



# *Annual Report*

*For*

*2019-2020*

*Shawn Martin – President*



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## EXECUTIVE MEMBERS 2019-2020

President	Shawn Martin
First Vice President	Nancy D'Aurora
Second Vice President	Cory Judson
Secretary	Lori Burroughs Miller
Health & Safety	Jennifer Orr
Executive Members	Connie Hill
	Michaela Kargus
	Kendra Kovach
	Caroll Ann Macsai
	Jennifer McColl
	Geraldine Power
	Carolyn Proulx-Wootton
	Sabrina Sawyer

## GEETF COMMITTEES FOR 2019-2020

Ad Hoc FSL Committee	Connie Hill, Chair Jeffrey Barnes Nancy D'Aurora Jennifer Field Margaret Herczeg Marie Pierre L'Arrivée Shawn Martin Geraldine Power Traydese Roth
Ad Hoc On-Site Childcare	Michaela Kargus, Chair Nancy D'Aurora Kendra Kovach Tammy Lam-Lyons Shawn Martin Jennifer McColl Jacqueline McEwen Carolyn Proulx-Wootton
Ad Hoc Social Committee	Lori Burroughs Miller, Chair Marcela Caro Nancy D'Aurora Caroll Ann Macsai Ashley Smith

Ad Hoc Special Education

Jennifer McColl, Chair  
Marsha Anguish  
Kezia Di Donato  
Casidy Gubar  
Peter Harris  
Anh Hoang  
Kendra Kovach  
Shawn Martin  
Marisa McQuay  
Lorelei Parsons  
Danielle Purdy  
Janet Reeder  
Krista Robb  
Kathryn Romphf  
Stephanie Slaman  
Amy VanderWal

Arts Committee

Carolyn Proulx-Wootton, Chair  
Cynthia Aldred  
Miranda Atrooshi (GEDSBOT)  
Jeffrey Barnes  
Heather Chwastiak  
Monique Coretti  
Lisa Graves  
Valerie Harrison  
Kendra Kovach  
Shawn Martin  
Rebecca Moses  
Christine Mulholland

Awards Committee

Nancy D'Aurora, Chair  
Wanda Backus-Kelly  
Jennifer McColl  
Jacqueline McEwen  
Sabrina Sawyer

Collective Bargaining Committee

Nancy D'Aurora, Chair  
Lori Burroughs Miller  
Cory Judson  
Michaela Kargus  
Kendra Kovach  
Shawn Martin  
Jennifer Orr  
Carolyn Proulx-Wootton  
Teresa Rothwell

Constitution Committee

Shawn Martin, Chair  
Lisa Andrews  
Nancy Bazilli  
Nancy D'Aurora  
Sabrina Sawyer

Elections Committee

Christopher Smith, Chair  
Wanda Backus-Kelly  
Nancy D'Aurora  
Kristy Hawkins  
Cory Judson  
Michaela Kargus  
Shawn Martin  
Jennifer McColl  
Geraldine Power  
Carolyn Proulx-Wootton  
Sabrina Sawyer

ETFO Annual Meeting/Resolutions  
Committee

Cory Judson, Chair  
Ellen Banbury  
Marcela Caro  
Nancy D'Aurora  
Connie Hill  
Lyndsay Houghtling  
Michaela Kargus  
Kendra Kovach  
Hayley Lapierre  
Caroll Ann Macsai  
Cheryl Mann  
Shawn Martin  
Jacqueline McEwen  
Carolyn Proulx-Wootton  
Teresa Rothwell

First Five Years Committee

Jacqueline McEwen, Co-Chair  
Larissa Schmitz, Co-Chair  
Samantha Bailey  
Nancy D'Aurora  
Lyndsay Houghtling  
Michaela Kargus  
Kataisha McQueen  
Leah Smith  
Lacey Smith

Indigenous Partnership Committee	<p>Connie Hill, Chair  Todd Bannister  Jeffery Barnes  Anh Hoang  Mary-Jane Hutfloetz  Kendra Kovach  Tammy Lam-Lyons  Suzie Miller  Christine Mulholland  Sabrina Sawyer  Michelle Swyers</p>
Political Action/Public Relations Committee	<p>Cory Judson, Chair  Jillian Adams  Jeffery Barnes  Nancy D'Aurora  Michaela Kargus  Kendra Kovach  Shawn Martin  Corey Maxted (GEDSBOT)  Jennifer McColl  Jacqueline McEwen  Teresa Rothwell  Tammy Stoneman (DECE)</p>
Professional Development	<p>Kendra Kovach, Chair  Jennifer Cherewka  Jennifer Hinrichs  Shawn Martin</p>
Social Justice Committee	<p>Anh Hoang, Chair  Beth Edwards  Mary-Jane Hutfloetz  Kendra Kovach  Shawn Martin  George Overend</p>
Status of Women Committee	<p>Ellen Banbury, Co-Chair  Kataisha McQueen, Co-Chair  Nancy D'Aurora  Michaela Kargus  Kendra Kovach  Tammy Lam-Lyons  Caroll Ann Macsai  Jacqueline McEwen  Carolyn Proulx-Wootton</p>



## GEETF ANNUAL MEETING

MAY 22, 2019

### MINUTES

Lanny Fleming, Upper Grand Local, will act as Parliamentarian for the GEETF Annual Meeting.

#### ***Timed item:***

***5:00 pm ~ GEETF Choir 'Local Vocals'***

#### 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.*

#### ETFO Land Acknowledgment Statement

*In the Spirit of Truth and Reconciliation, the Elementary Teachers' Federation of Ontario acknowledges that we are gathered today on the customary and traditional lands of the Indigenous Peoples of this territory.*

Call for volunteer Human Rights Officer.

#### 1. Call to Order and Welcome – President, Shawn Martin

Shawn introduced Lanny Fleming. He will run the business portion of the meeting.



2. Approval of Agenda for May 22, 2019

Moved by: Kendra Kovach Motion I  
Seconded by: Shannon Hendel

That the Agenda for May 22, 2019, be approved. Carried

3. Approval of Minutes of 2018 Annual Meeting – page 6 of Annual Report

Moved by: Caroll Ann Macsai Motion II  
Seconded by: Shannon Hendel

That the Minutes of the 2018 Annual Meeting be approved. Carried

4. Approval of Changes to the Constitution – page 26 of Annual Report

4.1 Executive Resolutions to Amend the GEETF Constitution 2019

Moved by: Cory Judson Motion III  
Seconded by: Geraldine Power

THAT Article VI – LOCAL ORGANIZATION, Section 2 – Local Representative Council, be amended by addition of a new subsection 6.2.9 (c) to read:

6.2.9 (c) approving the submission of GEETF resolutions to the Federation Annual Meeting.

Rationale: Approving local resolutions to the ETFO Annual Meeting is a responsibility of Representative Council that is outlined in Article XI of the GEETF Constitution. This should be listed as one of the responsibilities of Representative Council.

Carried

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Moved by: Kendra Kovach Motion IV  
Seconded by: Connie Hill

THAT Article VI – LOCAL ORGANIZATION, Section 3 – Committees, section 6.3.2 be amended to read:

6.3.2 Ad Hoc committees required to carry out the work of the Local may be established or dissolved by the Executive, Local Representative Council meetings or by General Meetings as necessary. Local representatives to Ad Hoc committees of the Grand Erie District School Board shall be determined by the Table Executive.

Rationale: Current wording delineates how ad hoc committees may be established but not how they are dissolved. The assemblies empowered to establish as hoc committees should also have the authority to dissolve committees when needed.

Current Wording: 6.3.2 Ad Hoc committees required to carry out the work of the Local may be established by the Executive, Local Representative Council meetings, or by General Meetings as necessary. Local representatives to Ad Hoc committees of the Grand Erie District School Board shall be determined by the Table Executive.

Carried

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Moved by: Shawn Martin Motion V  
Seconded by: Carolyn Proulx-Wootton

THAT Article VI – LOCAL ORGANIZATION, Section 5 – Executive Assistant, article 6.5.2 be amended to read:

6.5.2 Conditions of employment for the Executive Assistant shall be outlined in an Employment Service Contract between the Local and the Executive Assistant. The Employment Service Contract will be negotiated between the Executive Assistant and the President. Remuneration and hours of the Executive Assistant shall be determined by the Table Executive and reviewed annually.

Rationale: Current wording does not reflect actual practice. Proposed wording describes the method by which the conditions of employment for the GEETF Executive Assistant are established.

Current Wording: 6.5.2 Remuneration and hours shall be determined by the Table Executive and shall be reviewed annually by the Executive at the June Executive meeting.

Carried

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Moved by: Cory Judson Motion VI  
Seconded by: Carolyn Proulx-Wootton

THAT Article VII – ORGANIZATIONAL DUTIES, Section 1 – Duties of the Table Executive, article 7.1.6 be deleted.

Rationale: Forwarding the Local financial statement to ETFO Provincial is a responsibility of the Treasurer in article 7.2.4 (g). The Table Executive does not forward the Local financial statements to ETFO Provincial. Deleting this article clarifies that this duty is only the responsibility of the Treasurer.

Carried

Moved by: Lori Burroughs Miller Motion VII  
Seconded by: Kendra Kovach

THAT Article VII – ORGANIZATIONAL DUTIES, Section 1 – Duties of the Table Executive, article 7.1.7 be moved to a new subsection as 7.2.1 (t) Duties of the President.

Rationale: It is the duty of the President to ensure that the annual report of the Local be sent to the Federation provincial office. This has not been the responsibility of the Table Executive.

Carried

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Moved by: Carol Ann Macsai Motion VIII  
Seconded by: Michaela Kargus

THAT Article VII – ORGANIZATIONAL DUTIES, Section 1 – Duties of the Table Executive, article 7.1.16 be amended to read:

7.1.16 approve the establishment and dissolution of task forces, work groups and GEETF ad hoc committees;

Rationale: Current wording delineates how ad hoc committees may be established but not how they are dissolved. The Table Executive needs to have the authority to both establish and dissolve task forces, work groups and ad hoc committees.

Current Wording: 7.1.16 approve the establishment of task forces, work groups and GEETF ad hoc committees;

Carried

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Moved by: Jennifer Orr Motion IX  
Seconded by: Sabrina Sawyer

THAT Article VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, article 7.2.8 (b) Duties of Union Stewards be amended to read:

7.2.8 (b) convey concerns and questions from the membership to the Local office;

(c) to attend Representative Council meetings;

Rationale: Subsection (b) outlines two unrelated duties. This amendment separates these two duties into two different subsections.

Current Wording: (b) convey concerns and questions from the membership to the Local office and to attend Representative Council Meetings;

Carried

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Moved by: Carolyn Proulx-Wootton Motion X  
Seconded by: Sabrina Sawyer

THAT the title of Article IX – ELECTIONS be amended to read:

ARTICLE IX – ELECTION OF TABLE EXECUTIVE

Rationale: Article IX outlines only the election of the Executive Committee. The current title implies that this article includes procedures for all Local elections.

Carried

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Moved by: Connie Hill Motion XI  
Seconded by: Carol Ann Macsai

THAT Article IX – ELECTIONS, Section 3 – Election Procedures, article 9.3.6 be amended to read:

9.3.6 Only Active Members of the Local shall vote.

Rationale: Article 5.1.2 outlines the rights of an Active Member. Adding the word 'Active' to this section of the Constitution clarifies that only Active Members have the right to vote, and that Associate Members and Honorary Life Members do not have this right.

Current Wording: 9.3.6 Only members of the Local shall vote.

Carried

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4.2 Membership Resolutions to Amend the GEETF Constitution 2019

Moved by: Nancy D'Aurora Motion XII  
Seconded by: Kendra Kovach

THAT Article VI – LOCAL ORGANIZATION be amended by the addition of a new section to read:

Section 4 – Collective Bargaining Committee

MEMBERSHIP OF THE CBC

6.4.1 The committee shall consist of the President, First Vice President, Second Vice President, and six (6) members from the Local. The First Vice President shall be the Chair of the Collective Bargaining Committee. A Secretary shall be elected by the CBC from its membership.

## ELECTIONS

- 6.4.2 The First Vice President shall be the Chief Negotiator.
- 6.4.3 Six (6) members will be elected following ratification of a Collective Agreement.
- 6.4.4 The timing of the CBC election shall be determined by the Table Executive of the Local.
- 6.4.5 The CBC election shall take place at a Membership meeting of the Local. The First Vice President will chair the election portion of the Membership meeting.
- 6.4.6 Nominations for membership on the CBC must be received by the First Vice President no later than fifteen (15) school days prior to the date of the CBC election. Notwithstanding the foregoing, nominations duly moved and seconded and with the consent of the nominee, shall be accepted at the Membership meeting.
- 6.4.7 Candidates may address the Membership meeting. A prepared script may be presented if the candidate is unable to attend the meeting. Speeches and prepared scripts are limited to two (2) minutes in length.
- 6.4.8 The election shall be by secret ballot. Three (3) Table Executive members, not seeking election to the CBC, will count the ballots. The six (6) candidates who receive the highest number of votes shall be declared elected. Only the names of the successful candidates will be reported to the membership.
- 6.4.9 The vote shall be on one ballot and members may vote for up to six (6) candidates. The successful candidates shall be the six (6) who receive the highest number of votes. Should there be a tie which would result in more than six (6) candidates being elected, a subsequent ballot containing the names of the candidates who received the largest number of tied votes for the final position(s) shall be used to elect the successful candidate(s) for the remaining vacancy(ies).
- 6.4.10 The doors will be tiled during the CBC election.
- 6.4.11 In the event that positions are not filled through the election process, or if the number of CBC members decreases below a total of nine (9), the Table Executive shall appoint members to fill the complement.

6.4.12 In the event an elected member is unable to fulfill his/her duties, the Table Executive shall appoint a member to fill the vacant position as soon as possible.

Rationale: The Collective Bargaining Committee is the only GEETF committee that holds elections for membership. It is the responsibility of the membership to determine the composition and the election procedures of the CBC Committee. Local committee Terms of Reference may be amended by the Executive Committee at any time as outlined in Article 7.1.19. Changes to the composition or to the election procedures of the CBC should be determined by the membership at large and subject to an enriched majority vote. Moving these two sections of the CBC Terms of Reference into the Constitution would achieve these goals.

Carried

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Moved by:	Nancy D'Aurora	Motion XIII
Seconded by:	Shawn Martin	

THAT Article VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, article 7.2.1 Duties of the President be amended by the addition of a new subsection to read:

7.2.1 (u) determine the timing of Executive Committee meetings;

Rationale: It is the duty of the President to determine the dates and timing of Executive Committee meetings. The minimum number of five meetings is outlined in article 7.1.3. Additional meetings may be called by the Executive Committee as outlined in article 7.1.4.

Carried

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Moved by:	Shawn Martin	Motion XIV
Seconded by:	Nancy D'Aurora	

THAT Article VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, article 7.2.1 Duties of the President be amended by the addition of a new subsection to read:

7.2.1 (v) determine and organize training for Union Stewards.

Rationale: The duty to ensure Union Stewards receive required training, and the timing of such training, is the responsibility of the President and should be indicated under the constitutional duties of the President.

Amendment to Motion XIV

Moved by: Carolyn Proulx-Wootton Motion XV  
Seconded by: Shannon Hendel

That 7.2.1 (v) be amended by deletion to read, 'organize training for Union Stewards'.

Carried

As Amended Motion XIV

7.2.1 (v) organize training for Union Stewards. Carried

Moved by: Michaela Kargus Motion XVI  
Seconded by: Carolyn Proulx-Wootton

THAT Article VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, article 7.2.4 (i) Duties of the Treasurer be amended to read:

7.2.4 (i) present a projected Budget and Financial Report at the Annual Meeting;

Rationale: When the membership is getting information about a projected budget, they should be made fully aware of the actual spending of the local. This is not our current practice and therefore members are not seeing what is spent, overspent, how much, or extra payments that were not included in the budget.

Current Wording: 7.2.4 (i) present a projected Budget at the Annual Meeting;

Carried

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Moved by: Michaela Kargus Motion XVII  
Seconded by: Jennifer McColl

THAT Article VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, article 7.2.4 (m) Duties of the Treasurer be amended to read:

7.2.4 (m) present a Financial Report and make a motion to approve the Local Budget at the first Membership Meeting of the fiscal year.

Rationale: When the membership is being asked to vote to approve a projected budget, they should be presented with a full picture of the actual spending of the local. This practice is consistent with ETFO practice, where all expenditures and payments are shown to the membership.

Current Wording: 7.2.4 (m) present and make a motion to approve the Local Budget at the first Membership Meeting of the fiscal year.  
Amendment to Motion XVII

Moved by: Cory Judson Motion XVIII  
Seconded by: Shawn Martin

7.2.4 (m) present a Financial Report and present and make a motion to approve the Local Budget at the first Membership Meeting of the fiscal year.

Carried

As Amended Motion XVII

7.2.4 (m) present a Financial Report and present and make a motion to approve the Local Budget at the first Membership Meeting of the fiscal year.

Carried

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Moved by: Michaela Kargus Motion XIX  
Seconded by: Jennifer McColl

THAT Article VII – ORGANIZATIONAL DUTIES, Section 3 – Duties of Committees, article 7.3.1 (h) be amended to read:

7.3.1 (h) to prepare and present reports to all Table Executive and Membership meetings.

Rationale: It is common for the General Membership Meeting and the Local Representative Council to be held quite closely together. Many of the committees may have had very few meetings and the additional reports can be repetitive.

Current Wording: 7.3.1 (h) to prepare and present reports to all Table Executive, Local Representative Council and Membership meetings;

Defeated

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Moved by: Jennifer McColl Motion XX  
Seconded by: Lori Burroughs Miller

THAT Article VII – ORGANIZATIONAL DUTIES, Section 3 – Duties of Committees, article 7.3.1 (h) be amended to read:

7.3.1 (h) to prepare a written report to be included in the agenda at all Table Executive, Local Representative Council and Membership meetings.

Rationale: this provides members with hearing difficulties or processing issues the opportunity to better participate in the process. This will also help make our meeting more efficient and show we value member's time.

Current Wording: 7.3.1 (h) to prepare and present reports to all Table Executive, Local Representative Council and Membership meetings;



Motion to refer Motion XXI to the Table Executive

Moved by: Cory Judson Motion XXI  
Seconded by: Michaela Kargus

That this motion be referred to the Table Executive. Carried

Moved by: Michaela Kargus Motion XXII  
Seconded by: Sabrina Sawyer

THAT Article VIII – MEETINGS, Section 1 – General Membership Meetings, article 8.1.3 be amended to read:

8.1.3 The final budget for the current year shall be approved by the membership at the October Membership Meeting following the presentation of a Financial Report of the Local spending of the previous year.

Rationale: When the membership is getting information about a projected budget, they should be made fully aware of the actual spending of the local. This is not our current practice and therefore members are not seeing what is spent, overspent, how much, or extra payments that were not included in the budget.

Current Wording: 8.1.3 The final budget for the current year shall be approved by the membership at the October Membership Meeting.

Carried

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Moved by: Shawn Martin Motion XXIII  
Seconded by: Nancy D'Aurora

THAT Article VIII – MEETINGS, Section 1 – General Membership Meetings, be amended by the addition of a new article to read:

8.1.4 Motions to be introduced at a General Membership Meeting must be submitted to the GEETF office no later than eight (8) days prior to the General Membership Meeting where the motion may be moved. Such a motion shall be distributed to each worksite no later than five (5) days prior to the General Membership Meeting where the motion may be introduced.

Rationale: Similar to the practice of providing the membership with advance notice of motions to amend the Local Constitution, the membership should have advance notice of all motions to be introduced at a General Membership Meeting. Members should not be called upon to consider motions unexpectedly.

Carried

Moved by: Michaela Kargus Motion XXIV  
Seconded by: Carolyn Proulx-Wootton

THAT Article VIII – MEETINGS, Section 2 – Annual Meeting, article 8.2.2 be amended by the addition of a new subsection to read:

8.2.2 (e) receive a financial report of the local.

Rationale: When the membership is getting information about a projected budget, they should be made fully aware of the actual spending of the Local.

Carried

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Moved by: Cory Judson Motion XXV  
Seconded by: Nancy D’Aurora

THAT Article X – DELEGATES TO THE PROVINCIAL ANNUAL MEETING section 10.1 be amended to read:

10.1 Up to five (5) alternates shall attend the Federation Annual Meeting in addition to the number of delegates assigned to the Local by ETFO. Applications to attend the ETFO Annual Meeting shall be due no later than December 1st. The delegation shall be determined by the Table Executive in December using the following criteria:

- (i) The President, First Vice President and Second Vice-President shall attend.
- (ii) Local members at large to complete the complement, at least two (2) of whom shall be in their first five (5) years of teaching. If more than the required number of members to complete the complement are submitted, lots will be drawn as follows:

The first draw of lots shall include the names of self-identified members of an ETFO-designated group. Up to three (3) names shall be randomly selected. The number of names to be included in the draw of self-identified members shall be reduced by the number of Released Officer(s) who self-identify as a member of an ETFO-designated group. If the number of names submitted is less than the required number of names to be drawn, there shall be no draw of lots and those names shall be part of the complement.

The second draw of lots shall include the names of members of ETFO Provincial Standing Committees. Two (2) names shall be randomly selected. The number of names to be included in the draw of GEETF members of ETFO Provincial Standing Committees shall be reduced by the number of Released Officer(s) who are a member

of an ETFO Provincial Standing Committee. If the number of names submitted is fewer than two (2) there shall be no draw of lots and the name(s) shall be part of the complement.  
The third draw of lots shall include the names of members not already selected to complete the complement. Priority shall be given to two (2) first time attendees.

A waiting list shall be determined by the names drawn from the third lot that exceed the required number of names to form a complete delegation. The order of the waiting list shall be determined by the same order in which names were randomly drawn.

Rationale: Amending the first and second draw of names to include the number of Released Officers who self-identify as one of ETFO's designated groups, or who are a member of an ETFO Standing Committee, allows greater opportunity for all GEETF members to attend the ETFO Annual Meeting. Released Officers are members of the delegation and should be considered when determining delegates who self-identify or are a member of a Standing Committee.

Current Wording: The first draw of lots shall include the names of self-identified members of an ETFO designated group. Three (3) names shall be randomly selected. If the number of names submitted is fewer than four (4) there shall be no draw of lots and those names shall be part of the complement.

The second draw of lots shall include the names of members of ETFO Provincial Standing Committees. Two (2) names shall be randomly selected. If the number of names submitted is fewer than three (3) there shall be no draw of lots and that name shall be part of the complement.

Defeated

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Moved by:	Carolyn Proulx-Wootton	Motion XXVI
Seconded by:	Michaela Kargus	

THAT a section called 'Standing Rules' be added after the Bylaws or Constitution and Bylaws outlining our locals meeting practices.

- 1) Notwithstanding a duly moved and seconded resolution, that the GEETF Table Executive meet the second Wednesday of each month from September to June calling the meeting to order at 1300hrs.

- 2) Notwithstanding a motion to change the orders of the day, that the GEETF Table Executive Agenda be organized in the following way:
  - 1) Approval of Minutes
  - 2) Approval of Agenda
  - 3) Committee Reports
  - 4) Released Officer's Reports
  - 5) Receipt of Financial Report
  - 6) New Business
- 3) Cancellation of a GEETF Table Executive Meeting can only be made by a duly moved and seconded motion by Table Executive members.
- 4) That GEETF Table Executive motions be duly moved, seconded, and carried with simple majority vote via email in the case where a decision is needed imminently to protect the operationalization of the Local.

Rationale: "Standing rules as understood in this book except in the case of conventions are rules 1) which are related to the details of the administration of a society rather than to parliamentary procedure, and 2) which can be adopted or changed upon the same conditions as any ordinary act of the society. An example of such a standing rule might be one setting the hour at which meetings begin, or one relating to the maintenance of a guest register. Standing rules are generally not adopted at the time a society is organized but individually if and when a need arises." Page 18, Robert's Rules of Order Newly Revised, 11th Edition, 2011, Henry M. Robert III

Motion ruled out of order by Parliamentarian, Lanny Fleming. Therefore, was not introduced.

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

Moved by: Jennifer Orr  
Seconded by: Shawn Martin

Motion XXVII

That the Reports, as written and distributed, be approved.

Carried

- 5.1 President’s Report – page 19
- 5.2 First Vice President’s Report – page 21
- 5.3 Second Vice President’s Report – page 23
- 5.4 Secretary’s Report – page 25
- 5.5 Schools’ Professional Development Budget – page 40
- 5.6 ETFO Annual General Meeting 2018 – page 41
- 5.7 Awards/Recognition Banquet – page 42
- 5.8 Ad Hoc Committees – page 43 – 46
- 5.9 Arts Committee – page 47
- 5.10 First Five Years Committee – page 49
- 5.11 Health and Safety Committee – page 50
- 5.12 Indigenous Partnership Committee – page 51
- 5.13 Political Action/Public Relations Committee – page 53
- 5.14 Professional Development Committee – page 55
- 5.15 Social Justice Committee – page 56
- 5.16 Status of Women Committee – page 58
- 5.17 Union Stewards – page 60
- 5.18 Thank you to our Union Stewards – page 61

6. GEETF Finances

6.1 Draft Budget for 2019-2020 – for information – attached

6.2 Approval of the Auditor for 2018-2019

Moved by: Cory Judson  
Seconded by: Nancy D’Aurora

Motion XXVIII

That GEETF approve the appointment of Koenig & Associates as the Auditor for 2018-2019.

Carried

7. New Business – nil

8. Upcoming Meetings

Executive Meeting – Wednesday, June 12, 2019  
Celebration Dinner – Wednesday, June 19, 2019

9. Meeting dates for 2019-2020 (tentative)

Local Representative Council (Wednesdays)

November 20, 2019

February 19, 2020 or March 25, 2020 (depending on ETFO A.M. Motions)

Membership Meetings (Wednesdays)

October 23, 2019

May 20, 2020

Executive Meetings (Wednesdays) – Tentative

September 11, 2019

February 12, 2020

October 17, 2019 (Thursday)

March 4, 2020

November 6, 2019

April 8, 2020

December 11, 2019

May 6, 2020

January 8, 2020

June 10, 2020

Celebration Dinner – Wednesday, June 17, 2020 - Tentative

10. Questions & Answers

11. Adjourned

Moved by: Kendra Kovach

Motion XXIX

Seconded by: Carolyn Proulx-Wootton

That the meeting is adjourned.

Carried

Grand Erie Elementary Teachers' Federation

Monthly Financial Statement

September, 2020

For information only

Balance in Chequing as of August 31, 2020	\$282,653.82		
<u>Income For September, 2020</u>			
Release Rebates	\$80,770.29		
Fee Rebates	\$16,775.41		
Interest / Sundry	\$1,503.67		
Other Income*	\$1,069.94		
Local Levy	\$15,633.00		
Other Rebates	<u>\$0.00</u>	<u>\$115,752.31</u>	\$398,406.13
Total Expenditures for September, 2020			<u>\$115,708.51</u>
Balance in Chequing as of August 31, 2020			<u>\$462,697.62</u>
Amount in Guaranteed Investment Certificates			\$20,000.00
Amount in Chequing Account			<u>\$462,697.62</u>
			<u>\$482,697.62</u>

	Budgeted Amount	Spent this Month	Spent to Date	Balance Remaining
<b>A] Office Expenses</b>				
Building Costs	\$28,000	888.96	7,508.88	20,491.12
Utilities	6,000	238.28	268.88	5,731.12
Telephones	4,500	274.29	274.29	4,225.71
Internet	1,700	0.00	0.00	1,700.00
Office Supplies	6,000	390.44	421.39	5,578.61
Office Miscellaneous	1,500	75.21	126.31	1,387.79
Office Insurance	1,300	0.00	0.00	1,300.00
Kitchen	1,500	68.84	139.80	1,360.20
Office Equipment/Maint.	3,000	179.67	179.67	2,820.33
Building Maintenance/Cleaning	4,000	0.00	6.85	3,993.15
Bank Charges	500	22.51	52.47	447.53
Honoraria	1,000	0.00	0.00	1,000.00
Auditor	3,300	3,305.25	3,305.25	-5.25
Mileage	15,000	253.25	253.25	14,746.75
Dependent Care	1,000	0.00	0.00	1,000.00
Executive Assistant	56,000	4,300.69	5,874.81	50,125.19
<b>B] Engaging Members</b>				
Training for Members	\$5,000	0.00	0.00	5,000.00
Executive Development	3,000	0.00	0.00	3,000.00
Awards	2,500	0.00	0.00	2,500.00
Celebration Banquet	20,000	0.00	0.00	20,000.00
Status of Women	24,059	0.00	0.00	24,059.00
Beginning Teacher	3,000	0.00	0.00	3,000.00
Arts Committee	7,000	0.00	0.00	7,000.00
Ad Hoc Committees	2,500	0.00	0.00	2,500.00

Ad Hoc Committees - FSL	1,500	-500.00	-500.00	2,000.00
Ad Hoc Committees - Social	1,500	0.00	0.00	1,500.00
ETFO Annual Meeting	4,000	0.00	1,300.00	2,700.00
<b>C] Professional Development</b>				
Professional Development	\$8,000	0.00	0.00	8,000.00
First 5 Years Committee	9,000	0.00	0.00	9,000.00
Executive Retreat	9,000	0.00	0.00	9,000.00
Pension Workshop	1,000	0.00	0.00	1,000.00
<b>D] Advocates for Members</b>				
President's Release	\$73,000	41,703.32	41,703.32	31,296.68
First Vice President Release	69,000	39,324.35	39,324.35	29,675.65
Second Vice President Release	50,000	19,662.17	19,662.17	30,337.83
Released Officers' Misc.	4,500	0.00	0.00	4,500.00
Released Officer Development	3,000	0.00	0.00	3,000.00
Executive Meetings	18,000	0.00	0.00	18,000.00
CBC	20,000	2,900.81	2,900.81	17,099.19
Member Services/Grievances	2,000	0.00	0.00	2,000.00
Union Steward Training/Support	40,000	263.71	263.71	39,736.29
<b>E] Communicates with Members</b>				
General Meetings	\$10,000	554.96	554.96	9,445.04
Representative Council Meetings	\$1,000	0.00	0.00	1,000.00
Goodwill	\$2,500	900.00	975.00	1,525.00
<b>F] Advocates for Public Education and Social Change</b>				
Political Action/PR	\$8,000	-18.14	-299.34	8,299.34
Labour Council Fees	\$4,000	0.00	0.00	4,000.00
Indigenous Partnerships	10,000	0.00	0.00	10,000.00
Strike/Community Support	5,000	0.00	0.00	5,000.00
Social Justice	6,000	-150.00	-150.00	6,150.00
<b>G] Contingency</b>				
	1,000.00	0.00	0.00	1,000.00
	562,359.00	114,638.57	124,146.83	438,226.27

\* \$269.94 was received from Norfolk County as a return of our deposit for rental space, \$500 was received from ETFO for the FSL Ad Hoc Committee and \$300 was received from ETFO for LGBTQ activities

\*\* \$180,000 was deposited into our account from the Royal Bank for the maturity of our GIC

19-Oct-20





# GEETF Draft Budget 2020 - 2021

	2019-2020	2020-2021	
<b>Income</b>			
1 Fee Rebates	\$336,196	\$335,121	Rebates are based on number of FTE members.
2 Release Rebates	134,963	138,118	ETFO allocation for release in each local.
3 Interest/Sundry	764	1,504	Interest earned on GICs.
4 Other Income	19,000	19,000	Misc. income received during the year (i.e. OTIP funding).
5 Local Levy	28,000	28,000	Local levy of \$26/member per year.
<b>6 TOTAL INCOME</b>	<b>\$518,923</b>	<b>\$521,743</b>	
<b>Transfers</b>			
7 Transfer from Previous Years	\$36,781	\$40,616	Discretionary funding from previous years' surpluses.
<b>8 TOTAL FUNDS AVAILABLE</b>	<b>\$555,704</b>	<b>\$562,359</b>	Sum of income and transfers to fund this year's expenses.
<b>Expenses</b>			
<b>A) Office Expenses</b>			
9 Building Costs	\$28,000	\$28,000	Taxes and condo fees for the GEETF Building
10 Utilities	6,000	6,000	Heat and hydro for GEETF office.
11 Telephones	4,500	4,500	Office and cell phones.
12 Internet	5,600	1,700	Internet costs and maintaining the GEETF website.
13 Office Supplies	5,000	6,000	Office supplies expenses.
14 Office Misc.	1,000	1,500	Office expenses not including supplies (i.e. online surveys).
15 Office Insurance	1,200	1,300	Office insurance expenses.
16 Kitchen	1,500	1,500	Miscellaneous kitchen supplies.
17 Office Equipment/Maint.	6,000	3,000	Maintenance and replacement of office equipment.
18 Building Maintenance/Cleaning	4,000	4,000	Cleaning and building maintenance expenses.
19 Bank Charges	500	500	Bank service charges and cheque reorders.
20 Honoraria	1,000	1,000	Honoraria for Executive.
21 Auditor	3,221	3,300	Review Engagement costs to audit GEETF financial records.
22 Mileage	16,000	15,000	Mileage for GEETF business.
23 Dependent Care	1,000	1,000	Reimbursement for child and elder care.
24 Executive Assistant	55,000	56,000	Executive Assistant remuneration and benefits costs.
<b>25 Total Office Expenses</b>	<b>\$139,521</b>	<b>\$134,300</b>	
<b>B) Engaging Members</b>			
26 Training	\$5,000	\$5,000	Union development training for members.
27 Executive Development	3,000	3,000	Development opportunities for non-released Executive members.
28 Awards	2,500	2,500	Cost of awards presented at the Celebration Banquet.
29 Celebration Banquet	14,000	20,000	Celebration Banquet costs (i.e. hall rental, gifts, decorations).
30 Status of Women*	21,182	24,059	Status of Women Committee programs.
31 Beginning Teacher	3,000	3,000	Expenses to inservice new hires (i.e. NTIP, local PD)
32 Arts Committee	7,000	7,000	Arts Committee Expenses.

33 Ad Hoc Committees	2,500	2,500	Ad hoc committee expenses.
34 Ad Hoc Committees - FSL	1,500	1,500	Ad hoc FSL Committee expenses.
35 Ad Hoc Committees - Social	1,500	1,500	Ad hoc Social Committee expenses.
36 ETFO Annual Meeting	13,000	4,000	Costs for GEETF delegation to attend ETFO Annual Meeting.
<b>37 Total Meetings Expenses</b>	<b>\$74,182</b>	<b>\$74,059</b>	

**C] Professional Development**

38 Professional Development	\$8,000	\$8,000	Funds to offer Local PD events and for committee expenses.
39 First 5 Years Committee	9,000	9,000	Programs for GEETF members in their first five years.
40 Executive Retreat	1	9,000	Funds to provide an Executive Planning Retreat.
41 Pension Workshop	1,000	1,000	Funds to run a pension workshop.
<b>42 Total Professional Development</b>	<b>\$18,001</b>	<b>\$27,000</b>	

**D] Advocates for Members**

43 President's Release	\$72,000	\$73,000	Cost to release President (A2 year 0 + responsibility allowance).
44 First Vice President Release	68,000	69,000	Cost to release First Vice President (at A2 year 0 + allowance).
45 Second Vice President Release	50,000	50,000	Costs to release Second VP (actual 0.5 salary + allowance).
46 Released Officers' Misc.	4,500	4,500	Miscellaneous expenses incurred by released officers.
47 Released Officer Development	new for 2020-21	3,000	Development opportunities for released officers.
48 Executive Meetings	18,000	18,000	Release for Executive Committee members and meeting costs.
49 CBC	25,000	20,000	Collective Bargaining Committee costs.
50 Member Services/Grievances	2,000	2,000	Professional relations services for members as needed.
51 Union Steward Training/Support	40,000	40,000	Expenses for release time of Union Stewards and meeting costs.
<b>52 Total Advocates for Members</b>	<b>\$279,500</b>	<b>\$279,500</b>	

**E] Communicates with Members**

53 General Meetings	\$7,000	\$10,000	General membership meetings expenses.
54 Representative Council Meetings	1,000	1,000	Representative Council meeting expenses.
55 Goodwill	2,500	2,500	Goodwill acknowledgements throughout the year.
<b>56 Total Communicates with Members</b>	<b>\$10,500</b>	<b>\$13,500</b>	

**F] Advocates for Public Education and Social Change**

57 Political Action/PR	\$8,000	\$8,000	Political Action/Public Relations Committee programs.
58 Labour Council Fees	\$4,000	4,000	Membership fees paid to the Brantford and District Labour Council.
59 Indigenous Partnerships	8,000	10,000	Support partnerships, learning, and events with an Indigenous or Métis focus.
60 Strike/Community Support	5,000	5,000	Support for non-GEETF workers & humanitarian efforts.
61 Social Justice	6,000	6,000	Social Justice Committee programs.
<b>62 Total Advocates for Public Education and Social Change</b>	<b>\$31,000</b>	<b>\$33,000</b>	

<b>63 G] Contingency</b>	<b>\$3,000</b>	<b>\$1,000</b>	Funds available for unexpected expenses.
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<b>64 TOTAL EXPENSES</b>	<b>\$555,704</b>	<b>\$562,359</b>	
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**Notes to Budget**

\*The GEETF Constitution requires that unspent funds in the previous year of the Status of Women Committee budget be added to the Status budget line in the subsequent year. Amounts unspent in all other budget lines (less overspent lines) are considered surplus and may be budgeted for spending in future years.

16-Sep-20

## PRESIDENT'S REPORT – 2019-2020

This school year has been like no other. Members will never forget this school year. Life for everyone changed drastically as the world experienced a pandemic.

The school year started out with continued uncertainty caused by the Ford Government. Cuts to Public Education, threats to reduce or even eliminate programs such as the Full Day Kindergarten model, and rumours of changes contemplated by the Ford Government weighed heavily on the minds of students, families, and Education sector workers. ETFO members began the school year working under a Collective Agreement that had expired in 2017 but was extended by two years. The clear need for increased investments in Public Education, along with renewed and improved Central and Local Agreements, were in direct opposition to the Ford Government's obsession with 'finding efficiencies' in public services. Members knew as they returned to work in September that the 2019-20 school year was set for confrontation.

During the summer months, the ETFO Provincial bargaining team met with the Government and organizations representing school boards and trustees to negotiate the Central List of items up for negotiation. An agreement on the Central List was made in August. In October, Grand Erie contract and occasional teachers along with our DECE colleagues met at the Sanderson Centre in Brantford to take a Central strike vote. The ETFO membership gave our bargaining committee the strong strike mandate needed to apply pressure on the Government. Members began work-to-rule in late November to support their Provincial bargaining team by applying more pressure on school boards. Work-to-rule protocols were increased relatively quickly. Members adapted to doing less as each phase was introduced. During the Fall, members added pressure by participating in 'walk ins' and other forms of political action outside of the school day.

The ETFO Provincial bargaining team met with the Government over 20 times to negotiate a fair deal for members. Unfortunately, almost no progress was made despite the many meetings. Just before Christmas Break, ETFO informed members that the negotiating team representing the Government had no authority to actually bargain and that their only task was to get ETFO to agree to cuts. The 'bargaining' sham was exposed, and members were rightfully upset and disappointed.

On return to school after the Christmas Break, ETFO members had had enough. The Minister of Education, Stephen Lecce, spent months making public announcements that undermined bargaining. Minister Lecce twisted the facts in an unsuccessful attempt to gain public support away from teachers. The Minister made frequent public announcements that the stumbling blocks in bargaining were the 'greedy demands of teacher unions' demanding more pay and improved health benefits. Members were willing to withdraw even more services. We were ready to engage in rotating strikes to reach a fair deal. ETFO members were not alone in the struggle against the Ford Government as all Education sector unions were in a legal strike position. GEETF members joined in solidarity with our OSSTF, OECTA and AEFO colleagues as each affiliate had their own full withdrawal strike days. On some days, when strike schedules lined up, our members picketed with other affiliates. History was made on February 21<sup>st</sup> when all four teacher unions walked out, shutting down every school in Ontario. Over 200,000 teachers and education workers were on strike that day. It turned out that this was our last strike day.

GEETF members picketed during a three-hour morning or afternoon shift. Locations were chosen in highly visible areas in major centers of our Local's geographic area. Local strike days were January 21, February 3, 6, 11, 13 and 21. GEETF members gave up six days of pay to show the Government that we were serious. If a fair deal wasn't on its way soon, members were prepared to back our bargaining team and deliver even more disruption to the system.

During the late autumn of 2019 and into the winter, news was coming out about a deadly virus spreading in China, referred to as 'the coronavirus'. In late January, China began lock down measures to contain the outbreak. As the weeks went on, while GEETF members were on highly restrictive work-to-rule protocols and participated in picket duty during the coldest time of the year, virus news worsened. By early February, the coronavirus had spread to the Middle East and Europe and received its official name, 'COVID-19'. In late February it was clear that COVID-19 was spreading in Canada.

The week before March Break, Education sector employees in Ontario were directed to inform their school board of personal March Break travel plans. School boards wanted to prepare for the return to school after March Break when employees returning to Canada may be subject to a two-week self-isolation. Then days before March Break, the Province announced that all schools would be shut for two weeks following the Break. Unprecedented changes were happening daily. The day before March Break began, Prime Minister Justin Trudeau announced that the Government of Canada was recommending that Canadians avoid all non-essential travel outside of Canada. Many members cancelled, or attempted to cancel, their March Break travel plans. It was a difficult decision for members who could not get a refund on trips they had booked months before. Leave Canada and risk an uncertain return or remain home and accept a financial loss. Many members who decided to keep their plans for March Break arranged to return home early as lock down measures were extended each day.

After March Break, members 'returned' to a virtual workplace as schools were closed. Many members who were not familiar with our Board's online learning platform, Brightspace, quickly learned how to use this platform to deliver distance learning. The term 'Continuity of Learning' was coined to describe the effort to offer ongoing learning for students. Our members stepped up to the challenge, quickly adapted to delivering distance education, and began the process of supporting their students remotely.

Due to the pandemic, the political climate, along with almost everything else, changed drastically in March. The ETFO Central Bargaining team reached a deal with the Government and school board/trustee organizations that the Provincial Executive approved for the membership to consider. Telephone 'town hall' meetings informing members of the details of the Tentative Agreement were scheduled in every Local. On April 28<sup>th</sup>, ETFO announced that teacher and occasional teacher members voted 97% in favour of the 2019-2022 Central Agreement. Member solidarity and job action was successful. A renewed Central Agreement that addressed many of the items identified by the membership was in place. This agreement provided a measure of stability and assurance to members as they faced a very uncertain future.

As the days in April passed, and reports of the number of COVID infections and deaths increased, no one knew how long schools would remain closed. Then in late April, the Government extended school closures to May 31<sup>st</sup>. On May 18<sup>th</sup>, the Government announced that schools would remain shut for the remainder of the academic year.

Along with the many challenges of providing distance learning, members remained unsure of what would be expected of them for final report cards. Term one report cards were struck. Members submitted term one grades to principals, but school boards chose not to send home report cards in February. Students only received a Progress Report and were not informed of grades until June. The Ministry of Education released report card expectations on May 27<sup>th</sup>. Members reported on the period from the start of second term until March Break. Due to such a short period of time for members to teach and assess, report cards were incomplete. The Ministry provided standard statements to add as report card comments to indicate the reason for the lack of detail.

Despite all the necessary disruption to the school year that job action brings, GEETF members volunteered on Local committees to provide colleagues with a wide variety of professional development, workshops, arts and cultural events, and advocacy opportunities. On behalf of the entire membership, I thank every member who volunteered to support Grand Erie teachers. Our Local committees could not operate without you!

Because of school closures and measures to stop the spread of COVID-19, all meetings had to take place online. School board meetings, including school staff meetings, took place using Microsoft Teams. GEETF meetings were done using a combination of Teams and Zoom. Because of the uncertainty of when large in-person gatherings could take place, the Local Executive Committee decided to postpone our Annual Membership Meeting and Elections from May to September. The terms of all Executive Committee members were extended from June 30, 2020 until October 4, 2020.

The Local Elections Committee was tasked with preparing an alternative plan to hold elections online. This has never been the practice of the Local as our Constitution requires an in-person meeting. However, not knowing if large in-person meetings would be permitted in September, a 'plan B' was required. The Local Elections Committee met over the summer months to establish a clear online election process. The Local used Simply Voting as the online platform. A professional videographer was engaged to video candidate speeches at the GEETF office. The recorded speeches were then made available on YouTube before the vote for each position. Members were sent an email to both watch the recorded speeches and to cast their online ballots.

During the school year, the GEETF Collective Bargaining Committee met on many occasions to prepare a Preliminary Submission of a Local Collective Agreement. Local history was made when the GEETF held its first ever virtual membership meeting on May 27, 2020. Using the platform 'Zoom', members registered to take part in the ratification meeting of our Preliminary Submission. The 'panelists' included Nancy D'Aurora (First VP and Chief Negotiator), Shawn Martin (President) and Pam Dogra (ETFO CB Staff Officer). Members asked questions, received answers from panelists, and voted using a polling feature to ratify the Preliminary Submission.

Due to restrictions imposed on in-person meetings, and the need to begin local negotiations, the Local held its first ever virtual local bargaining session with the Board on June 16, 2020. Local negotiations continued into the following school year.

Writing a report such as the one I present here is a surreal experience. I could never have imagined that I would be summarizing such historic events that took place over such a short period of time. Society is living through unprecedented times. Everyone is doing their best to cope under very unsettling and constantly changing conditions.

Despite the many ongoing challenges, not all is doom and gloom. Our schools reopened at the start of September and many members were accommodated by teaching in the Board's 'Virtual Academy' to online students. By the end of summer, the COVID-19 death rate in Ontario was significantly lower compared to the spring.

Our membership faced what was, in my opinion, the most difficult school year in living memory. The year 2020 will go down in history books as a truly significant year. At the time of this writing we have four months left in 2020. Members are doing their best under very challenging circumstances. We remain hopeful that better times will return.

Respectfully Submitted,

*Shawn Martin*  
President GEETF

## FIRST VICE PRESIDENT'S REPORT

The 2019-2020 school year will live long in our memories, for many reasons!

This year started on a positive note, with the recall of all teachers who were declared redundant at the end of the previous year. In addition, we hired 30 new contract teachers, bringing our GEETF membership to almost 1200 members. Maintaining our membership above 1000 FTE brings benefits from the Provincial organization such as having an extra voting member at Local Representative Council, and an increase in provincial transfers.

Our Collective Agreement expired August 31, 2019. Central Bargaining began in June of 2019. Due to a lack of bargaining progress, impasse was quickly reached, and a no-board report was submitted, which triggered a province-wide Central Strike vote. The GEETF strike vote took place October 16 at a General Meeting at the Sanderson Centre. The ETFO membership voted 98% in favour of Central Strike action.

In response to the Government's unwillingness to participate in meaningful bargaining over a six month period, and the cuts to education proposed by the Ford government, Phase 1 Work-to-Rule Central Strike action began November 26, 2019, progressing to Phase 7 which began March 9, 2020. Throughout the seven Work-to-Rule phases, there were also six days of full withdrawal of services. On January 21, 2020, all four major education affiliates, ETFO, OSSTF, OECTA and AEFO participated for the first time in a province-wide full withdrawal of services. In addition, the GEETF also participated in full withdrawal on February 3, 6, 10, 13 and 21. Preparations were underway to continue additional days of full withdrawal after March Break. However, a Tentative Central Agreement was reached during March Break, and further full withdrawal was put on hold. The Central Agreement was ratified April 28, 2020, with a vote of 97% in favour.

Preparations for Local bargaining continued throughout the fall and spring. The GEETF Collective Bargaining Committee (CBC) members (Nancy D'Aurora-Chief Negotiator; Shawn Martin-President; Cory Judson-Second Vice President, and six elected members: Lori Burroughs Miller, Michaela Kargus, Kendra Kovach, Jennifer Orr, Carolyn Proulx-Wootton and Teresa Rothwell) met many times to prepare our Local Preliminary Submission, which was ratified by the membership on May 27. At the time of writing this report, Local bargaining has not yet begun. However, it is the intention of the CBC to negotiate the best possible Local Collective Agreement, as quickly as we can. None of the Central Agreement items will come into effect until the Local Agreement is also ratified.

Just as we were heading into March Break and looking forward to a well-deserved time of rest and rejuvenation after many stressful months of work-to-rule and strike days, the world came to a screeching halt due to the COVID-19 pandemic. Most March Break travel plans were cancelled, and we were confined to our homes. During this time of uncertainty, our GEETF teachers and education partners used their consummate professionalism and adaptability to provide emergency distance learning for our students, with little or no guidance and training, in the most difficult of times.

As we move forward to the end of this school year, we are still not certain what the 2020-2021 school year will bring. Undoubtedly, the next school year will present challenging times as we work through what our schools will look like in September. The GEETF will be here to support members through whatever the next year brings. I would like to thank you all in advance for your dedication and steadfast determination to always work in the best interest of your students. No matter what we might face during the 2020-2021 school year, we will work together to handle any challenges and struggles that may be presented to us.

Respectfully submitted,

*Nancy D'Aurora*  
First Vice President



## SECOND VICE PRESIDENT'S REPORT

The 2019/2020 school year will be one that we will remember, and that history will talk about for years. This year we entered into bargaining with a hostile government in power, we engaged in unprecedented strike action where we earned the support of parents and the public, and it was a year where we joined with the global community to take precautions unlike ever before to slow the spread of COVID-19 to keep family, friends, and our communities safe. The resulting distance learning put Public Education and our members on a learning curve unlike any initiative imposed on us before.

2019 started like other years in that the 2018/2019 fiscal year was concluded and the new year for our organization began on July 1<sup>st</sup>. By this time, planning was well underway for the 2019 ETFO Annual Meeting. As our membership has seen a gradual increase over the years, a higher FTE has precipitated a larger degree of influence within our broader provincial organization. Grand Erie was allotted an additional delegate to the ETFO Annual Meeting, bringing the size of our total delegation to 10 delegates and five (5) alternates. On August 12<sup>th</sup>, our team descended on Toronto and joined over 600 delegates from across Ontario for four days of debate and interaction regarding policies and practices that govern ETFO. It was also an election year for ETFO and on Wednesday, August 14<sup>th</sup>, the Provincial Executive for the next two years was elected, albeit through a more drawn out and prolonged process than in past election years. The meeting concluded on Thursday, August 15<sup>th</sup>.

September began with Labour Day and the Annual Soap Box Derby hosted by the Brantford & District Labour Council. This was the second year in a row where the route included a market style atmosphere with various unions and local organizations participating. The Grand Erie Elementary Teachers' Federation hosted a booth for Labour Day where we distributed mood pencils to promote our Building Better Schools website, which has been, and continues to be, a resource to support bargaining and our Education agenda. While attendance was down, the event was well received with many in attendance remarking that the festival type changes were an improvement.

On September 3<sup>rd</sup>, the 2019/2020 school year began with the idea in the back of many minds, and at the forefront of others, that stormy waters lay ahead. Planning was underway for potential job action. The annual ETFO Leadership Conference was focused on providing local leaders with the tools to assist with the job ahead. On Wednesday, October 16<sup>th</sup>, GEETF members met together at the Sanderson Centre in Brantford to vote on providing a strike mandate. Like other locals across Ontario, the vote in favour of job action was overwhelming. The weeks ahead included many meetings with provincial representatives, our Local Executive, and the Political Action/Public Relations Committee to prepare the plan to fight for a fair deal for our members and for Public Education. We officially began Phase 1 of our strike action on Tuesday, November 26<sup>th</sup> where we withdrew services such as participating in some meetings and engaging in activities related to EQAO.

School visits with members are an important tool that we use as the GEETF Released Officers to support teachers with information sharing, to respond to questions, and to identify issues in our schools. From October to the end of December the Released Officers visited as many of our schools as we could to ensure that our members had the most up-to-date information and so that they were ready for the fight back.

On January 21<sup>st</sup>, 2020 members in Grand Erie walked a picket line for the first time since 2015 when we had engaged in a one-day strike. Over the next two months, Grand Erie elementary teachers would participate in six days of full-withdrawal strike action. During this period, we participated in numerous political actions, we lobbied government officials, and I helped prepare the tools and the plan for strike action. I walked picket lines with members across Grand Erie in Dunnville, Caledonia, Simcoe, Delhi, Brant County, and Brantford. The work of strike action also included much coordination with others in the Education sector, local and provincial leaders, as well as local law enforcement.

In the midst of job action and a growing threat posed by COVID-19, and with March Break on the horizon, an announcement was made by the Minister of Education on March 13<sup>th</sup> that schools would be closed for two weeks following the break to help control the spread of the virus and to, “flatten the curve.” Over the weeks to come, there would be further announcements of school closures and the introduction of a distance learning plan that would evolve over the course of the school year. During this time, your Released Officer team continued to support members and advocate for their interests while maintaining the operation of the Local from home. It was a challenging time, but as expected, our GEETF members rose to the occasion by delivering programming and support to students and families while working from their own homes, following the direction from the Ministry, School Board, and Public Health officials.

COVID-19 also had an impact on our central bargaining process. All sides acknowledged that it was prudent to strike a deal, on Friday, March 20<sup>th</sup> it was announced that a tentative agreement had been reached between ETFO and OPSBA. After a series of opportunities to engage the membership regarding this deal, GEETF members joined other ETFO members to vote to ratify this deal with 97% approval that was announced on April 28<sup>th</sup>. The local bargaining process continues.

As the Second Vice President, I continue to take a leadership role regarding political action and advocacy, serving on the ETFO Provincial Political Action Committee, working as an elected member of the Brantford & District Labour Council, and liaising with Education sector stakeholders, politicians and political parties, and community leaders. As Treasurer, I manage the finances of our Local and we continue to be in a very solid financial situation, maintaining strong financial principles and accountability.

Respectfully Submitted,

*Cory Judson*  
Second Vice President

## SECRETARY'S REPORT

The Grand Erie Elementary Teachers' Federation Executive met regularly during the 2019-2020 school year in person and virtually due to the COVID-19 pandemic. The Grand Erie Elementary Teachers' Federation also held Local Representative Council meetings during this school year in which Union Stewards and Executive members are brought together to discuss the business of the Local. The Annual Meeting scheduled for May of 2020 was postponed until the fall of 2020.

Respectfully submitted,

*Lori Burroughs Miller*  
Secretary

# PROPOSED RESOLUTIONS TO AMEND THE GEETF CONSTITUTION – 2020

## EXECUTIVE RESOLUTIONS TO AMEND THE GEETF CONSTITUTION – 2020

### **Motion I**

Moved by: Kendra Kovach  
Seconded by: Jacqueline McEwen

THAT UNDER THE HEADING ‘Definitions’, be amended by addition to read:

- ✓ ‘Days’ refer to the 194 instructional days of the Grand Erie District School Board, including Professional Activity Days.

Rationale: It should be made clear to the reader of the Constitution that a ‘day’ is defined as an instructional or PA Day of the Grand Erie District School Board.

Current Wording: This would be a new definition added to the Constitution.

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### **Motion II**

Moved by: Shawn Martin  
Seconded by: Hayley Lapierre

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 2 – Local Representative Council, article 6.2.4 be amended to read:

6.2.4 Additional meetings of the Local Representative Council may be called by a majority vote of the Table Executive or upon written request of twenty (20) members of the Local Representative Council.

Rationale: The addition of the words ‘by a majority vote’ clarifies that a majority vote of Executive Committee members is required to call for an additional Representative Council meeting.

Current Wording: 6.2.4 Additional meetings of the Local Representative Council may be called by the Table Executive or upon written request of twenty (20) members of the Local Representative Council.

### **Motion III**

Moved by: Jennifer McColl  
Seconded by: Michaela Kargus

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 2 – Local Representative Council, article 6.2.7 be amended to read:

6.2.7 If the Union Steward of a worksite is unable to attend a meeting of the Local Representative Council, an alternate who is a member of the GEETF from that worksite may attend the meeting as a voting member.

Rationale: The addition of the words, 'who is a member of the GEETF' clarifies that only a GEETF member may substitute for a Union Steward at Representative Council.

Current Wording: 6.2.7 If the Union Steward of a worksite is unable to attend a meeting of the Local Representative Council, an alternate from that worksite may attend the meeting as a voting member.

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### **Motion IV**

Moved by: Nancy D'Aurora  
Seconded by: Carolyn Proulx-Wootton

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 2 – Local Representative Council, article 6.2.8 be amended to read:

6.2.8 If a Union Steward is a member of the Table Executive, an alternate from his/her worksite who is a member of the GEETF may attend the Local Representative Council as a voting member.

Rationale: The addition of the words, 'who is a member of the GEETF' clarifies that only a GEETF member may substitute for a Union Steward who is a member of the Table Executive.

Current Wording: 6.2.8 If a Union Steward is a member of the Table Executive, an alternate from his/her worksite may attend the Local Representative Council as a voting member.

## **Motion V**

Moved by: Shawn Martin  
Seconded by: Cory Judson

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 2 – Local Representative Council, article 6.3.2 be amended to read:

6.3.2 Ad Hoc committees required to carry out the work of the Local may be established or dissolved by the Executive, Local Representative Council meetings, or by General Meetings as necessary.

Rationale: There is a significant difference between an ad hoc committee established by the Local and one established by the Grand Erie District School Board. The Local has neither the authority to establish, nor the ability to determine, the composition of a Board ad hoc committee. Such authority rests with the Board. GEETF representation on a Board committee is outlined under 'Duties of the President', article 7.2.1 (m).

Current Wording: 6.3.2 Ad Hoc committees required to carry out the work of the Local may be established or dissolved by the Executive, Local Representative Council meetings, or by General Meetings as necessary. Local representatives to Ad Hoc committees of the Grand Erie District School Board shall be determined by the Table Executive.

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## **Motion VI**

Moved by: Shawn Martin  
Seconded by: Jennifer Orr

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Section 1 – Duties of the Table Executive, article 7.1.6 be amended to read:

7.1.6 make recommendations to the President for appointments to Board Ad Hoc committees, subject to ad hoc committee terms of reference established by the Board.

Rationale: The Table Executive should have the authority to make recommendations on GEETF representation to Board ad hoc committees. The Local is limited by the terms of reference established by the Board for a Board ad hoc committee. Based on the Board ad hoc committee terms of reference, the Table Executive may make recommendations to the President if members in addition to the President should represent the GEETF on a Board ad hoc committee.

Current Wording: 7.1.6 approve appointments to Board Ad Hoc committees;

## **Motion VII**

Moved by: Kendra Kovach  
Seconded by: Carolyn Proulx-Wooton

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Duties of Union Stewards, article 7.2.8 (c) be amended to read:

7.2.8 (c) attend Local Representative Council Meetings;

Rationale: The addition of the word 'Local' clarifies that this article refers to local meetings of the Representative Council rather than provincial Representative Council meetings.

Current Wording: 7.2.8 Union Stewards shall: (c) attend Representative Council Meetings;

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## **Motion VIII**

Moved by: Cory Judson  
Seconded by: Teresa Rothwell

THAT ARTICLE XII – AMENDMENTS TO THE LOCAL CONSTITUTION, article 12.1 be amended to read:

12.1 Proposed amendments to the Local Constitution must be submitted to the Chair of the Constitution Committee no later than forty (40) school days prior to any membership meeting.

Rationale: The current 45 days prior to a membership meeting is unnecessarily long. Forty days is a sufficient amount of time to prepare proposed amendments.

Current Wording: 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.

## **MEMBER RESOLUTIONS TO AMEND THE GEETF CONSTITUTION – 2020**

### **Motion I**

Moved by: Shawn Martin

Seconded by:

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Duties of the First Vice President, article 7.2.2 (d) be amended to read:

7.2.2 (d) safeguard the terms and conditions as outlined in the Central and Local Collective Agreements;

Rationale: The Collective Agreement of members includes both the Central and Local terms. This change in wording clarifies that the First Vice President safeguards the terms of both the Central and Local agreements.

Current Wording: (d) safeguard the terms and conditions as outlined in the Collective Agreement;

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### **Motion II**

THAT ARTICLE X – ELECTION OF A UNION STEWARD, be amended by the addition of a new article to read:

#### Section 1 – Eligibility

10.1 A member in good standing of the Local may be nominated to stand for elected office.

#### Section 2 – Nominations

10.2 Members shall be notified by the GEETF Office for nominations no later than May 31 of each year.

10.3 The deadline for receipt of nominations to the current Union Steward shall be June 10.

#### Section 3 – Election Procedures

10.4 An election shall only be called when there is more than one nomination form submitted.

10.5 The candidate will be selected at a Union Meeting held prior to June 17 called by the Union Steward.

10.6 The election shall be by secret ballot at the conclusion of the Union Meeting.



- 10.7 Each candidate may appoint one scrutineer to observe the counting of the ballots for that candidate's election.
- 10.8 The vote count for the position will be announced at the conclusion of the meeting.
- 10.9 Only GEETF members are entitled to vote.
- 10.10 The ballots will be destroyed immediately following the elections.
- 10.11 Where two (2) or more candidates are presented for a position as steward, voting shall be by successive ballots for the position until a candidate has received at least fifty (50) percent plus one (1) of the ballots cast.
- 10.12 Should two members wish to share the role-equally, this can be mutually agreed upon and submitted dually to the office for the term of the following school year.

#### Section 4 – Filling of Vacancies for a Union Steward

- 10.13 Should the shared position of Steward become vacant during a term; the position shall be filled by the partnered Steward until an election is deemed necessary.
- 10.14 Should the position of Steward become vacant during a term, the call for a steward for the remainder of the term will be made to the staff.
- 10.15 Volunteers shall submit their names to the First Vice President no later than seven (7) days after the call for names has been made.
- 10.16 The First Vice President shall determine if an election is necessary.
- 10.17 Should an election be deemed necessary; it shall take place no later than the next scheduled staff meeting within thirty (30) days.
- 10.18 In the event that there is an amalgamation of staff between buildings, or reallocation of placements for staff locations, the two or more stewards, will be given the opportunity to withdraw from their role as steward, share the position of steward (limited to two (2)) or call for an election.
- 10.19 The successful candidate shall be the nominee who receives a simple majority of the votes cast.

## 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.

Members continue to take 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. 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 printout 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 adjust (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 are encouraged to call the GEETF office if they are uncertain on how to proceed with a P.D. request or its reimbursement.

Respectfully submitted,

*Jeannette Dodds*  
Executive Assistant

## ETFO ANNUAL MEETING 2019

Grand Erie had a total of ten delegates and five alternates for the ETFO Annual Meeting. The meeting was held at the Sheraton Centre in Toronto from August 12<sup>th</sup> to 15<sup>th</sup>, 2019.

Grand Erie delegates in attendance were:

Jeffrey Barnes	Marcela Caro
Nancy D'Aurora	Shannon Hendel
Lyndsay Houghtling	Cory Judson
Michaela Kargus	Tammy Lam-Lyons
Cheryl Mann	Shawn Martin
Jennifer McColl	Jacqueline McEwen
Carolyn Proulx-Wootton	Teresa Rothwell
Sabrina Sawyer	

The four-day Annual Meeting began with an opening address from President Sam Hammond. President Hammond spoke to the attacks on our members and on Public Education in Ontario from the Doug Ford government. He went on to thank all ETFO members for the strength and solidarity that has been exhibited in fighting back against the attacks and the cuts to our schools. Sam concluded his address by updating the status of the bargaining process and he urged members to take action to hold this government accountable.

There were 134 resolutions in total that made it into the Annual Meeting Resolutions Booklet for the 2019 meeting, plus additional new business resolutions that were added throughout the week. Grand Erie had three resolutions in the booklet. Two of our resolutions were adopted, "THAT a task force of the Executive be established to investigate the feasibility of ETFO conducting its financial affairs using credit unions with a report to 2020 Annual Meeting," and "THAT ETFO provide a provincial conference that supports members who teach Music, Drama, Dance and Visual Arts."

There was a total of 56 resolutions from the annual meeting booklet and 23 New Business resolutions that were adopted.

The following ETFO Provincial Executive was elected:

Sam Hammond – President, *Hamilton-Wentworth*  
Karen Campbell – First Vice President, *Elementary Teachers of Toronto*  
David Mastin – Vice President, *Durham*  
Monica Rusnak – Vice President Female, *Ontario North East*  
Nathan Core – OTR Representative, *Waterloo OTs*  
Adelina Cecchin – Executive Member, *Greater Essex*  
Amy Chevis – Executive Member, *Simcoe County OTs*  
Mary Fowler – Executive Member, *Durham*  
Joy Lachica – Executive Member, *Elementary Teachers of Toronto*  
Felicia Samuel – Executive Member, *Elementary Teachers of Toronto*  
Sabrina Sawyer – Executive Member, *Grand Erie*  
Mario Spagnuolo – Executive Member, *Greater Essex*  
Sylvia Van Campen – Executive Member, *Upper Canada OTs*  
Greg Weiler – Executive Member, *Waterloo*

On Wednesday, August 14<sup>th</sup>, former Grand Erie Local President and ETFO First Vice President Susan Swackhammer was awarded an Honorary Life Membership. Susan thanked the members across the province who have shown such commitment to publicly funded education. “You made my job so much easier. It has been such an honour to be a leader in this organization. It has given me more than I could have ever imagined. I’m truly honoured to be receiving this award tonight.”

Overall, it was a productive week and a thank you goes out to our 15 members who represented our membership very effectively.

Respectfully Submitted,

*Cory Judson*  
Second Vice President

## 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:

- Anti-poverty
- Arts
- Environment
- Humanitarian

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

The award recipients for the 2018-2019 school year were:

<u>ANTI-POVERTY</u>	Shannon McLeod	King George School
<u>ARTS</u>	Cynthia Aldred Laura Lee Mattice Marisa McQuay Carolyn Proulx-Wootton	Lansdowne-Costain Public School Oneida Central Public School Oneida Central Public School Oneida Central Public School
<u>ENVIRONMENT</u>	Sarah Atfield Jennifer Claydon	King George School King George School
<u>HUMANITARIAN</u>	Melissa Blunt	Ryerson Heights Elementary School

### LOCAL LEADERSHIP/ADVOCACY AWARDS

Zackary Ambridge	Walpole North Elementary School
Andrew Campbell	Major Ballachey Public School
Jennifer McColl	Lansdowne-Costain Public School
Elizabeth Richardson	Langton School

The 2018-2019 Recognition Banquet was held on Wednesday, June 19, 2019 at the Hellenic Community Centre. There was a total of 228 people in attendance. A total of 34 retirees were invited to receive a gift of their choice from options provided, as well as Congratulatory Certificates from the Ministry of Education to be acknowledged by their staff and colleagues.

Respectfully submitted,

*Jeannette Dodds*  
Executive Assistant

## AD HOC FSL COMMITTEE

### Ad Hoc FSL Committee Members:

Jeffrey Barnes  
Jennifer Field  
Margaret Herczeg  
Marie Pierre L'Arrivée  
Geraldine Power

Nancy D'Aurora  
Karine Guillemette  
Connie Hill, Chair  
Shawn Martin  
Traydese Roth

It was a different type of year than we normally experience. The GEETF Ad Hoc FSL Committee provided two workshops this year to support our FSL teacher colleagues and we were excited to note that some of the members who joined us at those events had never been to the GEETF office before. The Committee was pleased to host a "Chef à l'École" workshop as well as a classroom management presentation. We were hoping to have a "Make and Take" event as well as a social event but will move those events to the next school year.

The goal of this Committee continues to be creating networking opportunities, resource sharing and providing social opportunities for FSL teachers in our local. Committee members are hoping to host more fantastic events next year and hope to engage new members.

If you would like to join the Ad Hoc FSL Committee, please contact [Connie.Hill-Farrell@granderie.ca](mailto:Connie.Hill-Farrell@granderie.ca).

Respectfully submitted,

*Connie Hill*  
Chair

## AD HOC ON-SITE CHILDCARE

### Ad Hoc On-Site Childcare Committee Members:

Nancy D'Aurora  
Kendra Kovach  
Shawn Martin  
Jacqueline McEwen

Michaela Kargus, Chair  
Tammy Lam-Lyons  
Jennifer McColl  
Carolyn Proulx-Wootton

The On-Site Childcare Committee was tasked with delivering a report to the Executive for the September meeting.

### Survey Results:

The Committee worked over two meetings. After compiling the data, the Committee agreed upon the following calculations to help understand the survey results.

### Highlights:

1. According to the data collected in question 3a, the office could expect up to an 18% increase in members with children attending large meetings.
2. According to the data collected in question 3a, the office could expect up to a 27% increase in members with children attending small meetings and workshops.
3. Of the 173 surveys which were collected with comments, 117 comments were made related to on-site childcare. One third were in support of on-site childcare and two thirds were not supporting on-site childcare.

### Recommendations to the Executive that were accepted:

1. Offer on-site childcare at the October Membership Meeting;
2. Offer on-site childcare at an after-school workshop or event run by one of our committees. The childcare for this event would be financially supported by the Childcare Committee, and subject to a committee volunteering to offer this service;
3. If feasible, offer childcare at a C.B. related large membership meeting.

### Next Steps:

The committee will be looking at:

- a feedback form for members accessing childcare
- data collection

This is for the purpose of assessing the functionality of the service for members using on-site childcare.

Due to strike action and a global pandemic, the Committee has not met again this year. We will continue our mandate into the following school year.

Respectfully submitted,

*Michaela Kargus*  
Chair

## AD HOC SOCIAL COMMITTEE

### Ad Hoc Social Committee Members:

Lori Burroughs Miller, Chair  
Nancy D'Aurora  
Ashely Smith

Marcela Caro  
Caroll Ann Macsai

The Ad hoc Social Committee was not active this school year due to work-to-rule, strike days, and the COVID-19 pandemic school closures.

Respectfully submitted,

*Lori Burroughs Miller*  
Chair



## AD HOC SPECIAL EDUCATION COMMITTEE

### Ad Hoc Special Education Committee Members:

Marsha Anguish	Kezia Di Donato
Casidy Guzar	Peter Harris
Anh Hoang	Kendra Kovach
Shawn Martin	Jennifer McColl, Chair
Marisa McQuay	Lorelei Parsons
Janet Reeder	Krista Robb
Kathryn Romphf	Stephanie Slaman
Amy VanderWal	

This year, we have had continued interest in members wanting to join the Ad Hoc Special Education Committee. In November, the Committee co-hosted a workshop on programming for students with special needs with a focus on mental health and wellbeing that was well attended. As part of our Committee's Terms of Reference, we opened up the workshop to other union affiliates. Other events and workshops were either planned or were in the planning stages during job action and were put on hold. The Committee has been exploring hosting a special education awards ceremony to replace the CEC awards which were cancelled last year. Due to schools being closed, this is something that we will continue to explore for next year.

The Committee put forward several ideas and recommendations to the President to share with our GEDSB Special Education and Elementary Program leaders to advocate for the needs of classroom teachers and special education teachers. The Committee chair presented members' concerns regarding special education before the Collective Bargaining Committee, so that their concerns would be taken into consideration when planning for the Preliminary Submission of our Local Collective Agreement.

We look forward to continuing our efforts of supporting and advocating for teachers of students with special needs in the 2020-21 school year.

Respectfully submitted,

*Jennifer McColl*  
Chair

## ARTS COMMITTEE

This year has brought many developments to our Committee and its work. The Arts Committee is comprised of the following members:

Cynthia Aldred	Miranda Atrooshi
Jeffrey Barnes	Heather Chwastiak
Monique Coretti	Lisa Glaves
Valerie Harrison	Kendra Kovach
Shawn Martin	Rebecca Moses
Christine Mulholland	Carolyn Proulx-Wootton, Chair

This is the second year that the Arts Committee operated as a local standing committee. The Arts Committee held four meetings this school year. As a committee, we are incredibly fortunate to have members who have such incredible specialized arts expertise and bring this expertise to the table. Due to province-wide labour actions, many of the GEETF Arts Committee activities and plans were halted. Below is a listing of the work the Arts Committee accomplished this year.

1. *Learn How to Play the Ukulele* workshop, presented by Monique Coretti. This was a beginner's workshop where members received a ukulele and paid a fee which they could claim through their school's PD funds.
2. *Ukulele Playing Group* presented by Monique Coretti. This group met three times over the course of this school year, providing a supportive place to play together.
3. A *GEETF Arts Teacher Networking* evening where Arts teachers were able to discuss issues of common concern, sharing musical props, etc.
4. As the 'Local Vocals' Choir was cancelled due to COVID-19, the Arts Committee responded to the cancellation with organizing a Virtual Choir song, *A Sky Full of Stars* previously recorded by Coldplay. The song was dedicated to frontline workers and our students.
5. In August 2019, Carolyn Proulx-Wootton and Jeffrey Barnes presented a provincial ETFO motion that would see an arts conference planned for the 2019-2020 school year and it was debated and passed. The wording of the resolution is: "That ETFO develop and deliver a provincial conference that supports members who teach music, drama, dance and visual arts."

Rationale: Support for Arts education is inconsistent across Ontario. Some boards do not recognize Arts specialist teachers and they have little to no opportunity to network and learn from each other. Arts education has never been more important to students.

Unfortunately, due to the labour actions and the pandemic, the conference has been delayed and will be presented in the 2020-21 school year.

6. Drama specialist Larry Swartz returned, by popular demand, to provide social skills/anti-bullying strategies for teachers to use when teaching drama.
7. Committee members Heather Chwastiak and Jeffrey Barnes continued to build and share Arts resources on the Office 360 platform on behalf of the Arts Committee.
8. The Arts Committee has partnered with the Indigenous Partnership Committee to examine and vet a potential arts Indigenous music workshop.
9. A fall calendar making workshop was hosted, coordinated by Arts Committee member Rebecca Moses.
10. *GEETFeet* launched! A small number of sessions were able to be hosted as we moved through the labour actions and then the pandemic. A huge thank you to Arts Committee member Christine Mulholland for planning and organizing these sessions.
11. The Committee supported for the *Wreck of Ed* performance art group in their response to the Conservative government's cuts to education. Cynthia Aldred directed this special project.

Based on the huge success of our planning this year, the Arts Committee began planning for the 2020-2021 school year. Our plans include:

1. A continuation of the choir initiative and ukulele playing group;
2. Learn how to play the ukulele workshops in Norfolk, Haldimand and Brant;
3. A specific low/no resource required drama workshop;
4. More focus on visual arts workshops for our members;
6. Networking elementary and secondary arts teachers together – building community to better support each other;
7. The development of a possible high-quality drum lending program.

Respectfully submitted,

*Carolyn Proulx-Wootton*  
Chair

## FIRST FIVE YEARS COMMITTEE

### First Five Years Committee Members:

Samantha Bailey	Nancy D'Aurora
Lyndsay Houghtling	Michaela Kargus
Jacqueline McEwen, Co-Chair	Kataisha McQueen
Larissa Schmitz, Co-Chair	Leah Smith
Lacey Smith	

The First Five Years Committee started with high hopes for the new school year after last year's unfilled occasional teacher assignments stalled our planning of our mini conference. The Committee met first thing in September to re-evaluate goals for the Committee, feedback from the membership and find ways to meet the needs of new teachers as we were in the thick of provincial bargaining.

In September, we hosted our bowling social event. This is a great event because it introduces new members to the Local and provides a relaxed opportunity for those who attend to network with other colleagues in their first five years.

We were hopeful that our mini conference would get off the ground this year, so we began planning in the fall and had planned to have workshops including "Union 101," and "Work/Life Balance." Unfortunately, as work-to-rule escalated, it became clear that we would be waiting again to get our mini-conference up and running!

In the new year, the Committee offered job shadowing opportunities to allow members to visit the classrooms of other members to learn strategies for planning, assessment, and classroom management. Over the course of the year, the Committee spent \$2,600 to allow members in their first five years to take advantage of this opportunity.

The spring brought new ideas including a "Games and Gab" night planned for the end of March where members could bring games of their choice and share experiences, strategies, and resources. Sadly, due to COVID-19, this event had to be cancelled along with the "Supporting LGBTQ+ Families" workshop we had hoped to host in May 2020.

They keep saying that this year has been "unprecedented." First, it was our work-to-rule and strike action that was being referred to, but then once the pandemic was declared, it became clear to everyone, including our Committee that this was a year unlike any other. We are hopeful that the new school year will bring health, hope and new opportunities for our new members.

Respectfully submitted,

*Jacquie McEwen*  
Chair

## HEALTH AND SAFETY COMMITTEE

I am your GEETF representative on the Joint Occupational Health and Safety Committee. I attend the monthly meetings with the intent of representing our concerns and perspectives on Healthy and Safety issues. I then report back to the GEETF Executive at monthly meetings. I also report to the membership at Local Rep Council and Membership meetings. As your representative, I gather concerns and recommendations to take to the next JOHSC meeting. I review all workplace violence reports as well as the accident/injury reports that are submitted, and I review the following reports: air quality testing, asbestos removal, designated substance surveys and Ministry of Labour. If a member refuses unsafe work, I am called in and I become part of the process for finding solutions to make the workplace safer. Please continue to encourage our members to contact me if they have any questions or concerns.

### **Items of interest from this year:**

- Workplace Violence reporting is online now;
- Monthly Health and Safety eblasts have been approved and are being sent out to GEDSB employees;
- Violence Awareness Binders and the Notification of Risk Map are to be in the office so that all workers are made aware of potential hazards caused by students. BeSafe Plans are to be available in classrooms;
- COVID-19 closes schools to staff and students. Health Units are in control of all building access and use.

### **Information to share with the members:**

- Water filling stations do not have filters due to the cost;
- Air filters in HVAC systems are to become part of regular maintenance;
- Ductwork is not cleaned due to the cost;
- Stained ceiling tiles are not a health and safety concern unless they are newly stained;
- Each school must have an 'old style' telephone for emergencies;
- Safe drinking water stickers were put up over the summer. – Not having a sticker still means that hand washing and dishwashing is fine, just not for drinking or washing food;
- Bookshelves over four feet must be secured to a wall;
- Keep clutter to a minimum;
- Do not bring in appliances or furniture from home;
- Teachers should make note in ADS if PPE is required;
- Board pandemic plan is being updated;
- JOHSC meetings continue virtually.

Respectfully submitted,

*Jennifer Orr*

Certified GEETF Member on the JOHSC

## INDIGENOUS PARTNERSHIP COMMITTEE

### Indigenous Partnership Committee Members:

Todd Bannister	Jeffery Barnes
Connie Hill, Chair	Anh Hoang
Mary-Jane Hutfloetz	Kendra Kovach
Tammy Lam-Lyons	Suzie Miller
Christine Mulholland	Sabrina Sawyer
Michelle Swyers	

The Indigenous Partnership Committee maintains the goals of offering opportunities for our members to learn about Indigenous cultures and to support teachers to develop confidence in teaching about Indigenous perspectives.

We were able to repeat the moccasin-making workshop for members this year. As our year was cut short, we needed to cancel the “Sharing Our Voices” event that was to be held at the Sanderson Centre in June and some of our other planned workshops. Therefore, we hope to offer a few extra workshops next year. We donated \$500 to the Six Nations Food Bank and \$500 to the Mississaugas of the Credit First Nation COVID-19 Emergency Work Group to help support their efforts during the pandemic crisis.

Yours in Solidarity,

*Connie Hill*  
Chair

## POLITICAL ACTION/PUBLIC RELATIONS COMMITTEE

### Political Action/Public Relations Committee Members:

Jillian Adams	Jeffrey Barnes
Nancy D'Aurora	Cory Judson, Chair
Michaela Kargus	Kendra Kovach
Shawn Martin	Corey Maxted
Jennifer McColl	Jacqueline McEwen
Teresa Rothwell	Tammy Stoneman

This year, the focus of the Political Action/Public Relations Committee was to support Central and Local efforts regarding bargaining and the protection of Public Education in Grand Erie and across Ontario.

### Brantford and District Labour Council

The PA/PR Committee continues to support full participation of the Grand Erie Elementary Teachers' Federation in the Brantford and District Labour Council. The GEETF was represented with two of our members at the Executive table of the BDLC this past year. PA/PR worked in solidarity with other labour affiliates to host the 63<sup>rd</sup> Annual Labour Day Soap Box Derby where the GEETF had a booth, the 6<sup>th</sup> Annual Labour Cares, and The Day of Mourning. This year's Day of Mourning ceremony was held virtually because of COVID-19 restrictions.

### Ontario Federation of Labour Convention

The 15<sup>th</sup> Biennial Convention of the Ontario Federation of Labour was held from November 25 to 29, 2019 in Toronto. Cory Judson attended as a delegate from ETFO. Most of the convention was focused on workplace safety and pushing back against the Doug Ford government, particularly by Education sector unions. Patty Coates was elected as the first woman ever to lead the OFL as President. Ahmad Gaied was elected as Secretary-Treasurer and Janice Folk-Dawson was elected as Executive Vice-President.

### Community Donations

The Committee was happy to support Brant Food For Thought by financially supporting their COVID-19 response using the funds normally dedicated for Breakfast for Champions. Political Action/Public Relations also continued with its annual financial support to both Brantford Pride and Pride Haldimand-Norfolk. Although both events were cancelled due to the global pandemic, their valuable work continues. Finally, the Committee made donations to food banks in Port Dover and Caledonia.

## Events/Advocacy/Public Relations

The Committee was tasked with supporting bargaining through various activities. Red for Ed was promoted among our membership and \$3 per FTE was made available for each worksite to support Red for Ed Fridays. T-Shirts were ordered for every member who requested to have one, using ETFO Mobilization Funding. The Committee also engaged in door-to-door campaigning to engage and inform the public about our bargaining goals and the Ford Government's cuts to Public Education. Various strategies including the use of a calendar of activities were employed to manage and implement Central work-to-rule protocols in Grand Erie. Materials were purchased for members to use to make their own creative picket signs for strike action. On February 22, 2020, two coach buses left from Brantford to transport members and allies from OSSTF and OECTA to Niagara Falls for a protest outside the PC Party Convention.

The PA/PR Committee supported the GEETF's participation in Remembrance Day Ceremonies in Brantford, Simcoe, and Caledonia where GEETF Released Officers attended on behalf of the Local.

Radio ads were purchased to air on CKPC 92.1 FM in December of 2019 to promote the winter campaign for Kids' Help Phone through the Canadian Broadcasting Network.

Due to the restrictions put in place by COVID-19, the Committee was unable to host a Trustee Dinner in 2019/2020.

Respectfully submitted,

*Cory Judson*  
Chair



## PROFESSIONAL DEVELOPMENT COMMITTEE

### Professional Development Committee Members:

Jennifer Cherewka  
Kendra Kovach, Chair

Jennifer Hinrichs  
Shawn Martin

The GEETF Professional Development Committee's goal is to provide professional learning opportunities that interest our members. Plans are made with member needs and requests in mind.

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

- STEAM (Crayola)
- Planning for an Effective Literacy Block
- Programming for Students with Special Needs in the Regular Classroom: Student Well Being and Mental Health
- T.P.A. (Teacher Performance Appraisal)
- Combined Grades Workshop
- Inspiring Mathematicians: Helping Students Become the Mathematicians They Are Meant to Be
- Member Rights and Responsibilities
- Resume Writing/Interview Skills (via Zoom meeting)

Unfortunately, due to circumstances this spring, many other planned workshops had to be cancelled.

The Committee wishes to thank our outstanding Executive Assistant Jeannette Dodds for all of her hard work on behalf of our Committees. Her efforts are greatly appreciated by our Committee and our members.

Many thanks to the amazing Committee members for their dedication of time, effort and knowledge in planning and hosting events. Thanks to all the teachers who attended or signed up for workshops through GEETF. Please continue to inform us of your professional learning needs. Best wishes for the upcoming year.

Respectfully submitted,

*Kendra Kovach*  
Chair

## SOCIAL JUSTICE COMMITTEE

### Social Justice Committee Members:

Beth Edwards	Anh Hoang, Chair
Mary Jane Hutfloetz	Kendra Kovach
Shawn Martin	George Overend

### Donations:

The Social Justice Committee made donations to the following organizations:

- Labour Cares (\$200)
- Brantford Pride (\$250)
- Pride Haldimand Norfolk (\$250)
- Family Literacy Committee of Brant (\$250)
- R.I.S.E.- Anti-Poverty Group Initiative (\$500)
- Nova Vita Domestic Violence Prevention Services (\$840)
- Brantford Foodbank (Community Resources & Employment Service-Brantford) (\$840)
- Hagersville Food Bank (\$690)
- Simcoe Caring Cupboard (\$690)
- Haldimand & Norfolk Women's Services (\$1340)

### Events:

As in previous years, the Social Justice Committee continues to support local families through Labour Cares with the spending of \$200 for nutritious produce. Committee members joined with other GEETF committee members and local organizations to hand out the produce at St. Andrew's Church. Our efforts and contributions are needed and appreciated; therefore, we will continue to support this cause.

Unfortunately, due to job action and the COVID-19 pandemic, we were not able to host or participate in many of the events that were planned for this year. However, we were able to research and make informed decisions to donate reasonable amounts of money to support organizations in need. The GEETF Social Justice Committee donated \$840 to the Brantford Food Bank and \$840 to Nova Vita in Brantford for a total donation of \$1,680. We also donated \$500 to R.I.S.E. to match an ETFO Provincial contribution, providing a combined donation of \$1000. Although Pride Haldimand Norfolk and Brantford Pride events were cancelled, we donated \$250 to each organization to support their operational needs. Due to the cancellation of Earth Day events, we donated the \$700 in matching Earth Day funds of \$350 to a Haldimand County food bank (Hagersville Food Bank) and \$350 to a Norfolk County food bank (Simcoe Caring Cupboard). Our Committee also donated \$1340 to the Haldimand & Norfolk Women's Services in place of the Boys' Conference and RAK (Random Acts of Kindness).

GEETF Lending Library:

Due to job action and the COVID-19 pandemic, the GEETF Lending Library was not well used this year. The GEETF Lending Library will continue to be advertised through emails and featured in the President's newsletter to remind our members of this great resource next school year. Many thanks to our President, Shawn Martin, our Second Vice President, Cory Judson and our amazing Executive Assistant, Jeannette Dodds for helping us with this project. I would like to thank our dedicated Social Justice Committee members for their time, ideas, and ongoing support this year.

A very special thank you to our incredible Executive Assistant, Jeannette Dodds, for her tremendous flexibility and support for us to continue our work during this challenging time.

Respectfully submitted,

*Anh Hoang*  
Chair

## STATUS OF WOMEN COMMITTEE

### Status of Women Committee Members:

Ellen Banbury, Co-Chair  
Michaela Kargus  
Tammy Lam-Lyons  
Jacqueline McEwen  
Carolyn Proulx-Wootton

Nancy D'Aurora  
Kendra Kovach  
Caroll Ann Macsai  
Kataisha McQueen, Co-Chair

### Donations:

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

- Nova Vita (\$500)
- Sexual Assault Centre of Brant (\$500)\*
- Haldimand Norfolk Women's Services (\$500)\*
- Ganohkwasra Family Assault Support Services – Etiya'takenhas Shelter (\$500)\*\*
- Haldimand Norfolk REACH (\$500)
- Sexual Assault/Domestic Violence Care Centre, Brantford General Hospital\*\*\*

\*ETFO matched the donation of \$500

\*\*ETFO matched the donation of \$500 and gave an additional \$2500

\*\*\* ETFO gave a donation of \$500

On May 28, 2020, the Status of Women Committee made additional donations to support organizations with increased need due to the COVID-19 pandemic. The Status of Women Committee donated \$200 to each of the following five food cupboards in Norfolk County to support families struggling with food insecurity: Simcoe Caring Cupboard, Lifeline Food Bank – Port Dover, Mission Food Bank – Port Rowan, Waterford District Food Cupboard, and the Delhi Caring Cupboard. The Committee also donated \$500 to each of the following four organizations: Nova Vita, Haldimand & Norfolk Women's Services, Sexual Assault Centre of Brant, and Ganohkwasra Family Assault Support Services.

### Workshops and Training:

Ellen Banbury attended the ETFO Leadership Conference in September. She brought back resources for the Status of Women Committee.

On October 19, 2019, the Status of Women hosted "Building Trauma Informed Schools" workshop presented by Dr. Kristen McLeod the founder of Attune Trauma and Regulation. The feedback from the members that attended was very positive.

On May 4, 2020, the Status of Women Committee hosted a Pregnancy and Parental Leave Workshop in a virtual format. This workshop was presented by ETFO staff member Lorna Larmour.

## Events:

In October, the Status of Women Committee asked the membership for donations to the Brantford and Area Basketeer Program, sponsored by Nova Vita. Grand Erie teachers once again showed their generosity. Twelve baskets were assembled to support women staying at the area shelters. Many thanks to the Committee members who wrapped and decorated these gift baskets.

On November 9<sup>th</sup>, 2019, the Status of Women Committee joined other GEETF committees at the 6<sup>th</sup> Annual Labour Cares Event at St. Andrew's Church. Status of Women purchased feminine hygiene products to be given out to members of the community in need that came out to the event.

On December 5, 2019, the Status of Women Committee sponsored Pizza & Pottery at Boston Pizza and Crock-a-Doodle. The participants completed a project of their choice from Crock-a-Doodle.

On Friday, March 8, 2020, the Status of Women Committee sponsored our 2<sup>nd</sup> Annual Purse Bingo held at the Gibbled Goose in Waterford to celebrate International Women's Day. The event was very successful with fifty-eight participants. All proceeds from ticket sales were donated to Victim Services of Brant (\$885). The event qualified for ETFO local incentive funding for International Women's Day events.

We would like to thank the amazing and positive Committee members for their engagement and hard work, contributing to a successful year for our Committee.

We also thank Jeannette Dodds for her assistance to the Status of Women Committee.

Respectfully submitted,

*Ellen Banbury, Co-Chair*  
*Kataisha McQueen, Co-Chair*

## UNION STEWARDS

Our Union Stewards went above and beyond this year. Union Stewards make all Federation activities possible. Steward leadership, dedication, organizational skills, tact and care for colleagues is essential for a Local to function properly. I am very proud of the work of our Union Stewards, especially this year. Without our Stewards, events such as membership meetings, strike votes, work-to-rule strike action, full withdrawal of services, picket duty, distribution of strike pay, political action activities, etc. could not have taken place. Stewards ensure our rights are upheld and our working conditions are safeguarded.

In addition to the numerous duties asked of Stewards to make job action the success it was, our Stewards monitored the implementation of the Collective Agreement in the workplace, ensured that health and safety issues were addressed, answered member questions, relayed concerns to the local office, shared information from the Federation with members and played a vital role in keeping members connected to their Local and to ETFO.

Stewards attended a fall training session held at the GEETF office. A half-day equity training workshop was led by Alice Te, ETFO Coordinator of Equity and Women's Services. Stewards then participated in information sessions that included topics such as professional judgement, collective bargaining, GEETF procedures, professional relations, health and safety, grievance procedures and the TPA process.

The Local would normally have organized more Steward training as additional sessions are provided for in the Local Budget. Grand Erie staff continue to face many challenges caused by unfilled occasional assignments. Securing enough Occasional Teachers to run Steward training sessions is challenging. In addition to the scheduling challenges posed by 'no fills', the Local entered into job action starting in January. The entire membership, including Union Stewards, were kept well informed of issues through Provincial and Local emails. The role of the Steward was far more demanding and complex this year compared to most other years in ETFO history.

Our world changed drastically after March Break. The Ontario government declared a state of emergency on March 17<sup>th</sup> in response to the COVID-19 pandemic. Our schools did not reopen for the duration of the school year. Members quickly adapted to delivering virtual distance learning to students. The responsibilities of our Union Stewards drastically dropped off as our membership went from historic strike action, to an unprecedented March Break, to all members isolating at home and adapting to life in a pandemic.

All Stewards are members of the GEETF Representative Council which meets twice each school year to discuss current issues, to review the work of our committees, and to provide direction to the Released Officers and to the Executive Committee.

Each year, our Union Stewards provide an essential voluntary service for our membership. This year demanded an extraordinary time commitment of our Stewards. Your service and dedication are so very much appreciated. The gains we make as a collective, and the safeguards that every member enjoys, would not be possible without your commitment and care. On behalf of the entire GEETF membership, thank you for your amazing work.

Respectfully submitted,

*Shawn Martin*  
GEETF President

## THANK YOU TO OUR UNION STEWARDS FOR 2019-2020

<i>School/Worksite</i>	<i>Name</i>
Agnes G. Hodge	Louise Nicholas
Banbury Heights	Cynthia Corpse
Bellview	Kimberly Jamont
Bloomsburg	Kim Harvey-Harris/Clayton Forbes
Boston	Jillian Adams
Branlyn	Meghan Smith/Krista Swanson
Brier Park	Geraldine Power
Burford District Elementary	Scott Wood
Caledonia Centennial	Kelly Ashby
Cedarland	Lauren Lockhart
Centennial – Grand Woodlands	Emma Marcantonio
Central	Cara Forrest
Cobblestone Elementary	Margaret Herczeg
Confederation	Jacqueline McEwen
Courtland	Cory Antonioli
Delhi	Wendy Lauwerier/Kristin Mawhiney
Dufferin	Lindsay Guy
Echo Place	Thomas Roberts
Elgin Ave.	Heather Chwastiak
Glen Morris	Jonathon Reid
Graham Bell – Victoria	Lisa Metcalf
Grandview	Lisa Marshall
Greenbrier	Caroline Taylor
Hagersville	Sandra Mattice
Houghton	Isabel Katsarov
J.L. Mitchener	Elizabeth Cavers
James Hillier	Mark Kronwald
Jarvis	Jennifer McNeil
King George	Jaclyn Balkwill
Lakewood	Lori Burroughs Miller
Langton	Marcela Caro
Lansdowne – Costain	Jennifer McColl
Lynndale Heights	Christine Kazakevicius
Major Ballachey	Andrew Campbell
Mapleview	George Overend
Mount Pleasant	Scott Archer
North Ward	Lisa Andrews
Oakland – Scotland	Erin Janssen
Oneida	Carolyn Proulx-Wootton
Onondaga – Brant	Christopher Bailey
Paris Central	Christopher Smith/Shannon Hendel
Port Rowan	Caroll Ann Macsai
Prince Charles	Alex Doumani/Kendra Kovach
Princess Elizabeth	Cheryl Mann
Rainham	Lise Beauchamp
River Heights	Lyndie Kennedy

THANK YOU TO OUR UNION STEWARDS FOR 2019-2020

<i>School/Worksite</i>	<i>Name</i>
Russell Reid	Lyndsay Houghtling
Ryerson Heights	Connie Hill
St. George-German	Sandra Beedham
Seneca Central	Amy Martin
Teeterville	Samantha Shaw
Thompson Creek	Grant McDonnell
Walpole North	Shirlee Vervaecke-Beckham
Walsh	Darin Townsend
Walter Gretzky	Kataisha McQueen/Robert Hull
Waterford	Melissa Wouters
West Lynn	Andrea Ongena
Woodman – Cainsville	Kira Germann/Jade Jarvis
Joseph Brant Learning Centre (JBLC)	Kristy Hawkins
Teacher Resource Centre (TRC)	Wanda Backus-Kelly