



**PETL WINTER GENERAL MEMBERSHIP VIRTUAL MEETING MINUTES
TUESDAY, FEBRUARY 22, 2022 – 4:30 P.M.***

DIRECTORS	OFFICERS
Gail Bannister-Clarke	Gail Bannister-Clarke
Vickita Bhatt	Amandeep Mehta
Jessica Cooper	Vickita Bhatt
Nadia Goode	Jessica Cooper
Amanda (Mandi) Hardy ¹	Nadia Goode
Christopher Hoffman	Amanda (Mandi) Hardy ²
Kellea Martin	Christopher Hoffman
Felipe Pareja	Kellea Martin
	Felipe Pareja

CALL TO ORDER: 4:31 p.m.

Yolanda B'Dacy, Parliamentarian

- 1. ACKNOWLEDGEMENT OF TRADITIONAL TERRITORY & STATEMENT IN HONOUR OF BLACK HISTORY MONTH:** Patrice Oconnor

- 2. ETFO HUMAN RIGHTS STATEMENT:** Anissa Soochit

Human Rights Officers for tonight's meeting are Vickita Bhatt and Jessica Cooper.

- 3. APPROVAL OF AGENDA**

Motion #1 – (Pareja/Martin)

To approve the GMM Agenda.

...carried

- 4. APPROVAL OF MINUTES – PETL FALL GENERAL MEMBERSHIP MEETING – OCTOBER 25, 2021**

Motion #2 – (Ajmera/Bhatt)

To approve the minutes for the October 25, 2021 General Membership Meeting.

...carried

- 5. WELCOME & PRESIDENT'S REMARKS:** Gail Bannister-Clarke, President

* Special musical performance by Mohammad Ali (*Socialist Hip Hop*) to begin at 4:15 p.m.

¹ Replaced by Anjali Ajmera, in an Acting capacity, from February 1 to June 30, 2022.

² Same as (1) above.

- Acknowledged the impact of the black community in honour of Black History Month; the learning and teaching that takes place this month can take place every month and 365 days a year
- Thanked our guest performance Mohammad Ali
- Thanked Yolanda B'Dacy for serving as our parliamentarian
- Welcomed Juan (Yahya) Gairey, a member of PETL and the ETFO Executive but most importantly a long standing advocate for our Union
- Thanked David Mastin for being with us
- Thanked all of the members that were able to attend this evening
- Some changes at the PETL office were shared: VP Mandi Hardy has started a secondment to ETFO and her role has been filled by Anjali Ajmera
- VP Jessica Cooper has taken on the role of Collective Bargaining Chair
- Meara Michalski has taken on the role of AREC Chair
- Gave details about our Joint Venture Agreement with the building partners and about the revision of this agreement
- We have sought out a lawyer to draft this agreement and will be going to mediation/arbitration in the near future
- Unfilled absences continue to be an issue here in Peel which impacts students and collapses programs throughout the Board
- ESL and Special Education supports are also being pulled and the Board has implemented, what we consider, bandage solutions to deal with the issue
- The hiring of lunch room supervisors and pulling employees from Board positions is not the answer
- We know the ministry/board are committed to keeping schools open but at what point do schools close due to lack of staffing?
- The Constitution Committee will be meeting and if you would like to put forward language to the committee, feel free to contact VP Jessica Cooper if you would like to bring something forward

6. ETFO PROVINCIAL REMARKS: David Mastin, ETFO First Vice-President

- Brought greetings on behalf of the ETFO Provincial Executive and our ETFO President, Karen Brown
- Spoke to the realities of the COVID-19 pandemic and thanked our membership for the resiliency and professionalism shown during the past 2.5 years; ETFO will continue to take positions that are proven science and proven by facts
- Spoke to the demonstrations that are taking place in Ottawa and about the right for people to protest but in a responsible manner
- Spoke to the decision surrounding Bill 115 and remedy payment that will be paid out
- Spoke to the upcoming Provincial government and recommended that everyone get out and vote for a government that has the best interest of public education in mind

7. ETFO EXECUTIVE REMARKS: Juan (Yahya) Gairey, ETFO Executive Liaison

- Thanked PETL for the opportunity to speak at our GMM
- Encouraged all PETL members to unite with a progressive Local that has their best interest in mind
- Much like some previous speakers, honoured Black History Month and reiterated that the learning and teaching that takes place this month can take place every month and 365 days a year

8. FINANCIAL PRESENTATION: Aman Mehta, Secretary-Treasurer

8.1 Financial Statement

- Secretary-Treasurer asked membership to review the financial statement month ending January 31, 2022.

Motion #3 – (Bannister-Clarke/Mehta)

That the financial statement from January 2022 be received by the membership.

...carried

8.2 Secretary-Treasurer's Report

- Secretary Treasurer Aman Mehta provided an update on PL Course and PL Conference Funding

9. ELECTION OF PETL DELEGATES TO THE 2022 & 2023 ETFO ANNUAL MEETINGS: Julia Allen

- We require 31 delegates appointed to a 2 year term; 16 names were submitted prior to the meeting
- Members have the option of nominating a name from the floor of GMM as long as the member is present at the meeting
- The following members had submitted their names for consideration:
 - Tehmina Ahmed
 - Anjali Ajmera
 - Mitzy Alarcon
 - Erin Atkins
 - Christine Bisson
 - Heather Cosgrave
 - Manjit Deol
 - Valerie Frantellizzi
 - Lisa Marie Gonsalves
 - Anika Khalil
 - Peter Luu
 - Meara Michalska
 - Patrice Oconnor
 - Mary Ann Phillips
 - Christopher Scott
 - Parmeet Singh
- Nominated from the floor were:
 - Gurpreet Singh-Rai (Cruickshank/Bhatt)
 - Sherri Nishimura (Nishimura/Ajmera)
 - Leslie McCleary (Morgan/Phillips)
 - Annette Mautner(Morgan/Goode)
- There was no need for an election and all the members listed above were acclaimed as delegates to the 2022 ETFO Annual Meeting.

10. PRESENTATION OF PROPOSED PETL RESOLUTIONS TO THE 2022 ETFO ANNUAL MEETING: Julia Allen

- Membership will be voting upon the resolutions that have been proposed by a number of PETL members for submission to the 2022 ETFO Annual Meeting
- All members had the opportunity to submit resolutions or concepts for resolutions in writing to the ETFO Annual Meeting Chair by this past November 30, 2021
- The Resolution Sub-Committee then met to support these members in crafting a resolution that would be effectively presented to you for this meeting
- These proposed resolutions were then submitted and received by the PETL Executive
- The movers and seconders of these resolutions today are for the most part the individuals who have brought these concepts forward to you this evening
- All resolutions approved today by the PETL members at this GMM will be submitted to ETFO Provincial as PETL endorsed resolutions to the 2022 ETFO Annual Meeting

Resolution #1 – (Allen/Cooper)

That ETFO create a dedicated Organizing Department, similar to the other ETFO Service Area Departments, that will provide training, resources, and support for ongoing internal ETFO member engagement and organizing.

Rationale for Resolution 1

Every union recognizes that our strength in the labour movement comes from our numbers but that real power comes from our members being organized. Where we allocate our resources, time and energy as a union speaks loudly to our priorities. Organizing, like any other skill set, requires a commitment to ongoing training, resources, and support.

...carried

Resolution #2 – (Allen/Cooper)

That ETFO host in partnership with any interested locals, forums and focus groups with families and community members to discuss shared issues and interests in our public education system in order to continue to foster the powerful alliances which support a strong, well-funded public education system.

...carried

Rationale for Resolution 2

Educators, like health-care workers, have a very powerful relationship with our communities. We know our interests are absolutely aligned with our broader communities to have and to fight for the strongest education system possible for our students, and the working conditions that will support this. A true alliance is built on this mutual shared interest.

Resolution #3 – (Allen/Hoffman)

That ETFO lobby the Ministry of Education to develop a policy that recognizes students who are English Language Learners (ELL) and students with special education needs as 1.5 full-time equivalent (FTE) in the calculation of class size as it relates to funding for staff.

...carried

Rationale for Resolution 3

In order to ensure that inclusive education is effectively integrated into classrooms, recognition of the increased attention and differentiation needed for Special Education (formal and informal Individual Education Plans (IEP) plans), safety and behaviour plans and ELL students is needed. Such a policy would support an equitable rather than an equal approach to better meet the diversity of student needs in the classroom.

Resolution #4 – (Allen/Cooper)

In preparation for bargaining rounds, that ETFO create and make available to all locals via the ETFO secure site, a standalone digital guide of resources, including suggestions and examples of collective agreement language, on issues related to equity and social justice, anti-racism and anti-oppression, in key areas that may include but are not limited to: hiring, workplace harassment and discrimination policies and procedures, health and safety measures and practices, disciplinary procedures, school climate issues, and restorative and transformative justice practices.

...carred

Rationale for Resolution 4

Our local School Boards, schools and workplaces are important sites for on-going transformative work in the areas of equity and social justice. It is important to continue to develop the resources, supports, and language that help ETFO locals as we fight for gains in these areas through the power we can exercise at the bargaining table.

Resolution #5 – (Allen/Luu)

That in preparation for bargaining, ETFO lobby through the OTF to immediately launch an all affiliates PA/PR campaign on the broken education funding formula, including the demand for a comprehensive evidence based review of the education funding formula.

...carried

Rationale for Resolution 5

When ETFO members and the broader parent community are fully informed about the relationship between the funding formula and our fight to build better schools at the bargaining table, we are spreading the information necessary to build the power we need to win.

Resolution #6 – (Allen/Luu)

That ETFO lobby through the OTF for a comprehensive review of the funding formula every five years to determine its effectiveness in supporting high quality public education.

...carried

Rationale for Resolution 6

There has not been a comprehensive review of the broken education funding formula in over twenty years.

Resolution #7 – (Allen/Cooper)

That the ETFO Reference Book be updated to include the following new policy statement:

Hybrid Learning That ETFO opposes hybrid teaching models, which expect members to simultaneously teach in person as well as virtually to students. Members should be assigned as a designated educator for only one model of instruction and programming, either in person or online.

...carried

Rationale for Resolution 7

Hybrid models severely disadvantage students in that they are denied a dedicated Teacher; and they create impossible and unsustainable working environments and workloads for educators.

Resolution #8 – (Cooper/Allen)

ETFO lobby the OTF to amend regulation 18(1)(c) to read “notwithstanding section 18(1)(b), a member who makes an adverse report about another member respecting:

- i) suspected sexual abuse of a student by another member, OR
- ii) incidents of harassment and discrimination on the basis of a prohibited ground as defined by the Ontario Human Rights Code,

By that other member need not provide them with a copy of the report or with any information about the report”

...carried

Rationale for Resolution 8

Although members ought not feel that 18 (1) (b) precludes them from reporting incidents of harassment and discrimination, the existence of the requirement to provide notice of an adverse report creates an additional barrier to members reporting incidents related to anti-Black racism, anti-Indigeneity, antisemitism, islamophobia, transphobia, ableism, misogyny, and all other forms of oppression. Members should feel safe and not have to worry about experiencing additional harm due to the requirement to provide notice of an adverse report. The addition of this language in 18 (1) (c) will help provide a safer process for members.

11. REPORTS FROM PETL EQUITY ADVISORY & DISMANTLING ANTI-BLACK RACISM IN EDUCATION COMMITTEES: Anjali Ajmera & Patrice Oconnor

- The D.A.R.E (Dismantling Anti-Black Racism in Education) Counsel is in its second year of operation
- Over the course of this time we have worked on creating and revising our terms of reference, worked alongside President Bannister-Clarke to share concerns with the ministry report as she liaises with the board and have had members of the counsel attend and contribute to a focus group providing input on the board's Anti-Racism Policies
- Our latest endeavour is to have our very first Black Student Career Day, that will focus on highlighting the career possibilities in education
- This career day will begin with a small group in a family of schools and hopefully expand and we strive to not only share the possibilities, but also maintain connections with the students to have tangible data on the success of the Career Day Conference

12. EXECUTIVE OFFICER PORTFOLIO REPORTS:

12.1 Collective Bargaining – Jessica Cooper, Vice-President

- Reviewed bargaining preparation timelines
 - First Collective Bargaining Committee meeting was Feb 16, 2022
 - Local Bargaining Townhall Feb 28, 2022 (virtual)
 - Local Bargaining Focus groups throughout March
 - Local Bargaining Survey should be out by end of April/beginning of May
- Members are encouraged to share their ideas for local bargaining through participation in the upcoming meetings & survey

12.2 Equity – Anjali Ajmera & Nadia Goode, Vice-Presidents

- All of our upcoming PD lean on our Core values of Equity and Member Voice and our Strategic goals of capacity, communication, engagement, representation, and systemic impact, we want to ensure that the opportunities we present for members keep us accountable to our mandate

- In April we will see a return of our Equity Speakers Series; with a theme of systems that uphold White Supremacy
- We will also see the return of Who me a Union Leader for Racialized members. There will be 2 sessions for this conference. One specifically for racialized members and a second session that will be open to all members.
- Members may have heard or even experienced our in-school Equity Visits. We have been partnering with the Board and Administration to visit schools and present as part of monthly staff meetings tackling a variety of topics but particularly addressing Dismantling Anti-Black racism by engaging staff in rich conversation around the learning and growing that has been happening over the last 2 years.
- We invite you to reach out to us if this is something you feel your worksite would benefit from

12.3 Occupational Health & Safety – Chris Hoffman, Vice-President

- Reopening plans - up to v13 now. Five versions since we returned from the Winter break. Latest version was updated Feb 16th.
- Newest changes:
 - “Food programs – “grab and go” model introduced (p32) – allows for food vendors, detailed process of how it should happen safely
 - Inclement Weather Procedures – now included in the Reopening plans (previously only in a memo)
 - New Registrations – now granting families and schools to engage in the Flexible Boundary process
 - Music – wind instruments and singing no longer paused
 - Phys Ed – high contact and high intensity activities no longer paused
 - Sharing of classroom space/materials – sign in/sign out logs of common areas no longer required.
 - Extracurriculars – interestingly, this is ONLY updated in the secondary section. The Elementary section still indicates they will be paused.
 - Libraries – sign in/sign out logs no longer required.
 - CBO cafeteria – sign in/sign out logs no longer required
- Workplace incident reporting - still being underreported. Majority are still repeat incidents, and majority are from students with no safety plan. We know anecdotally that there are admin that are discouraging reporting, or through inaction, are effectively discouraging incident reporting. Have raised this issue at the MJHSC, but no elementary principals or vice-principals were in attendance at the last meeting to respond
- N95 masks - optional, if schools need more, administrators can get more from the board. Currently only one supplier and one size, we’ve asked for other sizes, as we’ve heard from some who say it’s too big, and others too small. Board indicated they would reach out to the Ministry to inquire.
- Worker members of MJHSC asked for HEPA filters in rooms where there are student(s) with mask exemptions, board response “we’ll take that back”
- Still have concerns about safety due to short-staffed schools, and impact of stress on those still in schools being asked to do even more work.
- 138 new HEPA filters, will be in grade 1 classrooms when they arrive. They just arrived (1:38pm) and should all be in place by late next week (Feb 22nd-25th).
- No more individual Covid notifications - schools send letters for high absences (30%) and known covid exposure - OHS 27(2)(a)

- Government reporting tool incomplete, routinely about 25% of elementary schools not showing up from one day to the next, two schools have yet to have any data published. Board insists that data is being sent to government.
- Govt tool showing slight decrease in absences - last week every day between 10-12%, down from 15-16% two weeks ago. Curious to see what data shows after reorg.

12.4 Organizing – Vickita Bhatt & Felipe Pareja, Vice-Presidents

- Local will be connecting with Stewards in the very near term to continue work that began last year around building Site Solidarity Structures, in every work site, to promote work site union organizing and power-building.
- Organizers will be looking to begin posting more frequently to social media (Twitter, Facebook, Instagram), with a focus on union organizing and the broader labour movement.
- Organizers will be looking to create a quarterly member newsletter that focuses on union organizing and the broader labour movement.
- Organizers are currently discussing the possibility of developing a short presentation that could be delivered to members in work sites during a membership meeting. The presentation would focus on union organizing and building and sustaining union power and solidarity in the workplace.
- The local is also looking into the possibility of implementing a ‘Family of Schools Steward’ structure, to complement the critical work already being done by work site Stewards.

13. STANDING COMMITTEE REPORTS:

13.1 Anti-Racism and Equity – Meara Michalska

- Some of the events that we have had the pleasure of running so far this year are:
 - Supporting PAC with Nancy Rowe's speaker series 'Understanding The History of The Land Acknowledgement'
 - Name It: Understanding Anti-Black Racism In Ontario Education
 - LGBTQ Education Timeline
 - Islamophobia Affects All Our Students
 - Unlearn Workshop
 - Busting Myths And Misconceptions About Indigenous Peoples
- Committee is looking forward to running the following events soon:
 - Introduction to Antiracism with Selam Debs next Monday on February 28
 - Culturally Relevant And Responsive Pedagogy on March 30
 - Race And Education: The Water We Swim In

13.2 ETFO Annual Meeting – Julia Allen

- Thanked everyone for their time for nominating and seconding delegates to the ETFO Annual Meeting and for voting on the resolutions to the Annual Meeting
- The delegate information meetings will take place on Tuesday, May 31, 2022 and Wednesday, June 15, 2022

13.3 Health and Safety – Chris Hoffman

- Next H&S workshop, Voice Stress is taking place on Tuesday, March 1, 2022

13.4 New Members – Gurpreet Singh-Rai

- The committee has a series of upcoming Event:
 - February 23rd, 2022: NTIP & TPA Workshop
 - Wellness Conference in June
- The committee meets on the first Monday of every month unless it conflicts with major local events such as the GMM
- Next meeting is on March 7th and the committee welcomes new members
- If interested, get in touch newmembers@etfopeel.com

13.5 Political Action – Valerie Frantellizzi

- Now, more than ever, the Political Action Committee looks to make our members and the community more aware of important issues in education, social justice and the environment
- As of September we have focused on building capacity and knowledge around the June election and have organized great workshops with the intention of deepening our understanding around land acknowledgements and UNDRIP
- We have some great workshops coming your way in March and April: "Upholding Indigenous Rights in Education" and "Looking at Student Vote with CIVIX"
- Please feel free to reach out anytime: PAC@etfopeel.com

13.6 Professional Learning – David Tran

- PL /French Subcommittee provides professional learning opportunities in various areas (including subject areas (like French and Math), equity and inclusion, leadership, wellness, etc.)
- In Fall/Early Winter, we hosted an ETFO workshop on What is Play (learning in the early years) and presented a workshop on Culturally Responsive and Relevant Pedagogy in Mathematics - both very well received
- There are many exciting workshops/booktalks in the coming months (shared screen - a slide of workshops)
- If interested in joining the PL committee, please email me at pl@etfopeel.com
- Next meeting is on Monday March 7

13.7 Special Events and Awards – Mitzy Alarcon

- Invited any member that would like to join our committee to email the chair
- Committee has a Spring hike event coming up
- Winterfest at Wonderland was a big success and will be brought back in the Winter of 2022
- Outdoor skating event is happening at Chinguacousy Park on March 5th
- Women's Night Celebration is on March 8th at 7pm and registrations are still open
- Our annual events in the Spring, Awards celebration, the Wellness Conference and the Retirement Dinner are around the corner

- Bingo night is this Thursday with another Bingo night scheduled for the Spring

13.8 Status of Women – Caroline Singh

- Status Dinner & Marilyn Lennox Award details were shared
- International Women's Day Event with SEAC information was shared

14. QUESTION AND ANSWER PERIOD

15. RAFFLE

16. UPCOMING MEETINGS:

Spring Annual General Meeting – Monday, May 9, 2022 – 4:30 p.m. – Mississauga Grand Banquet and Event Centre (Tentative)

17. ADJOURNMENT: 6:49 p.m.

Motion #4 – (Goode/Hoffman)

Motion to adjourn.

...carried

“The evils of capitalism are as real as the evils of militarism and the evils of racism.”

– Dr. Martin Luther King Jr.