates shall be used to elect the successful candidate(s) for the remaining vacancy(ies).

Rationale: This motion changes the number of Executive Members from the current five to seven.

MOTION VIII

THAT ARTICLE IX - ELECTIONS; Subsection 9.4.1 be amended by substitution to read:

9.4.1 Should the position of Second Vice President or a non-released Table Officer become vacant during a term, the position shall be filled by a member of the Table Executive.

Rationale: In case the Second Vice President, the Treasurer, Secretary or Health and Safety Officer position becomes vacant during a term, an election as outlined in Section 4 of Article IX will be held to fill the position.

MOTION IX

THAT ARTICLE X - DELEGATES TO THE PROVINCIAL ANNUAL MEETING; Subsection 10.1 (i) be amended by substitution to read:

- (i) The President, First Vice President and Second Vice President shall attend.
- (ii) The Treasurer shall be given preference to attend.

[renumber current (ii) as (iii)]

Rationale: This motion updates the names of the positions that are expected to attend the ETFO Annual Meeting. The Treasurer gets preference to attend due to budgeting considerations.

MOTION X

THAT ARTICLE XIII - FINANCES; Subsection 13.3 be amended by substitution to read:

The Budget Committee shall be comprised of the Treasurer, President, First Vice President and the Second Vice President.

Rationale: This motion updates the names of the positions who comprise the Budget Committee.

MOTION XI

THAT ARTICLE XIII - FINANCES; Subsection 13.8 (b) be amended to read:

- (b) in the amount of one hundred dollars (\$100) per year be paid to each Table Executive Member, excluding the President, First Vice President, Second Vice President and Treasurer.

Rationale: This motion updates the titles of the positions that are entitled to a \$100/year honorarium.

MOTION XII

Moved by Steve Thorkildsen, Seconded by Geri Turkoski

THAT ARTICLE VI - LOCAL ORGANIZATION; Subsection 6.1.2 be deleted.

Rationale: A stipulated amount of release time outlined in the Constitution is unnecessary as training opportunities may be made available by Executive motion and in accordance with the Budget. Also, the current wording does not align with the proposed changes to released positions.

MOTION XIII

Moved by Dave Peters, Seconded by Carroll Ann Macsai

THAT ARTICLE VI - LOCAL ORGANIZATION; Subsection 6.1.3 be amended by substitution to read:

Released officers are entitled to have five (5) compensatory lieu days pro-rated to release time per school year. Such time shall not abut a Board-designated holiday, a statutory holiday, or summer, March or Christmas Break.

Rationale: With the creation of a new 0.5 released officer, this motion would entitle a part-time released officer to half the number of lieu days as full-time released officers (i.e. the President and the First Vice President).

MOTION XIV

Moved by Jennifer Orr, Seconded by Carolyn Proulx-Wooton

THAT ARTICLE VI - LOCAL ORGANIZATION; Subsection 6.1.9 be amended by substitution to read:

Table Officers are Table Executive members who are elected by the membership and who hold a specific portfolio as indicated by positions (a) to (f) in article 6.1.1.

Rationale: This motion outlines that the term 'Table Officers' are those Executive members who are elected to a position for which specified duties are outlined in the Constitution. Current wording does not include released executive positions. Released officers are members of the 'Table Officers'.

THE SIMPLIFICATION OF THE CONSTITUTION BY REMOVING BY-LAWS AND SEPARATING THE COMMITTEES TERMS OF REFERENCE FROM THE CONSTITUTION

Motions XV to XIX will be moved en bloc.

MOTION XV

THAT ARTICLE VI - LOCAL ORGANIZATION be amended by substitution to read:

6.3.3 Each committee shall have Terms of Reference.

6.3.4 Terms of Reference may be amended by Executive approval.

Rationale: Currently the Terms of Reference for committees form the by-laws of the Constitution and may only be amended as outlined in Article XII. This process is unnecessarily slow, requires membership approval, and requires a two-thirds vote of members present. Committees are requested to review and make any needed changes to their Terms of Reference once a year, normally at the start of the school year. Current requirements mean that changes needed to be made early in the school year cannot take place until the end of the school year. These motions remove all references to 'by-laws' from the Constitution and separate out the committee Terms of Reference from the Constitution. Terms of Reference and other operational information may be compiled into a policy and procedures handbook.

MOTION XVI

THAT ARTICLE VII - ORGANIZATIONAL DUTIES; Subsection 7.1.18 be amended by addition to read:

7.1.19 approve changes to committee Terms of Reference.

Rationale: If Motion XV is carried then it will be an additional responsibility of the Executive to approve any changes to the Terms of Reference for committees. Changes made to committee Terms of Reference will no longer be made by the membership and will take place immediately upon Executive motion to approve changes.

MOTION XVII

THAT ARTICLE XII - AMENDMENTS TO THE LOCAL CONSTITUTION AND BY-LAWS be amended by substitution to read:

ARTICLE XII - AMENDMENTS TO THE LOCAL CONSTITUTION

12.1 Proposed amendments to the Local Constitution must be submitted to the Chair of the Constitution Committee no later than forty-five (45) school days prior to any membership meeting.

12.2 The Executive shall distribute all proposed amendments to each work site no later than twenty (20) school days prior to the Local Annual Meeting.

12.3 The Constitution shall be amended if two-thirds (2/3) of the members present at the Annual Meeting vote in favour of the proposed amendment.

Rationale: This motion removes by-laws from the article title and in 12.3 and adds the words 'no later than'. Current wording states a specific date when the need is really for a date 'no later than' the number of school days indicated.

MOTION XVIII

THAT ARTICLE VIII - MEETINGS; Subsection 8.2.2 (d) be amended by deletion to read:

(d) consider resolutions affecting the Local Constitution.

Rationale: This motion removes reference to By-Laws.

MOTION XIX

THAT ARTICLE VII - ORGANIZATIONAL DUTIES; Subsection 7.4.1 (a) be amended by deletion to read:

a) to abide by the Constitution of the Local.

Rationale: This motion removes reference to By-Laws.

MOTION XX

Moved by Dave Peters, Seconded by Kelly Pulham

THAT ARTICLE XIII - FINANCES; Subsection 13.11 be amended by substitution to read:

In recognition of the responsibilities assumed by the President, First Vice President and Second Vice President, an annual allowance shall be paid as follows:

President	12% of A4 Year 10 salary
First Vice President	8% of A4 Year 10 salary
Second Vice President	4% of A4 Year 10 salary

Rationale: With the addition of the 0.5 released officer and the reorganization of the released officers, an updated responsibility allowance that reflects those changes is required.

MOTION XXI

Moved by Dave Peters, Seconded by Kelly Pulham

THAT ARTICLE IX ELECTIONS be amended by addition to read:

9.2.5 Notwithstanding the above, effective only for the 2016 GEETF Election, a member who has been duly nominated for the position of Second Vice President may be nominated from the floor to run for the position of President or Collective Agreement Officer if the position of Second Vice President (0.5 release) is not created.

Rationale: In the event that the additional 0.5 release position is not created, a member who was duly nominated according to required timelines (see article 9.2.4) would not be able to run for any released position. This motion would allow member(s) who put forth their nomination to run for any release position at the election.

MOTION XXII

Moved by Kelly Pulham, Seconded by Dave Peters

GEETF Indigenous Partnership Committee

TERMS OF REFERENCE

1. To offer opportunities for GEETF members to learn about Indigenous perspectives, histories and cultures.
2. To promote professional and personal growth in understanding of Indigenous perspectives and Indigenous education.
3. To support the development of confidence in teaching about Indigenous perspectives.

COMMITTEE COMPOSITION

The committee will be composed of GEETF members. It is important to ensure the inclusion of GEETF members who identify as First Nations, Metis or Inuit.

1. A chair shall be selected by the committee.
2. A GEETF Executive Liaison will be on the committee.
3. The number of members deemed to be necessary to carry out the business of the committee.
4. Non GEETF members may be invited to contribute to the committee as allies.

DUTIES OF THE CHAIR

The Chair of the Committee shall:

1. Ensure the maintenance of committee minutes and related documents.
2. Liaise with other committees and outside groups as necessary.
3. Ensure reports are made at Executive, Representative Council and Membership meetings.
4. Be responsible for the committee's budget.

MOTION XXIII

Moved by Karen Peters, Seconded by Michelle Saunders

THAT ARTICLE VI – Local Organization; Subsection 6.1.4 be amended by deletion to read:

Of the thirteen (13) Table Executive positions, a minimum of four (4) shall be held by women.

Current Wording

6.1.4 At least one of the released executive positions shall be held by a woman. Of the thirteen (13) Table Executive positions, a minimum of four (4) shall be held by women.

Rationale: ETFO's Constitution states in Article 11.2.2 "The local constitution shall ensure leadership positions for women on the executive." The proposed change ensures a minimum of four (4) women will be elected and hold leadership positions on the Table Executive. Being a member of the Local's Table Executive is a leadership position within our local.

PROFESSIONAL DEVELOPMENT COMMITTEE

Committee Members 2015-2016

Brittany Beedham
Jennifer Cherewka
Julie Hamm
Steve Thorkildsen

St. George-German School
Cedarland Public School
Joseph Brant Learning Centre
Prince Charles Public School

The GEETF Professional Development Committee's goal is to continue to provide the professional learning opportunities that our members are interested in. Plans are made with member needs and requests in mind (based on survey results, emails, and phone calls to the office).

The following is a summary of the workshops hosted by the Professional Development Committee this year:

- Inquiry in the Classroom – Looking through an Indigenous Lens – Indigenous Partnership Committee and guest speakers
- So You Think You Can't Dance – Brooke Charlebois
- Resume Writing – Monique Goold
- Interview Skills – Monique Goold
- Centres and Conferences in Math – Vera Teschow
- Meaningful Media – Tracey Tinley
- Music – Heather Chwastiak

The committee wishes to thank our outstanding Executive Assistant, Maggie Bailey for all of her hard work on behalf of our committee. Her efforts are certainly appreciated by our committee and our members.

Many thanks to the amazing committee members for their dedication of time, efforts and knowledge in planning and hosting the events. Thanks to all the teachers who have attended the various workshop with GEETF. Thank you for the opportunity to work on your behalf. Please continue to inform us about your needs for professional learning. Best wishes for continued success!

Respectfully submitted,

Steve Thorkildsen
Chair

SCHOOL'S PROFESSIONAL DEVELOPMENT BUDGET

The funds allocated yearly to each elementary school are negotiated in the GEETF Collective Agreement. The current amount of \$108,000 is allocated on a staff per capita basis and administered at each school by a committee of teachers and the school administrator. All expenses approved at the school level by their P.D. Committee must also be approved by the GEETF Office before our Board makes payment.

Several members have taken advantage of the use of P.D. Funds for a one time reimbursement to members of up to \$350 for completion of an AQ Course since. Please see your Union Steward for specific parameters around this initiative that began in the 2014-2015 school year. We encourage our P.D. school committees to deplete their yearly allotment; however, any monies left at the end of August are rolled over and added to the next school year's allotment.

During the 2014-2015 school year GEETF introduced a new GEETF PD Criteria that serves as an "umbrella" to the schools' criteria. Schools have their own "*Criteria for School Use of P.D. Funds*" kept on file at the school. We request that Stewards also send a copy of their criteria to the GEETF Office for our files. The criteria should be reviewed yearly to ensure that it conforms to the current use of the funds.

Our office does not have access to the Board's SDS Accounting System so we cannot access it to determine the status of a school's account. However, the Administrator and Secretary of each school can do so, and we encourage Union Stewards to ask for this to be done every two months. The print out will allow you to check that charges have not been taken from your account in error. Once the Board completes their year-end (August), they cannot go back and make adjustments (credit, debit) to a school's P.D. budget.

The Board requires original receipts for all expenses except mileage. They will not allow the administrator's VISA to be used to prepay conferences or purchases of resource material. As well, the school's petty cash fund cannot be used for these expenses. The only expense that can be prepaid is the registration for a conference, but the process for this must be started at least three weeks prior to the date of the conference/workshop.

The Union Steward is chair of his/her school's P.D. Committee and the work involved in receiving, approving, documenting and forwarding the forms necessary is appreciated. New Union Stewards, in particular, are encouraged to call the GEETF Office if they are uncertain how to proceed with a P.D. request or its reimbursement.

Respectfully submitted,

Maggie Bailey

ETFO ANNUAL MEETING 2015

Grand Erie took a total of nine delegates and five alternates to the ETFO Annual General Meeting. This meeting was held at the Westin Harbour Castle Hotel, in Toronto, from August 17 to 20, 2015.

Grand Erie delegates in attendance were:

Jeffrey Barnes	Kataisha McQueen
Nancy D'Aurora	Dave Peters
Kimberley Eng	Kelly Pulham
Shannon Hendel	Sabrina Sawyer
Donna Howey	Jessica Strohm
Caroll Ann Macsai	Steve Thorkildsen
Jacqueline McEwen	Tannis Wilhelmus

Monday, August 17, 2015: General Sessions I and II: 4:00 – 9:00 p.m.

Orders of the day included:

- Introduction of Parliamentarian Team
- Operating Procedure
- Minutes of 2014 Annual Meeting
- President Sam Hammond's Address
- Resolutions: Priorities, Constitution & Bylaws
- Introduction of Candidates for 2015-2017 Executive
- Presentation and questions regarding the 2015-2016 Budget by First Vice-President Susan Swackhammer
- Nominations closed for the positions of President, First Vice-President, Vice-President, Vice-President (Female), and OTF Table Officer
- Election Speeches
- Meet the Candidates in Harbour Ballroom 9-10:30 p.m.

Tuesday, August 18, 2015: General Sessions III and IV: 8:45 am – 5:30 p.m.

Orders of the day included:

- Auditor's Report
- Report and question regarding the Report of General Secretary, Victoria Reaume
- Review of Electronic Voting Procedures
- Resolutions: Constitution, Bylaws, Budget, Policy & Position Statements and OTF
- Wab Kinew: Social Justice Speaker
- Awards Presentation
- Nominations closed for the positions of Executive, Executive (Female)
- Election Speeches
- Rian McLaughlin, President Ontario Teachers' Federation
- New Business Motions

Wednesday, August 19, 2015: General Sessions V and VI: 8:45 – 4:00 p.m.

Orders of the day included:

- Review of the Election Process
- Election Caucus
- Election of President
- Heather Smith, President of the Canadian Teachers' Federation
- Election Caucus
- Election of First Vice-President
- Resolutions: Action and resolutions not previously dealt with
- Election Caucus
- Election of Vice-President and Vice-President (Female)
- Introduction of Committee Chairpersons
- Election Caucus
- Election of OTF Table Officer
- Election Caucus
- Election of Executive, Executive (Female)
- New Business Motions

There was a reception, dinner, and dance Wednesday evening at the Harbour Ballroom and Metropolitan Ballroom.

Thursday, August 20, 2015: General Session VII: 8:45 – 2:00 p.m.

Orders of the day included:

- Budget – Final Review and Approval
- Resolutions: Return to resolutions not previously dealt with
- Remarks from Sam Hammond
- New Business Motions
- Courtesy Statements
- Adjournment

If you have never been a delegate at the ETFO Annual General Meeting, please consider applying in the future. Being a delegate is a great way to learn about your union, to be more informed as a teacher, and to create new friendships in the best teachers' union, ETFO.

Respectfully Submitted,

Caroll Ann Macsai

First Vice-President, GEETF

AWARDS/RECOGNITION BANQUET

The intent of the GEETF Awards is to recognize innovative projects which improve/enhance the lives of children.

Up to two awards (GEETF membership not required for one) may be awarded each year in each of the following categories:

- the arts
- environment
- humanitarian
- anti-poverty

Each recipient (or group) received a commemorative scroll in addition to a donation to the project or related group.

The award recipients for the 2014-2015 school year were:

<u>ARTS</u>	Ingrid Bodnar	Delhi Public School
<u>THE ENVIRONMENT</u>	Amy Butler	Waterford Public School
<u>HUMANITARIAN</u>	Carrie Davies	Agnes G. Hodge Public School

LOCAL LEADERSHIP/ADVOCACY AWARDS

Jaclyn Balkwill	King George School
Sandra Beedham	St. George-German Public School
Cory Judson	Princess Elizabeth Public School
Karen Peters	Lakewood Elementary

The 2014-2015 Recognition Banquet was held on Wednesday, June 17, 2015 at the Petofi Hungarian Cultural Club. There were a total of 179 people in attendance. A total of 29 retirees were invited to receive our gift of a cranberry glass apple as well as Congratulatory Certificates from the Ministry of Education and to be acknowledged by their staff and colleagues.

Respectfully submitted,

Maggie Bailey

FIRST FIVE YEARS COMMITTEE

Committee Members 2015-2016

Jeffrey Barnes
Nancy D'Aurora
Julie Hamm
Kataisha McQueen

Brittany Beedham
Alex Doumani
Jacqueline McEwen
Ashley Packham

This year the committee decided to offer workshops in the fall that pertained to teachers' needs at that time. Four workshops were offered on Thursdays throughout October to December.

Workshops: Planning 101, Assessment 101, Report Cards 101, and PowerSchool 101.

These workshops had between 8-15 participants; although we were hoping for a greater turnout. Participants were led through these workshops with Instructional Coaches within our board and fellow colleagues within our board. There were meals and prizes at each workshop which were well received!

In the winter, the committee thought a sporting event to encourage members to collaborate and socialize would be a great opportunity. As a result we booked transportation and a block of tickets to attend a Blue Jays game in Toronto. It was a great success all around! We filled a bus with 50 First Five year members, their guests and fellow teachers. The committee was able to subsidize the cost to teachers paying \$15 towards the cost of their ticket.

The remainder of our committee budget would be spent offering First Five Years teachers an opportunity to job shadow a colleague of their choice in order to learn from, and collaborate with them. This type of investment in our members is always a success. New teachers really appreciate the time spent collaborating with someone.

Respectfully submitted,

Julie Hamm
Co-Chair

HEALTH AND SAFETY COMMITTEE

I continue to be the GEETF representative on the GEDSB Joint Occupational Health and Safety Committee. I receive daily health and safety e-mails that keep me informed as issues arise for our members. These include accident/injury reports, workplace violence reports, air testing notifications and results, as well as asbestos or mould concerns and clearance reports. I also attend the monthly meetings in order to voice concerns and questions as they pertain to GEETF members, and the general health and safety of workers.

It has been a long and hard fight to have time during the work day to complete health and safety related training. Finally, with a collective approach, we now have time on a PD day to complete some of this training. I say some because we all know that this training takes longer than a few hours. Nevertheless, completing this training is extremely important to worker safety. As workers we have rights, but also obligations to work safely and prevent unsafe situations.

The following is some other pertinent information for our members' health and safety in the workplace:

- Be always on the lookout in your class for hazards (frayed cords, broken floor tiles, clutter) and report it to your principal, caretaker and site rep, so these items can be taken care of immediately; don't just wait for the monthly inspection!
- Watch for leaks in the ceiling, around your windows, by your sinks, and report ASAP. Water causes damage, and creates an environment for moulds. Moulds thrive in moisture, darkness and some heat. Moulds can cause some very serious health concerns.
- Completing on-line monthly inspections using ebase, is still a goal, but due to fall job-actions this was pushed back. Technology continues to be uncooperative at times, but when schools begin sending in their monthly inspections through ebase, work orders will not only be generated, but will be tracked, as the program transfers items from one month to the next. Less wait time
- Know where the MSDS binder is in your school, and be aware that these sheets will be changing, as will labels. WHMIS is being updated to a Globally Harmonized System (GHS).
- Keep reporting accidents, injuries, and workplace violence. If it's not reported, nothing can change. If you need help, please e-mail me, Dave Peters, Hilary Sutton or Lena Latreille.

Respectfully Submitted,

Jennifer Orr

Certified GEETF Member on the JOHSC

STATUS OF WOMEN COMMITTEE

Status of Women Committee Members 2015-2016

Ellen Banbury
Lauren Lockhart
Jacqueline McEwen

Tammy Lam
Caroll Ann Macsai
Kataisha McQueen

Donations:

The Status of Women Committee made donations to the following organizations:

- Brant Sexual Assault Centre (\$500)*
- Dunnville Community Closet Donations (\$182.21)
- Ganohkwasra Family Assault Support (\$500)*
- Haldimand Norfolk REACH (\$500)
- Haldimand Norfolk Women's Services (\$500)
- Kids Can Fly (\$200)
- Nova Vita (\$500)*
- Out of the Cold (\$500)
- Red Cross Dominica (\$250)

*Each of these organizations were matched by a donation from ETFO.

Local Incentive Funding:

The Status of Women Committee offered financial support of up to \$250 for GEETF teachers to purchase curriculum resources and/or learning experiences that are in line with mandate of the Status of Women Committee. The following teachers applied for funding:

- | | |
|------------------|---------------------------------|
| • Meghan Daley | River Heights Elementary School |
| • Cindy Evans | St. George-German School |
| • Shannon Hendel | Agnes G. Hodge School |
| • Heather Pond | West Lynn Public School |

Workshops and Training

Kataisha McQueen attended the ETFO Leadership Conference in October, 2015. She brought back resources for the Status of Women Committee.

On December 3, 2015, the Status of Women Committee sponsored a Pottery & Pizza workshop. (Smak Dab Pottery & Maria's Pizza) The participants completed a pottery project that was fired and then picked up at the GEETF office.

On April 11, 2016, the Status of Women Committee sponsored a Pregnancy and Parental Workshop. The workshop was facilitated by Lorna Larmour, staff member from ETFO. Nancy

D'Aurora, the Collective Agreement Officer attended for the first time. A meal was provided and the participants received the Pregnancy and Parental information booklet.

On April 16, 2016, the Status of Women Committee sponsored a Work Smart, Live Smart Workshop. Yoga, lunch and a nutritionist/dietitian spoke on a Healthy lifestyle.

Events:

In October, the Status of Women Committee asked the membership for donations to Brantford and Area Basketeer Program. Grand Erie Teachers once again showed their generosity and 20 baskets were assembled to support women staying at the area shelters. Many thanks to the Committee and Maggie Bailey.

On April 29, 30, and May 1, 2016, the Status of Women Committee sponsored a Women's Retreat at the Oakwood Inn in Grand Bend. The Omyogastudio provided workshop instructors for the participants. Laurisa Christie was the guest speaker who spoke on environmental issues and her activism. The retreat refreshed the participants by letting them network, attend wellness activities, and to grow personally in a safe and relaxing location.

A Grade 7/8 Boys' Conference will be co-sponsored by the Status of Women Committee on June 4, 2016. The Status of Women Committee will donate \$1000 for this event.

A Grade 8 Girls overnight, leadership camp Conference will be held on June 14 and June 15. The event is booked at the YMCA Camp in St. Clements. Up to 40 Grade 8 girls may attend. The committee members will chaperone the event.

I would like to thank the amazing and positive committee members for their engagement and hard work.

I would like to thank our Executive Assistant, Maggie Bailey, for her continued support and hard work to finalize all the undertakings of the Status of Women Committee.

Lastly, I would like to thank our past president Donna Howey for her knowledge and dedication to the Status of Women Committee. She is greatly missed and we wish her the very best at ETFO.

Respectfully submitted,

Caroll Ann Macsai,
Chair

POLITICAL ACTION/PUBLIC RELATIONS COMMITTEE

Members 2015 – 2016

Lori Burroughs	Nancy D'Aurora
Donna Howey	Cory Judson
Corey Maxted	Jennifer McColl
Lorelei Parsons	Dave Peters
Geraldine Turkoski	Adam Walker

This year the Political Action/Public Relations Committee was focused on supporting our bargaining team and goals, working with our allies in labour, and interacting with the public to grow trust and support for our members.

Brantford and District Labour Council

For the fourth year in a row the PA/PR Committee supported the full participation of the Grand Erie Elementary Teachers' Federation in the Brantford and District Labour Council. Our voice was represented around the Executive Table of this organization and we worked in solidarity with other labour affiliates for various community initiatives including Labour Cares. The PA/PR Committee also continues to support the annual Brantford and District Labour Council's Labour Day Event. Dave Peters also attended the OFL Biennial Convention as an ETFO delegate from GEETF with the support of the PA/PR Committee.

Political Action

Following the direction of ETFO, the PA/PR Committee actively engaged in the 2015 Federal Election Campaign by encouraging our members to vote. ETFO formally endorsed the NDP for this election.

Community Donations

Our committee was happy to support Brant Food For Thought, the Professional Firefighters Association, and Send a Kid to Camp through Brantford Parks and Recreation. The committee believes that by supporting and building partnerships with other organizations and groups, the goals of our organization are advanced.

Events/Advocacy

This year's Annual Trustee Dinner had to be cancelled due to a contract dispute with another education local affiliate. It is the plan of the committee to resume this important annual event in 2016/2017.

In May, the PA/PR Committee hosted a display at the Lynden Park Mall in Brantford as part of the 2016 Education Week. The focus of this year's display was the ETFO education agenda, "Building Better Schools." This provided an opportunity to dialogue with community members about our education agenda and to support our own members in the community.

In June, The PA/PR Committee will be partnering with the Social Justice Committee to sponsor and participate in the Brantford Pride Picnic. ETFO is assisting the committee by providing some giveaways for the event.

Respectfully submitted,

Cory Judson
Chair

SOCIAL JUSTICE COMMITTEE

Social Justice Committee Members:

Donna Howey
George Overend
Beth Edwards

Anh Hoang
Kelly Pulham

Donations:

\$300 was spent on nutritious produce for donation to families in need at the Labour Cares event. \$250 was donated to Canadian Red Cross to support Dominica. A donation of \$300 was made to Raise the Roof. \$200 was donated to Let's Read and \$282.50 to Kids Race to support children with Autism. A donation of \$1000 was made to support the Grade Erie Boy's Conference to help educate grade 7 and 8 students about gender equity. As previous years, we continued to support Brantford Pride with a donation of \$250.

Events:

In October, we hosted a Water Stewardship workshop to inform our members and provide different ways to educate children about issues surrounding water, including Aboriginal perspectives on the importance of water in our lives. In November, we purchased nutritious produce to donate to families in need at St. Andrew church to support our local community.

In February we collaborated with Safe, Inclusive and Accepting Schools to provide an equity training day entitled "Welcoming Newcomers to Grand Erie." The invitation was sent out to each administrator in elementary and secondary schools, as well as to a lead teacher/equity leader at each school in the Grand Erie Board. The full day training included guest speakers from our ELL Teacher Consultant (Atala Andratis) and Immigration Settlement Specialist (Mike Simon), as well as eight presenters from the Elementary Teachers' Federation of Ontario. In the morning Dora Chams, Caitlin McIlveen and Rania Mirza presented "Addressing Islamophobia" to the whole group. In the afternoon we had breakout sessions for two workshops. Emily Hastings, Susan Watts and Debbie White presented "Rethinking White Privilege." Jill Aoki-Barrett and Adam Peer presented information and practical strategies for "Welcoming Refugee Children and Their Families to our Schools." The event was well attended with 161 participants. We had great feedback as well as requests for more equity training days in the future.

Our members continue to model "Random Acts of Kindness" and hand out the cards to be passed on. We have also purchased Tim Horton's gift cards to be passed on to Union Stewards to continue "Random Acts of Kindness" to our members at each school. We hope that "Random Acts of Kindness" will continue to circulate and create a supportive environment for everyone in the workplace.

Supporting Environmental Stewardship in Grand Erie:

This year a total of \$1500 in Earth Day funding was provided to five schools. Local contributions was \$1000 and we received \$500 from Provincial Office through incentive funding. We were able to support Centennial-Grand Woodlands School in their efforts to continue their ongoing

gardening initiative and composting. We contributed to Boston Public School's fund for "Call me Hannah" speaker. Thompson Creek School received our support for their raised bed gardens project. We supported Grandview Central School in their Eco Fun Day that included a planting challenge. We were also able to provide funding to support Burford School's "Ban the Bottle" discount sales of \$8 water bottles for students to use.

I would like to thank the committee members for their enthusiasm and hard work. A very special thank you to our former President, Donna Howey, for her insight, knowledge and dedication to the Social Justice Committee.

Last but not least, I would like to thank our Executive Assistant, Maggie Bailey, for her continuous support and hard work in ensuring that all undertakings of the Social Justice Committee are finalized.

Respectfully submitted,

Anh Hoang
Chair

UNION STEWARDS

Bargaining years tend to place a great deal of additional expectations on Stewards. This year absolutely proved this point. The first year of two-tiered bargaining was undoubtedly a challenge for Stewards as they are the communication link from ETFO to every elementary school and every ETFO member. This year there was an extraordinary amount of communication between ETFO and members as ETFO tried to keep members informed about all aspects of Central bargaining throughout the fall.

In addition, the strike protocols during the work-to-rule campaign provided plenty of work for our Stewards in communicating information, answering questions, searching for answers and communicating with the local office. Finally, once both the Central and Local Agreements were ratified, Stewards were tasked with sharing all of the new contract information to their members. I think all members should be sure to show their appreciation to their Steward!

During non-bargaining years, the GEETF tries to provide three half-days for Steward training, covering a number of topics including;

- Collective Agreement issues
- In-school PD funds
- Sick leave language
- Staffing concerns
- Health and Safety
- Board/Program information
- Etc.

During 2015-2016, Stewards training included some of the above, but much of their training this year revolved around the issues dealing with bargaining. It is due to this workload that the GEETF determined that all Stewards should be released for one full day each year, to be used at their discretion, to acknowledge their dedication and time commitment.

In addition, by virtue of their role, all Stewards are members of the GEETF Representative Council (Rep Council). This entails two meetings after school per year in which the business of the Local is performed. This includes committee reports, motions for the annual meeting, information from the provincial office etc. The Rep Council meetings are the opportunity for Stewards to participate in the running of, and setting direction for the local.

Finally, this year Stewards were encouraged to attend two additional meetings – the Central Agreement information meeting in November and the Local Agreement meeting in January.

It is clear that 2015-2016 was a challenging year for Stewards. We are very grateful to our Stewards for all the work they do to share information with members, for keeping the local office informed of issues that arise in our schools, and the work they do during bargaining and/or during job action. Stewards are the eyes and ears of the local – they help to build solidarity and show a great commitment to their colleagues in the workplace. We could never do the work we do for members without Stewards.

For this we are most thankful for our Stewards. I want to sincerely thank each and every Steward for your service to your colleagues, and for your service to your union.

Respectfully submitted,

Dave Peters
President

THANK YOU TO OUR UNION STEWARDS FOR 2015-2016

<i>School/Worksite</i>	<i>Name</i>
Agnes G. Hodge	Shannon Hendel
Anna Melick	Grant McDonnell
Banbury Heights	Todd Murray/Kendel Ince
Bellview	Jennifer Boissoneault
Cobblestone Elementary	Margaret Herczeg
Bloomsburg	Kim Harvey-Harris
Boston	Bobbi Ryerse
Branlyn	Carolyn Proulx-Wootton/Lori Karolyi
Brier Park	Geraldine Turkoski
Brantford School Support Centre (TRC)	Stephanie Morris
Burford District Elementary	Scott Wood
Caledonia Centennial	Alicia Corcoran
Cedarland	Danielle Skokun/Valerie Harrison
Centennial/Grand Woodlands	Krista Robb
Central	Kristy Hawkins
Courtland	Cory Antonioli
Delhi	Wendy Lauwerier
Doverwood	Karen Peters
Dufferin	Lindsay Guy
Elgin Ave.	Nicole Auld
Ecole Fairview	Shawn Martin
Fairview Ave.	Anne Mageran
Glen Morris	Jonathon Reid
Graham Bell/Victoria	Lisa Metcalf
Grandview Brantford	Christopher Smith
Grandview Central	Ange Hart
Greenbrier	Sue-Anne Schroeder
Hagersville	Kimberley Eng
Houghton	Isabel Katsarov
J.L. Mitchener	Anita Ricker
James Hillier	Kathryn Stuart-Metcalf
Jarvis	May-Lynn Liao
Joseph Brant Learning Centre	Julie Hamm
King George	Karen Michael

THANK YOU TO OUR UNION STEWARDS FOR 2015-2016

<i>School/Worksite</i>	<i>Name</i>
Langton	Tracey Reese
Lansdowne-Costain	Sabrina Sawyer
Lynndale Heights	Christine Kazakevicius
Major Ballachey	Andrew Campbell
Mount Pleasant	Scott Archer/Nancy Bazilli
North Ward	Peter Harris
Oakland/Scotland	Karen England
Onondaga/Brant	Christopher Bailey
Oneida	Mike Henderson
Paris Central	Heidi Gibbs
Port Rowan	Caroll Ann Macsai
Prince Charles	Steve Thorkildsen
Princess Elizabeth	Cory Judson
Rainham	Lise Beauchamp
River Heights	Paul Lacey
Russell Reid/Coronation	Michaela Kargus
Ryerson Heights	Connie Hill
St. George-German	Sandra Beedham
Seneca Central	Roxanne Tuck
Teeterville	Samantha Shaw
Thompson Creek	Elizabeth Porter
Walpole North	Jillian Keenan
Walsh	Darin Townsend
Walter Gretzky	Robert Hull
Waterford	Melissa Wouters
West Lynn	Andrea Ongena
Woodman-Cainsville	Jackie Pitt
Echo Place	Mary Judith Barrett/Thomas Roberts