



PETL FALL GENERAL MEMBERSHIP VIRTUAL MEETING MINUTES

MONDAY, OCTOBER 25, 2021 – 4:30 P.M.

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

CALL TO ORDER: Doris Duni, Parliamentarian

1. ACKNOWLEDGEMENT OF TRADITIONAL TERRITORY: Anissa Soochit

2. ETFO HUMAN RIGHTS STATEMENT: Patrice Oconnor

Human Rights Officers for tonight’s meeting are Nadia Goode and Kellea Martin.

3. APPROVAL OF AGENDA

Motion #1 – (Pareja/Hoffman)

That the Agenda for the October 25, 2021 General Membership Meeting be approved.

...carried

4. APPROVAL OF MINUTES – PETL ANNUAL GENERAL MEETING – MAY 3, 2021

Motion #2 – (Goode/Martin)

That the minutes for the May 3rd, 2021 Annual General Membership Meeting be approved.

...carried

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

- Thanked everyone for standing up for a quality education model here in Peel and fighting against the hybrid model
- Thanked Karen Brown and Michelle Leonard for joining us today
- Hybrid is still being used when there is a classroom closure due to classroom closures due to COVID in Grade 6, 7 and 8 classes
- Discussed the importance of our PETL Strategic plan and conveyed how we are always revisiting and revamping this plan on a year-to-year basis

6. PROVINCIAL REMARKS: Karen Brown, ETFO President

- Karen Brown shared that she is a former resident of Peel and has some close connections to our district
- Thanks all members for coming out to the GMM and thank President Gail Bannister-Clarke for all the wonderful work we are doing here in Peel and congratulated our President for putting her name forward in the past Federal Election campaign
- Provided an update regarding the Charter Challenge and ETFO is still waiting for decision and we are hoping for a decision before the end of the year
- Congratulated us our win on pushing back on the fractured Hybrid Model
- The vast majority of our members are vaccinated and we are hopeful that vaccines will be approved for children between the ages of 5-11 in the coming months
- Vaccines are not the only solution, we are still fighting for enhanced ventilation, a robust a testing and contact tracing, smaller class sizes, enhanced PPE and government advisory table that includes local public health experts
- We need to rally to vote in a new government when provincial elections take place next year

7. COLLECTIVE BARGAINING: Michelle Leonard, ETFO Collective Bargaining Staff Liaison

- Acknowledged that it has been a stressful start to the school year for all of our members with COVID protocols and a delayed re-org
- The message at our recent PETL Town Hall meeting was that teachers are simply burned out
- An update was provided on a grievance that was filed for PETL: planning time payback for teachers in virtual schools
- There was a lack of hiring for virtual schools and teachers were asked to switch to asynchronous learning at the end of the learning day; this resulted in planning time payback issues for our members
- An arbitrator decided in ETFO favour regarding this issue in the Hamilton School Board which helps set a precedent for Peel

8. FINANCIAL PRESENTATION: Aman Mehta, Secretary-Treasurer

8.1 Financial Statement

Motion #3 - (Mehta/Bannister-Clarke)

That the financial statement from September 2021 be received.

...carried

8.2 2021-2022 Proposed Budget

Motion #4 - (Mehta/Bannister-Clarke)

That the 2021 – 2022 Peel Elementary Teachers’ Local Budget be approved.

...carried

9. ELECTION OF DELEGATES TO THE PEEL REGIONAL LABOUR COUNCIL: Kellea Martin

- We require 5 delegates appointed to a 1 year term; only 4 names were submitted prior to the meeting
- Morgan/Rosenberg nominated Deb Weston
- Deb Weston was not in attendance in the meeting and therefore could not stand for the position
- Lisa Marie Gonsalves, Patricia Morgan, and Aviva Rosenberg were acclaimed

- These 3 candidates will be the PETL representation delegates to the Peel Regional Labour Council for 2021-2022
- The 2 vacant positions will be filled by following the constitutional requirements to fill those positions

10. EXECUTIVE OFFICER PORTFOLIO REPORTS:

10.1 Organizing - Vickita Bhatt & Felipe Pareja, Vice-Presidents

WHAT IS ORGANIZING?

Organizing is about building powerful connections with others – especially those with whom we share a common cause or struggle. In a union context, it's about building *true* union power by connecting, one-to-one, constantly, with every worker in the workplace in an effort to foster unbreakable solidarity. It also involves looking outwards, and building connections with like-minded community organizations and community members. It's about recognizing the reality that the only way to win the schools and communities we all deserve is to come together and to fight together.

LOCAL COMMUNICATIONS AS A MEANS TO ORGANIZING

As a local, we employ a number of communication channels to assist with information sharing, capacity-building, and organizing. These include, but are not limited to:

- our three social media channels (Twitter, Facebook, Instagram);
- regular all-member emails (including our bi-weekly eNews);
- our *Steward's Toolkit* emails;
- our *Frequently Asked Questions* documents;
- our *Message from the President* emails; and
- our local website.

GOALS FOR WORKPLACE ORGANIZING

This year, Stewards, Alternates, and members will work together to build *Site Solidarity Structures* that break down their work site into small groups (or squads), each with a Squad Leader whose role it will be to communicate one-to-one with the members of their squad on union-related business. As we continue to engage in collective actions to build power (e.g. statements, letter/email actions, social media actions, marches/rallies), these structures will allow *all of us* to know whether or not we're reaching the supermajority participation necessary to demonstrate true union power. All members in the work site will play a critical role in the development of their *Site Solidarity Structure*.

10.2 Collective Bargaining - Jessica Cooper & Mandi Hardy, Vice-Presidents

- November 3rd is the bargaining survey deadline
- We have a newly elected Collective Bargaining Committee
- This committee will be communicating with the broader membership through things like an all-member survey and town hall meetings
- There is a letter of intent on page 109 of our CA; this letter of intent was written to see how members could access Family Responsibility
- There was an agreement that conversations would continue with the board so that we can perhaps expand on the definition of what defines a Family Responsibility day
- Explained how grievances are settled or resolved
- ETFO is always brought onboard and are filed by ETFO itself
- There are specific and somewhat short timelines that must be followed when pursuing a grievance so if members are aware of a breach of the collective agreement it is important that they reach out to their PETL liaison as soon as possible so that they can begin the process of resolving or escalating the issue

10.3 Equity - Nadia Goode & Mandi Hardy, Vice-Presidents

- Vice President Hardy eluded to the fact that we have a lot on our plates
- It's important to recognize that despite how busy we might be, continuing our equity work is extremely important to continue with all the equity work we do in our classrooms everyday
- Members are asked to review any memos that are sent out by the Local or the Board which will help move members along on their equity journey
- It's important to embed all of this learning into our day-to-day practices
- There are vacancies on the DARE/PEAC committee and those applications will be open until November 12, 2021

10.4 Occupational Health & Safety - Chris Hoffman, Vice-President

- MERV 13 filters continue to be used in school HVAC systems
- All HVAC systems are scheduled to get UVGI purification systems by Dec 31st, 2021
- All classrooms without mechanical ventilation should have a HEPA filter
- All Kindergarten classrooms should have a HEPA filter, and K classrooms without mech ventilation should have two HEPA filters
- As of today, 202 covid notifications, 186 cohorts dismissed
- In the 4th wave, we are not seeing an increase as we did in the 2nd and 3rd waves
- The Local continues to track all covid notifications to proactively identify trends
- It is important that all safety protocols are being followed in schools
- The Local continues to advocate for improved safety and to raise concerns about gaps in Covid-related measures
- The Reopening Plans have been updated 4 times so far
- Members are reminded that as per Ministry guidance, as much distance as possible should always be promoted between students, between students and staff, and between staff members.
- Members are encouraged to use the Workplace Incident Reporting tool to report any incidents covered under Bill 157
- Report any concerns or concerns to your admin. Contact your VP Liaison if concerns are not addressed after speaking to admin
- The H&S Bulletin Board should be in an accessible location for all workers, and should not be in a room used as the isolation room
- Designated Workers and alternate workers are still needed in some school locations. PETL Members are encouraged to apply. See the H&S Newsletter that was in the eNews last Friday, and under the H&S tab on the ETFOPeel Website for the link to apply for one of those positions.

11. STANDING COMMITTEE REPORTS:

11.1 Anti-Racism and Equity – Anjali Ajmera

- First ever Equity Conference for students was held at the end of last year, over 1200 students attended virtually
- National Truth and Reconciliation Day's double your donation campaign had over \$4500 donated in total to 4 different Indigenous organizations
- Next AREC meeting: November 2, 2021

11.2 ETFO Annual Meeting – Julia Allen

Call for Resolutions to the ETFO Annual Meeting

- Complete and submit the Resolutions Form
- Deadline for receipt is Tuesday, November 30th
- Resolution Forms go by email to AM Chair annual@etfopeel.com
- First meeting to work on resolutions is Thursday, December 2nd
- Forms available from the eNews or Steward
- Email Chair for more information

Call for Delegation Nominations

- Complete and submit the Nomination Form
- Deadline for receipt to have name on ballot is Friday, February 18th (4 pm)
- Nomination forms go by email to Gail N. gailn@etfopeel.com
- Forms available from eNews or Steward (starting in November)
- Attend Tuesday, February 22nd Winter General Membership Meeting to speak to PETL membership and stand for election
- Email AM Chair for information about either Resolutions or running for election to the delegation

11.3 Health and Safety – Chris Hoffman

- Our first H&S workshop of the year will be the Member Mental Health and Well Being workshop on Nov 22nd.
- Registration is live and can be found under the Events tab on the ETFOPeel website.
- The PETL H&S Committee meets monthly on the 2nd Wednesday of the month, except April where it is the 1st Wednesday
- Anyone interested in joining should contact Chris Hoffman at chrish@etfopeel.com

11.4 New Members – Gurpreet Singh-Rai

- Introduced what the New Members committee does
- Invited members to join the committee
- There was an IEP workshop put forth by our very own committee members and experts Nayab Abid and Kristan Osborne and they got incredible feedback
- Planning to put on an NTIP workshop through ETFO and a getting to know your union with PETL among other upcoming events
- Next meeting this coming Monday, November 1st at 5 pm!

11.5 Political Action – Valerie Frantellizzi

- PAC is a committee with a purpose of making those around us (including ourselves) more aware of important issues in education, social justice and the environment
- Given that 2022 is right around the corner, another focus of the committee is to encourage members to get more involved in the local and equip them with the tools they need to have meaningful conversations with those in the community pertaining to the provincial election taking place in June
- PAC meets once a month online on the second Tuesday of every month from 4:30-6:00pm
- Next event “Electoral Organizing” is on Wednesday, November 3, 2021 and sign up closes this Friday

11.6 Professional Learning – David Tran

- The committee is providing members with PL learning in the areas of equity and inclusion, the arts, mental health and virtual learning
- Will continue to provide responsive PL learning in 2021/22 and support members to connect the curriculum through an equity lens
- Three workshops in the works; once they are confirmed, they will be posted on the PETL website
- Excited to announce that the committee has created a French subcommittee based on the motion passed during last year's Annual Meeting to provide and support members who are
- teaching French
- If you are interested in joining the PL committee or the French subcommittee, please send an email at pl@etfopeel.com
- Next meeting is during the second week in November (November 9)

11.7 Special Events and Awards – Toni Minichiello

- The Special Events and Awards Committee provides opportunities for members to gather socially, celebrate our achievements, build a positive spirit, and nourish a sense of camaraderie in our large Local
- The committee also honours retirees, recognizes special award winners, and presents members with pins for years of service
- Upon request, the Goodwill Sub-Committee will send greetings or condolences to members, as outlined on the Goodwill Form
- A note on past events, (painting, movies, retirement dinner, awards ceremony, bingo) including hiking)
- A word on upcoming events (skating, another movie, trivia night, bingo)

11.8 Status of Women – Caroline Singh

- Excited to be able to serve our membership in this role and be a part of our PETL Executive
- Status of Women has two meetings so far and would love to have members join them
- The committee has been busy working on some amazing events to bring to the membership; Indigenous Events, guest speakers, monthly wellness events and book talks
- Also collaborating with the Political Action Committee to bring a series of Organizing Workshops this Winter
- The Annual Status of Women Dinner, which usually takes place in the beginning of December, moved to March 3rd in the hopes of having it in person
- Next meeting is on November 16th, at 4:30pm on Zoom

11.9 Member-at-Large – Patrice Oconnor

- No report

11.10 Member-at-Large – Anissa Soochit

- No report

12. QUESTION AND ANSWER PERIOD

13. RAFFLE

14. UPCOMING MEETINGS:

Winter General Membership Meeting – Tuesday, February 22, 2022 – 4:30 p.m. –Mississauga Convention Centre (Tentative)

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

15. ADJOURNMENT

Motion #5 - (Cooper/Bhatt)

Motion to adjourn the Fall 2021 PETL General Membership Meeting.

...carried