



ETFO Thames Valley Teacher Local

Annual Report 2021 - 2022

PRESIDENT'S REPORT – Craig Smith

Falsehood flies, and the truth comes limping after it; so that when men come to be undeceived, it is too late; the jest is over, and the tale has had its effect.

Johnathan Swift

If you're going through hell, keep going.

Winston Churchill

It is a fair, even-handed, noble adjustment of things, that while there is infection in disease and sorrow, there is nothing in the world so irresistibly contagious as laughter and good humour."

Charles Dickens, A Christmas Carol

The use of recriminating about the past is to enforce effective action at the present.

Winston Churchill

On a spring day in 1793 a crowd of angry men burst their way through the doors of the assembly room where the French Convention was in session. A discomfited figure addressed them from the rostrum. "What do the people desire?" he asked. "The Convention has only their welfare at heart." The leader of the angry crowd replied. "The people haven't come here to be given a lot of phrases. They demand a dozen guilty men."

Michael Foot, Guilty Men

Be ruthless to systems. Be kind to people.

Michael Brooks

Some world views are spacious/And some are merely spaced.

Rush, Grand Designs

There is no final victory, as there is no final defeat. There is just the same battle. To be fought, over and over again. So toughen up, bloody toughen up.

Tony Benn

April 2022

Doug Ford says smile and be happy, the pandemic is over. At the same time, Ontario is now firmly in the midst of a sixth wave, there are estimated to be up to 120,000 new Covid-19 cases daily, BA2 is establishing itself as the dominant variant, and BA5 is now established in South Africa. We may feel that we are done with COVID but COVID is not yet done with us.

Against this backdrop, TVDSB Trustee Corinne Rahman brought forward a motion that would have reinstated masking requirements for students and staff in all TVDSB schools and worksites. Trustee Rahman spoke eloquently to the motion, which ultimately was struck down on technicalities.

And so, we find ourselves in a muddle created, with deliberate political purpose, by the Ford Conservative government.

Some members of the rank and file want ETFO to stop talking about anything related to the pandemic. Other members of the rank and file want ETFO to issue a directive regarding masking we cannot issue, and then enforce that directive with authority we do not have.

Throughout the pandemic ETFO has advised that Teachers should follow the advice of public health. Given the government's removal of most public health protections regarding COVID-19, the advice from the Chief Medical Officer of Health and Local Medical Officers of Health is to strongly encourage the wearing of masks when in indoor settings, like schools. ETFO TVTL strongly encourages Teachers to follow the advice of the Chief Medical Officer of Health and Medical Officers of Health by wearing masks when in indoor settings, like schools.

The combined effects of increasing absences due to illness caused by COVID, and an ongoing crisis of unfilled vacancies, are taking a severe toll on Teachers, compromising the delivery of program, destabilizing schools, and making them unsafe places for students and staff alike.

We continue to fight the good fight to uphold the Collective Agreement and the integrity of the terms and conditions contained within it. We are ready to mobilize Members in anticipation of the looming provincial election. We remain hopeful that better days are ahead.

Please note that TVDSB Trustees voted on Tuesday April 19 to reinstate mask requirements, in all schools and worksites, for all staff and students.

1.0 Meetings Attended

June 21	<ul style="list-style-type: none"> • Executive Committee Meeting
June 22	<ul style="list-style-type: none"> • Meeting with HR • Office Calendar Meeting • Meeting with ETFO Support Staff
June 23	<ul style="list-style-type: none"> • School Climate Presentation • Appreciation Event
June 24	<ul style="list-style-type: none"> • Meeting with HR • FAM Planning Meeting
June 28	<ul style="list-style-type: none"> • Executive Committee Meeting
July 28	<ul style="list-style-type: none"> • Media Interview, London Free Press
August 4	<ul style="list-style-type: none"> • Media Interview, AM 980 • Media Interview, London Free Press • Media Interview, CTV London • Media Interview, CBC London
August 9	<ul style="list-style-type: none"> • Media Interview, CTV London
August 12	<ul style="list-style-type: none"> • FAM Delegation Meeting
August 17	<ul style="list-style-type: none"> • ETFO Provincial Annual Meeting
August 18	<ul style="list-style-type: none"> • ETFO Provincial Annual Meeting
August 19	<ul style="list-style-type: none"> • ETFO Provincial Annual Meeting • Meeting with HR Superintendent
August 24	<ul style="list-style-type: none"> • Meeting with Vice President
August 26	<ul style="list-style-type: none"> • Executive Committee Meeting
August 31	<ul style="list-style-type: none"> • Executive Committee Meeting / ETFO Support Staff Meeting
September 7	<ul style="list-style-type: none"> • Grievance Presentation • Media Interview, AM 980
September 8	<ul style="list-style-type: none"> • Executive Committee Meeting
September 9	<ul style="list-style-type: none"> • Budget Committee Pre-Meeting
September 10	<ul style="list-style-type: none"> • Budget Committee Meeting • Corporation Board of Directors' Meeting
September 13	<ul style="list-style-type: none"> • Executive Committee Meeting
September 15	<ul style="list-style-type: none"> • Labour Management Meeting
September 17	<ul style="list-style-type: none"> • Corporation Meeting • Local Executive Meeting
September 20	<ul style="list-style-type: none"> • Executive Committee Meeting
September 21	<ul style="list-style-type: none"> • Meeting with Superintendent • ETFO Provincial Meeting with Local Presidents
September 27	<ul style="list-style-type: none"> • Executive Committee Meeting
September 28	<ul style="list-style-type: none"> • Calendar Meeting • Support Staff Meeting
September 29	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Accountant • Workplace Stewards' Meeting
October 4	<ul style="list-style-type: none"> • Executive Committee Meeting
October 5	<ul style="list-style-type: none"> • Meeting with Member
October 6	<ul style="list-style-type: none"> • Council of Presidents' Meeting • ETFO Provincial Representative Council

October 7	<ul style="list-style-type: none"> • ETFO Provincial Representative Council
October 8	<ul style="list-style-type: none"> • Meeting with Member
October 12	<ul style="list-style-type: none"> • Executive Committee Meeting
October 13	<ul style="list-style-type: none"> • Meeting with Credit Union
October 14	<ul style="list-style-type: none"> • Meeting with Member • ETFO Staff Meeting, School
October 18	<ul style="list-style-type: none"> • Executive Committee Meeting
October 19	<ul style="list-style-type: none"> • Meeting with Senior Administration • Labour Management Meeting • Grievance Presentations
October 20	<ul style="list-style-type: none"> • ETFO Provincial CB Workshop
October 21	<ul style="list-style-type: none"> • Meeting with Member and HR • Local Executive Meeting
October 22	<ul style="list-style-type: none"> • Meeting with Member and Principal
October 25	<ul style="list-style-type: none"> • Executive Committee Meeting
October 27	<ul style="list-style-type: none"> • Support Staff Meeting • Workplace Stewards' Meeting
October 28	<ul style="list-style-type: none"> • Reorganization Staffing Committee Meeting • ETFO Staff Meeting, School
November 1	<ul style="list-style-type: none"> • Executive Committee Meeting
November 3	<ul style="list-style-type: none"> • Meeting with Senior Administration
November 8	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with HR
November 9	<ul style="list-style-type: none"> • Early ID Meeting • ETFO Staff Meeting, School
November 10	<ul style="list-style-type: none"> • Meeting with Member • Executive Committee Meeting • Meeting with HR
November 11	<ul style="list-style-type: none"> • Remembrance Day
November 15	<ul style="list-style-type: none"> • Executive Committee Meeting
November 16	<ul style="list-style-type: none"> • Meeting with Member and HR • Labour Management Meeting
November 17	<ul style="list-style-type: none"> • Grievance Presentations • Reorganization Staffing Committee Meeting
November 18	<ul style="list-style-type: none"> • Local Executive Meeting
November 19	<ul style="list-style-type: none"> • Meeting with Credit Union • Meeting with Member
November 22	<ul style="list-style-type: none"> • Collective Bargaining Planning Meeting
November 23	<ul style="list-style-type: none"> • Collective Bargaining Planning Meeting
November 25	<ul style="list-style-type: none"> • Meeting with Accountant • General Meeting
November 26	<ul style="list-style-type: none"> • Early ID Meeting • School Assessment Meeting
November 29	<ul style="list-style-type: none"> • Support Staff Meeting • Executive Committee Meeting
November 30	<ul style="list-style-type: none"> • Reorganization Staffing Committee Meeting
December 6	<ul style="list-style-type: none"> • Executive Committee Meeting

December 7	<ul style="list-style-type: none"> • Executive Committee Meeting • ETFO Meeting with Staff, School
December 8	<ul style="list-style-type: none"> • School Assessment Review • Media Interview • Media Interview • Workplace Stewards' Meeting
December 10	<ul style="list-style-type: none"> • Corporation Meeting • Local Executive Meeting
December 13	<ul style="list-style-type: none"> • Executive Committee Meeting • Media Interview, CBC London
December 14	<ul style="list-style-type: none"> • Executive Committee Meeting • Labour Management Meeting • ETFO Staff Meeting, School
December 15	<ul style="list-style-type: none"> • Reorganization Staffing Committee Meeting
December 16	<ul style="list-style-type: none"> • Meeting with Member and HR • Support Staff Meeting • Meeting with Member and HR
December 31	<ul style="list-style-type: none"> • Media Interview, CTV London
January 3	<ul style="list-style-type: none"> • Executive Committee Meeting
January 4	<ul style="list-style-type: none"> • Meeting with Special Education SO • Media Interview, AM 980
January 5	<ul style="list-style-type: none"> • Reorganization Staffing Committee Meeting • Support Staff Meeting
January 6	<ul style="list-style-type: none"> • Meeting with CB Staff Officer and ETFO Legal Counsel
January 7	<ul style="list-style-type: none"> • Media Interview, CTV London
January 10	<ul style="list-style-type: none"> • Executive Committee Meeting • Support Staff Meeting
January 11	<ul style="list-style-type: none"> • Media Interview, CBC London • Media Interview, AM 980 • Media Interview, CTV London • Reorganization Staffing Committee Meeting with Workplace Stewards and Principals
January 12	<ul style="list-style-type: none"> • Council of Presidents Meeting • Media Interview, AM 980 • Media Interview, CBC London • Reorganization Staffing Committee Meeting with Workplace Stewards and Principals
January 13	<ul style="list-style-type: none"> • Reorganization Staffing Committee Meeting with Workplace Stewards and Principals
January 14	<ul style="list-style-type: none"> • Executive Committee Meeting • Media Interview, Blackburn Group • Media Interview, London Free Press
January 17	<ul style="list-style-type: none"> • Executive Committee Meeting • Support Staff Meeting
January 19	<ul style="list-style-type: none"> • Stewards' Council Meeting
January 20	<ul style="list-style-type: none"> • Meeting with HR • Executive Meeting

January 21	<ul style="list-style-type: none"> • SOSAL Meeting
January 24	<ul style="list-style-type: none"> • Executive Committee Meeting • Grievance Presentations • ETFO Staff Meeting, School
January 25	<ul style="list-style-type: none"> • Grievance Resolution Meeting • Support Staff Meeting
January 27	<ul style="list-style-type: none"> • Meeting with Member • Executive Committee Meeting
January 29	<ul style="list-style-type: none"> • Executive Committee Meeting • Reorganization Staff Meeting
February 1	<ul style="list-style-type: none"> • Meeting with Member and HR • Reorganization Staff Meeting
February 2	<ul style="list-style-type: none"> • ETFO Provincial Representative Council
February 3	<ul style="list-style-type: none"> • ETFO Provincial Representative Council
February 4	<ul style="list-style-type: none"> • Phone Meeting with Local President
February 7	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Member
February 8	<ul style="list-style-type: none"> • Meeting with Member and HR • Meeting with Member and HR
February 9	<ul style="list-style-type: none"> • ETFO Provincial Meeting with Local Presidents, Bill 155 Remedy
February 10	<ul style="list-style-type: none"> • Meeting with HR
February 11	<ul style="list-style-type: none"> • Budget Committee Meeting
February 14	<ul style="list-style-type: none"> • Executive Committee Meeting
February 15	<ul style="list-style-type: none"> • Meeting with Member and HR • Meeting with Member • Labour Management Meeting
February 16	<ul style="list-style-type: none"> • Administrative Transfer Meeting • Meeting with Member and HR SO • Meeting with Senior Administration • Political Action Committee Meeting
February 17	<ul style="list-style-type: none"> • Meeting with Member and HR • Executive Meeting
February 22	<ul style="list-style-type: none"> • Executive Committee Meeting • ETFO Staff Meeting, School
February 23	<ul style="list-style-type: none"> • Collective Bargaining Committee Meeting • ETFO/Board Kindergarten Timetable Workgroup Meeting
February 24	<ul style="list-style-type: none"> • General Meeting
February 28	<ul style="list-style-type: none"> • Executive Committee Meeting • Media Interview, XFM News
March 1	<ul style="list-style-type: none"> • Grievance Meeting
March 2	<ul style="list-style-type: none"> • Support Staff Meeting • Diagnostic Assessment Meeting
March 3	<ul style="list-style-type: none"> • HR Meeting with Member • Meeting with Member
March 4	<ul style="list-style-type: none"> • Southern Ontario and Surrounding Area Locals (SOSAL) Meeting

March 7	<ul style="list-style-type: none"> • Executive Committee Meeting
March 8	<ul style="list-style-type: none"> • Frustration of Contract Meeting with HR • Meeting with Member and Principal, School
March 10	<ul style="list-style-type: none"> • Bridges Program Meeting with Board • HR Meeting with Member
March 16	<ul style="list-style-type: none"> • Media Interview, AM 680 Toronto
March 21	<ul style="list-style-type: none"> • Media Interview, AM 980 London • Executive Committee Meeting
March 22	<ul style="list-style-type: none"> • Support Staff Meeting • SSF Meeting
March 23	<ul style="list-style-type: none"> • Labour Management Meeting • 25 Year Celebration
March 24	<ul style="list-style-type: none"> • Grievance Meeting • Local Executive Meeting
March 28	<ul style="list-style-type: none"> • Executive Committee Meeting
March 29	<ul style="list-style-type: none"> • Meeting with HR and AWS
March 30	<ul style="list-style-type: none"> • Collective Bargaining Review
March 31	<ul style="list-style-type: none"> • Reorganization Planning Meeting • Meeting with CB Staff Officer
April 5	<ul style="list-style-type: none"> • Grievance Presentations, Board Office • Member Support Meeting
April 6	<ul style="list-style-type: none"> • Learning Support Action Plan Meeting • Media Interview, CBC London • Executive Committee Meeting • Kindergarten Timetable Workgroup Meeting
April 7	<ul style="list-style-type: none"> • Meeting with CB Staff Officer
April 8	<ul style="list-style-type: none"> • Reorganization Committee Review Meeting
April 11	<ul style="list-style-type: none"> • Executive Committee Meeting • Reorganization Committee Review Meeting
April 12	<ul style="list-style-type: none"> • Maintenance Meeting
April 13	<ul style="list-style-type: none"> • Meeting with CB Staff Officer
April 14	<ul style="list-style-type: none"> • Meeting with FAM Committee Chair
April 19	<ul style="list-style-type: none"> • ETFO Provincial Regional Organization Training
April 20	<ul style="list-style-type: none"> • Meeting with Senior Administration, Regarding School • Support Staff Meeting • PD Follow-up Meeting
April 21	<ul style="list-style-type: none"> • Meeting with Senior Administration, Regarding School • Meeting with Human Resources • Local Executive Meeting
April 22	<ul style="list-style-type: none"> • Labour Management Meeting
April 25	<ul style="list-style-type: none"> • Meeting with Member and HR • Executive Committee Meeting • Meeting with Art Appraiser • Meeting with Political Action Committee
April 26	<ul style="list-style-type: none"> • Directors Meeting
April 28	<ul style="list-style-type: none"> • Media Interview, AM 980 • Meeting with ETFO CB Staff Officer

April 29	<ul style="list-style-type: none"> • Meeting with Area Superintendent
May 1	<ul style="list-style-type: none"> • May Day Rally, Victoria Park
May 2	<ul style="list-style-type: none"> • Executive Committee Meeting
May 3	<ul style="list-style-type: none"> • Media Interview, CBC London • Meeting with EQAO Superintendent • ETFO TVOT Executive Meeting
May 4	<ul style="list-style-type: none"> • Support Staff Meeting • Meeting with ETFO CB Staff Officer • Council of Presidents Meeting • Workplace Stewards Plus One Meeting
May 5	<ul style="list-style-type: none"> • CBC Workday
May 9	<ul style="list-style-type: none"> • Executive Committee Meeting
May 10	<ul style="list-style-type: none"> • ETFO Provincial Representative Council, Toronto
May 11	<ul style="list-style-type: none"> • ETFO Provincial Representative Council, Toronto
May 12	<ul style="list-style-type: none"> • ETFO Provincial Representative Council, Toronto
May 16	<ul style="list-style-type: none"> • Executive Committee Meeting • Summerside P.S. Transition Meeting
May 17	<ul style="list-style-type: none"> • Support Staff Meeting
May 18	<ul style="list-style-type: none"> • FAM Committee Meeting • FAM Delegation Meeting
May 19	<ul style="list-style-type: none"> • Corporation Meeting • Local Executive Meeting
May 25	<ul style="list-style-type: none"> • Executive Committee Meeting • Labour Management Meeting
May 30	<ul style="list-style-type: none"> • Executive Committee Meeting • Grievance Presentations
June 1	<ul style="list-style-type: none"> • Staffing Reorganization Meeting
June 6	<ul style="list-style-type: none"> • Executive Committee Meeting
June 8	<ul style="list-style-type: none"> • FAM Meeting
June 10	<ul style="list-style-type: none"> • Calendar Planning Meeting
June 13	<ul style="list-style-type: none"> • Executive Committee Meeting
June 16	<ul style="list-style-type: none"> • Annual Banquet
June 17	<ul style="list-style-type: none"> • Local Executive Meeting
June 20	<ul style="list-style-type: none"> • Executive Committee Meeting
June 21	<ul style="list-style-type: none"> • Labour Management Meeting
June 22	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • Appreciation Event
June 27	<ul style="list-style-type: none"> • Executive Committee Meeting

FIRST VICE PRESIDENT'S REPORT – Michael Thomas

1.0 Federation Annual Meeting

- From August 17-19, the Executive attended ETFO's Virtual AGM (or FAM). This summer, ETFO Thames Valley was represented virtually by our Delegation at the Annual Meeting in Toronto. We continued to advocate for the working conditions of our Members and discussed important issues. While it was a virtual meeting, we were able to discuss some issues relating to Health and Safety, the mental well-being of ETFO Members, and the ETFO Budget, however, the majority of the meeting was monopolized by individuals from other Locals wanting their own agenda items discussed. The meeting also saw the election of a new ETFO President, Karen Brown.

2.0 Health and Safety

ETFO Local Health and Safety Committee Meeting: September 2021

- Our ETFO Local Standing Committee met and examined the Terms of Reference for the committee, the Duties of the Standing Committees, as well as discussing issues within schools. COVID-19 became a main focus of our Local Standing Committee and we will be discussing the safety protocols and procedures to ensure to advocate for the safety of workers within the schools. This has certainly created challenges for Members, and we will continue to monitor and advocate as things evolve.
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Joint Health and Safety Committee Meeting: September 2021

- Discussions on the following: Hepafilters and its function/usage, Cohorting of students and placement with classrooms, Violence Reporting System; School Closures, Training for Committee Members, PPE, and Enhanced Cleaning Measures.

ETFO Local Health and Safety Committee Meeting: October 2021

- Working to address the serious increase of violence throughout the schools. With students being back in school full-time now, the Board has had an increase in Accident/Incident Forms that have T10. We are working with the Board to address these concerns. The first step is ensuring the Board acknowledges that there is a serious issue within the Board. We are in discussion with the Board to ensure that documentation is properly filled out so that we have baseline data to examine the problem in its entirety. We are also examining the Management of Aggressive Behaviour Policy to ensure that the safety plan focuses on worker safety also. In addition, there is a lack of EA supports throughout the system, which is making safety plans obsolete, so we will be seeking to address this concern. The Emergency Codes within schools is another area of concern, as they are inconsistently utilized, so we need to ensure that they are understood and accurately utilized.

Joint Health and Safety Committee Meeting: October 2021

- Discussion in regards to monitoring the Board Reports and asking that they be sent out earlier.

ETFO Local Health and Safety Committee Meeting: November 2021

- Currently, there are nine locations within the Board that are being utilized for vaccine distribution. The Board is discussing with the Public Health Units to ensure that worksites are safe and comply with Board Protocols and Policy.
- There are many ventilation systems within the Board that require filters to be changed. The Board is examining filter specifications and is writing a work instruction to ensure that there is some consistency within the filters in the ventilation systems. Hopefully, there will be a program developed soon to address the filters.
- Enhanced Cleaning: The Ministry of Labour and the TVDSB met to discuss the order. The order was re-examined and determined that it was complete. The TVDSB and the Board are not moving along with the appeal. Both sides decided that the order met the needs. The Ministry of Labour spoke to the issue, and the fact that COVID is now airborne, the cleaning isn't as much of an issue in terms of surface contact. As there are cases, the site is isolated until disinfected. The Ministry agreed that this was sufficient.
- There are currently three different type of rapid test kits being utilized within TVDSB, but it is not Board driven but Board co-operative. The Ministry of Education and Health have indicated that all schools have them. There are 5 locations with the Rapid PCR test kits available which was implemented by Ministry of Education and Health Unit. The Board is ensuring that there are sufficient kits at school to be sent home (not rapid PCR but they are getting the antigen kits) for students to utilize over the holidays. This is currently being arranged.

Joint Health and Safety Committee Meeting: November 2021

- Recommendation to review Emergency procedures has been approved by the Board and there will be three meetings in 2022 of a Sub-Committee.
- Discussion around increase in T10 reports and the need for a Board response when multiple reports are filed from one site.

ETFO Local Health and Safety Committee Meeting: December 2021

- JHSC Member Training – Concerns around the process of recertification, the need for one-day recertification when requested and that training is scheduled to be in-person in January were discussed. Inquiries about what up-grading training is available for those with non-expiring certification. To be discussed at next JHSC Meeting.
- Safe School Forms - Safe Schools Forms should be submitted according to the Safe Schools Act. JHSC looks at incident reports to highlight problem areas. Historic concern to have proper documentation submitted.
- Revisit of MOL to Wilfrid Jury P.S. - Ministry of Labour (MOL) revisited Wilfrid Jury P.S. and acknowledged there was no definition for the term 'frequently' in previous report. MOL satisfied with combination of current cleaning schedule and availability of cleaning supplies for staff.
- Harsh Cleaning Chemicals - Cleaning chemicals have caused rashes and reactions to skin. Concerns regarding storage of cleaning materials in classrooms were raised. Information will be requested at JHSC Meeting.
- Inconsistent Following of Protocols - Reports made that there is inconsistent following of protocols among schools. Will request at JHSC Meeting that a reminder memo is sent in the new year.

Joint Health and Safety Committee Meeting: January 2022

COVID Protocols

- All locations should have been sent the non-fit N95 masks already, focusing on Special Education classes, and then all locations. Training program was sent out for input from the Joint Health and Safety Committee and then sent out to Employees so that they can understand N95 mask usage. The PPE Protocol has been updated to include the N95 masks. The TVDSB is awaiting more shipments from procurement (via the Provincial government). The Board is expecting a small surplus so that there will be enough available. Employees can use either N95 or medical masks. The Board only got 1/5 of the order of the N95s from the government, making it challenging to get these masks out to schools.

Ventilation System Updates

- Additional HEPA units are coming into the schools (79-81), prioritizing within the Special Education classrooms. Trying to ensure that they are being distributed throughout the system.

Enhanced Cleaning

- Current process is being followed. Able to maintain current protocol cleaning, especially with students not being in schools.

Omicron Variant

- Examining isolations and notifications to schools. Public Health is treating everyone based on symptoms, not testing. Positive rapid test might need to be followed up by formal testing. Will the Board still be contacting parents/staff if a child is sick? No. Public Health is not contact tracing and will not be notifying families/schools, as they state that since parameters are in place (masking, hand washing, social distancing), that students aren't considered close contact.

PCR Rapid Test Updates

- Some staff and most students received them prior to the Break. There aren't sufficient tests throughout the Province so there might not be any more tests any time soon.

Screening Requirements

- Employees will have to screen daily. Students are strongly encouraged to screen every day, but this can't be enforced.

February 2022 – Health and Safety Highlights

Vaccine Clinics

- There are 6 being held in in the Middlesex London unit, after-hours. Must pre-register and the information goes out to the community. Southwest Public Health – focus is on students only. There were two last week and it seemed to go really well. They are focusing on areas that have low vaccine numbers. The clinics start throughout the day and are not open to the public. They will not vaccinate a student without the parent being present which has created a challenge. They have to screen the parents and make sure the parent is masked. Parent access in the building is controlled.

Protocols

- Number 7 and 2a have been updated. Number 7 gets updated regularly and the information is updated on Sharepoint.

Ministry of Labour Visits and Orders

- Some of the visits are based on Occupational Illness (COVID) from December. A couple of critical injuries investigated. Worker Complaint from Saunders: usage of students using bandanas/face coverings. Ministry of Labour stated that it isn't sufficient so workers must wear medical grade mask/non-fit N95 and safety goggles (like unmasked child).

Ventilation System Update

- a) **Filter Changes:** Completed the preventative maintenance. Occupational Health examined it. Plan should be put into place in the next couple of days. Filters are checked every month and changed every three months unless visibly needing it.
- b) **HEPA Filters:** Frequency changes depends on each model. Preventative maintenance schedule speaks to this. On track to be compliant with manufacturing specs for filter changing/cleaning.

Rapid Testing

- Rapid test kits were sent home with students. The Board is finalizing plans for what to do with the extra because as it stands, there is no plan for more to be sent to the school Boards from the Government.

Tracking of Cases

- No updating going on with notification of cases in a school location. Once at 30%, a letter is dispersed to the community to provide notice, not closure; 30% could be absences on attendance, not necessarily due to COVID.
- On Provincial Government school site, all schools are listed with absence rates. A letter gets sent out, explaining masking, vaccination, etc. The number of staff and students is total absences (any unplanned). Planned absences are not recorded.

ETFO Local Health and Safety Committee Meeting: March 2022

- As we have seen over the past few months, violence is on the rise again within our schools. As we are trying to advocate for more progressive discipline and behavioural supports throughout the system, it is important that Members continue to complete the appropriate paperwork that identifies concerns. In addition to the Employee Accident/Injury Form and the Safe School Reporting Forms that are filled out, two forms that are crucial to identifying violence within the school are the **Notification of Potential Risk of Injury Form** and the **Risk Assessment**. These forms are rarely utilized throughout the school Board.
- For any incident of violence or potential violence, there needs to be a risk assessment done. The results of the assessment determine what measures and procedures need to be put in place to prevent physical injury. This leads to the workplace safety plan or crisis response plans. There should be continual reassessments to the risk of workplace violence as often as is necessary to protect workers from potential injury.
- The second form, the Notification of Potential Risk of Injury should be filled out for any worker who might come into contact with a student with violent tendencies. We are working with the Board to have them create a truncated safety plan that has enough information to keep the worker safe, such as triggers, mitigating factors, potential risk to the worker, and how to get immediate support.
- Although every Administrator is different in the manner in which they address student behaviours, we need to ensure that every precaution has been taken to ensure our safety. We need to collectively ensure that student aggression and violence is addressed, so please keep us informed whenever there are situations that are not being appropriately supported at the school level.

Mutual Concerns Health and Safety Meeting: April 2022

- Discussed the need for the Board to start addressing Violence within the schools. There seems to be a lot of work needed to ensure that the appropriate Employee Accident/Incident Forms, the Violent Incident Forms, and the Safe School Report Forms are filled out for each incident. The Board has started producing monthly data to examine violence with the schools, however, there are significant gaps in schools that are reporting incidences. We stressed to the Board that we need to reconvene the Violence in the Workplace Sub-Committee, as every time it is scheduled, it is cancelled. We suggested that this needs to be a standing committee, meeting regularly, with actionable results. We await the notification for the meeting at this time.
- Also discussed the **Notification of Potential Risk of Injury Forms** and the **Risk Assessment Forms** and stressed that the Board needs to ensure that every worker that could potentially come in contact with violence be notified. Workers are rarely notified.

Joint Health and Safety Committee Meeting: April 2022

- Discussed the monthly data gathered that seeks to document violence in the schools, however, there are significant gaps in schools that are reporting incidences. As we continue to address the issue of violence with the TVDSB, we need to ensure not only that it is documented appropriately, but that when incidences occur, they are investigated to ensure that appropriate supports are put into place to prevent future occurrences.

3.0 Meetings Attended

August 17	<ul style="list-style-type: none"> • Federation Annual Meeting
August 18	<ul style="list-style-type: none"> • Federation Annual Meeting
August 19	<ul style="list-style-type: none"> • Federation Annual Meeting
August 26	<ul style="list-style-type: none"> • Executive Committee Meeting
August 31	<ul style="list-style-type: none"> • Health and Safety Meeting with TVDSB and Ministry of Labour
September 8	<ul style="list-style-type: none"> • Executive Committee Meeting
September 10	<ul style="list-style-type: none"> • Budget Committee Meeting • Director's Meeting
September 13	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Provincial Legal Counsel • Member Meeting (OCT)
September 15	<ul style="list-style-type: none"> • Labour Management Meeting
September 16	<ul style="list-style-type: none"> • Meeting with HR, Principal and Member
September 17	<ul style="list-style-type: none"> • Corporation Meeting • Executive Meeting
September 20	<ul style="list-style-type: none"> • Executive Committee Meeting • Health and Safety Standing Committee Meeting
September 21	<ul style="list-style-type: none"> • Member Representation • Workplace Assessments
September 22	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting • Member Representation • Workplace Assessments

September 27	<ul style="list-style-type: none"> • Executive Committee Meeting • Member Representation • Workplace Assessments
September 28	<ul style="list-style-type: none"> • Member Representation • Workplace Assessments • Calendar Meeting for Office
September 29	<ul style="list-style-type: none"> • Member Representation • Workplace Assessments • Meeting with Accountant
September 30	<ul style="list-style-type: none"> • SOSAL (Local Area Meeting)
October 4	<ul style="list-style-type: none"> • Executive Committee Meeting • Member Representation • Workplace Assessments
October 5	<ul style="list-style-type: none"> • Mutual Concerns Health and Safety Meeting • Member Representation • Workplace Assessments
October 6	<ul style="list-style-type: none"> • Representative Council Meeting
October 7	<ul style="list-style-type: none"> • Representative Council Meeting
October 12	<ul style="list-style-type: none"> • Executive Committee Meeting
October 13	<ul style="list-style-type: none"> • Joint Health and Safety COVID Sub-Committee Meeting • Budget Committee Meeting • Meeting with Financial Advisor • Member Representation
October 14	<ul style="list-style-type: none"> • Meeting with Member • School Virtual Meeting
October 18	<ul style="list-style-type: none"> • Executive Committee Meeting • Health and Safety Standing Committee Meeting
October 19	<ul style="list-style-type: none"> • School Virtual Meeting • Labour Management Meeting
October 20	<ul style="list-style-type: none"> • ETFO Provincial Workshop on Collective Bargaining
October 21	<ul style="list-style-type: none"> • Executive Meeting
October 25	<ul style="list-style-type: none"> • Executive Committee Meeting
October 26	<ul style="list-style-type: none"> • Joint Health and Safety COVID Sub-Committee Meeting
October 27	<ul style="list-style-type: none"> • Member Representation, CAS • Joint Health and Safety Committee Meeting • Workplace Stewards' Meeting
October 28	<ul style="list-style-type: none"> • Meeting with School Staff
November 3	<ul style="list-style-type: none"> • Meeting with Human Resources, School of Concern
November 4	<ul style="list-style-type: none"> • Member with Workplace Stewards, Violence Issues
November 8	<ul style="list-style-type: none"> • Executive Committee Meeting • Local PD Planning Meeting
November 9	<ul style="list-style-type: none"> • Joint Health and Safety COVID Sub-Committee Meeting • Meeting with Superintendents, Early ID • Meeting with School Staff
November 10	<ul style="list-style-type: none"> • Executive Committee Meeting
November 12	<ul style="list-style-type: none"> • Meeting with Ministry of Labour

November 15	<ul style="list-style-type: none"> • Executive Committee Meeting • Health and Safety Standing Committee Meeting
November 16	<ul style="list-style-type: none"> • Violence in the Workplace JHS Sub-Committee Meeting • Labour Management Meeting
November 17	<ul style="list-style-type: none"> • Reorganization Meeting with HR • Member Representation
November 18	<ul style="list-style-type: none"> • Member Representation, CAS • Executive Meeting
November 19	<ul style="list-style-type: none"> • Meeting with Financial Institution, Budget • Member Representation, School Concerns
November 22	<ul style="list-style-type: none"> • Collective Bargaining and Local Focus Meeting
November 23	<ul style="list-style-type: none"> • Collective Bargaining and Local Focus Meeting
November 24	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting • Ministry of Labour Meeting • Meeting with Human Resources • Representation of Members
November 25	<ul style="list-style-type: none"> • Meeting with Accountant, Year End Corporation Audit
November 26	<ul style="list-style-type: none"> • Meeting with Human Resources and Superintendents – Early ID, Low German Student Population and Plan, School Based Harassment Investigation
November 29	<ul style="list-style-type: none"> • Executive Committee Meeting
November 30	<ul style="list-style-type: none"> • Member Representation, CAS Allegation • School Reorganization Meeting with HR Staffing
December 1	<ul style="list-style-type: none"> • Meeting with Associate Director and Human Resources
December 3	<ul style="list-style-type: none"> • Member Representation, Human Resources
December 6	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Human Resources
December 7	<ul style="list-style-type: none"> • Joint Health and Safety COVID Sub-Committee Meeting • Executive Committee Meeting • Meeting with School Staff
December 8	<ul style="list-style-type: none"> • Violence in the Workplace JHS Sub-Committee Meeting • Workplace Stewards' Meeting
December 9	<ul style="list-style-type: none"> • Meeting with School Staff
December 10	<ul style="list-style-type: none"> • Corporation Meeting • Executive Meeting
December 13	<ul style="list-style-type: none"> • Executive Committee Meeting • Member Representation, School of Concern • Health and Safety Committee Meeting
December 14	<ul style="list-style-type: none"> • Executive Committee Meeting • Labour Management Meeting • Meeting with School Staff
December 15	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting
December 16	<ul style="list-style-type: none"> • Member Representation with Human Resources, CAS
January 3	<ul style="list-style-type: none"> • Executive Committee Meeting
January 4	<ul style="list-style-type: none"> • Special Education Meeting with Superintendent of Special Education and Human Resources • Executive Committee Meeting

January 5	<ul style="list-style-type: none"> • Reorganization Staffing Meeting with Human Resources
January 10	<ul style="list-style-type: none"> • Executive Committee Meeting
January 11	<ul style="list-style-type: none"> • Joint Health and Safety COVID Sub-Committee Meeting • Reorganization Staffing Meeting with Workplace Steward and Principal
January 12	<ul style="list-style-type: none"> • Reorganization Staffing Meeting with Workplace Steward and Principal
January 13	<ul style="list-style-type: none"> • Member Representation, Human Resources • Reorganization Staffing Meeting with Workplace Steward and Principal
January 17	<ul style="list-style-type: none"> • Executive Committee Meeting • Member Representations, Human Resources
January 18	<ul style="list-style-type: none"> • Labour Management Meeting
January 19	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting • Stewards' Council Meeting
January 20	<ul style="list-style-type: none"> • Executive Meeting
January 24	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Staff, School-Based Issues
January 25	<ul style="list-style-type: none"> • Meeting with Staff, School-Based Issues
January 26	<ul style="list-style-type: none"> • Meeting with Human Resources Superintendent, Inclement Weather
January 27	<ul style="list-style-type: none"> • Meeting with Associate Directors, Short-Term Virtual Learning • Executive Committee Meeting
January 28	<ul style="list-style-type: none"> • Member Meetings
January 30	<ul style="list-style-type: none"> • Executive Committee Meeting
February 1	<ul style="list-style-type: none"> • Joint Health and Safety COVID Sub-Committee Meeting
February 2	<ul style="list-style-type: none"> • Representative Council Virtual Meeting with ETFO Provincial
February 3	<ul style="list-style-type: none"> • Representative Council Virtual Meeting with ETFO Provincial • Meeting with Workplace Steward and Member
February 4	<ul style="list-style-type: none"> • Meeting with Associate Director and Human Resources: Report Card Timelines, School of Concern
February 7	<ul style="list-style-type: none"> • Executive Committee Meeting • Member Meeting
February 8	<ul style="list-style-type: none"> • Member Representation
February 9	<ul style="list-style-type: none"> • Overview of Racial Slur and/or Epithets Professional Development • School Reorganization (Woodstock schools)
February 10	<ul style="list-style-type: none"> • Meeting with Human Resources
February 11	<ul style="list-style-type: none"> • Budget Committee Meeting
February 14	<ul style="list-style-type: none"> • Executive Committee Meeting • Business Meeting Regarding Local Focus
February 15	<ul style="list-style-type: none"> • Joint Health and Safety COVID Sub-Committee Meeting • Labour Management Meeting • Health and Safety Committee Meeting
February 16	<ul style="list-style-type: none"> • Administrative Placement Meeting
February 17	<ul style="list-style-type: none"> • Executive Meeting

February 22	<ul style="list-style-type: none"> • Executive Committee Meeting • Local Focus Meeting • School Visit
February 23	<ul style="list-style-type: none"> • Collective Bargaining Committee Meeting • Kindergarten Timetable Workgroup Meeting with HR • Joint Health and Safety Committee Meeting
February 24	<ul style="list-style-type: none"> • Member Representation with Human Resources • General Meeting
February 28	<ul style="list-style-type: none"> • Executive Committee Meeting
March 1	<ul style="list-style-type: none"> • Joint Health and Safety COVID Sub-Committee Meeting • Overview of Racial Slur and/or Epithets Professional Development Meeting
March 2	<ul style="list-style-type: none"> • Violence in the Workplace Sub-Committee • PPM 155 Meeting with HR
March 3	<ul style="list-style-type: none"> • Member Representation Meetings with Human Resources
March 4	<ul style="list-style-type: none"> • SOSAL Meeting
March 7	<ul style="list-style-type: none"> • Executive Committee Meeting
March 9	<ul style="list-style-type: none"> • Workplace Stewards' Meeting
March 10	<ul style="list-style-type: none"> • Workplace Stewards' Training Meeting
March 11	<ul style="list-style-type: none"> • Meeting with Member
March 21	<ul style="list-style-type: none"> • Executive Committee Meeting • Local Health and Safety Committee Meeting
March 22	<ul style="list-style-type: none"> • Joint Health and Safety COVID Sub-Committee Meeting
March 23	<ul style="list-style-type: none"> • Labour Management Meeting • Joint Teaching Health and Safety Committee Meeting • 25 Year Celebration
March 24	<ul style="list-style-type: none"> • Executive Meeting
March 28	<ul style="list-style-type: none"> • Executive Committee Meeting • Member Representation, HR
March 30	<ul style="list-style-type: none"> • Member Representation, HR • Member Representation, CAS
April 1	<ul style="list-style-type: none"> • Member Representation, HR • Member Representation, CAS • Member Representation, HR
April 4	<ul style="list-style-type: none"> • Executive Committee Meeting
April 5	<ul style="list-style-type: none"> • Mutual Concerns Joint Health and Safety Committee Meeting • Member Representation
April 6	<ul style="list-style-type: none"> • Executive Committee Meeting • Kindergarten Workgroup Meeting with TVDSB
April 7	<ul style="list-style-type: none"> • Member Representation, School Principal
April 8	<ul style="list-style-type: none"> • School Reorganization Committee Meeting
April 11	<ul style="list-style-type: none"> • Executive Committee Meeting • School Reorganization Committee Meeting
April 12	<ul style="list-style-type: none"> • Member Representation, School Principal
April 14	<ul style="list-style-type: none"> • Member Representation, HR, CAS
April 19	<ul style="list-style-type: none"> • Local Health and Safety Committee Meeting
April 20	<ul style="list-style-type: none"> • Member Representation Meetings, HR

April 21	<ul style="list-style-type: none"> • Executive Meeting • Collective Bargaining Committee Meeting
April 22	<ul style="list-style-type: none"> • Labour Management Meeting
April 25	<ul style="list-style-type: none"> • Executive Committee Meeting
April 26	<ul style="list-style-type: none"> • Board of Directors Meeting • Local Annual Meeting Budget Review • Member Representation
April 27	<ul style="list-style-type: none"> • Member Representation • Joint Health and Safety Committee Meeting • Local Annual Meeting
April 28	<ul style="list-style-type: none"> • Member Representation, HR • Member Meeting
May 2	<ul style="list-style-type: none"> • Executive Committee Meeting
May 3	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Human Resources to Discuss Violence
May 4	<ul style="list-style-type: none"> • Member Representation • Violence in the Workplace Sub-Committee Meeting • Meeting with Human Resources
May 5	<ul style="list-style-type: none"> • Collective Bargaining Committee Workday
May 6	<ul style="list-style-type: none"> • SOSAL
May 9	<ul style="list-style-type: none"> • Executive Committee Meeting • School Visit
May 10	<ul style="list-style-type: none"> • Representative Council, ETFO Provincial Toronto
May 11	<ul style="list-style-type: none"> • Representative Council, ETFO Provincial Toronto
May 12	<ul style="list-style-type: none"> • Representative Council, ETFO Provincial Toronto
May 16	<ul style="list-style-type: none"> • Executive Committee Meeting • Discussion with TVDSB on School Closures • Local Health and Safety Committee Meeting
May 17	<ul style="list-style-type: none"> • School Visit
May 18	<ul style="list-style-type: none"> • Member Representation, HR • FAM Delegation Meeting
May 19	<ul style="list-style-type: none"> • Corporation Meeting • Executive Meeting
May 20	<ul style="list-style-type: none"> • Member Representation, CAS
May 24	<ul style="list-style-type: none"> • School Visit, Violence and Progressive Discipline • Executive Committee Meeting
May 25	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting • Member Representations, HR - Witness Statements • Labour Management Meeting • Workplace Stewards' Meeting
May 26	<ul style="list-style-type: none"> • Meeting with Member • Member Representation, HR • School Visit, Concerns over Administration
May 27	<ul style="list-style-type: none"> • Member Representation, School Meeting
May 30	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Member • School Visit, Violence and Progressive Discipline

May 31	<ul style="list-style-type: none"> • Campaigning for Terence Kernaghan
June 1	<ul style="list-style-type: none"> • Staff Reorganization Meeting • Violence in the Workplace Sub-Committee • Member Representation, HR
June 2	<ul style="list-style-type: none"> • Member Representation, HR • Meeting with HR • Campaigning for Terence Kernaghan
June 3	<ul style="list-style-type: none"> • Member Representation, HR
June 6	<ul style="list-style-type: none"> • Executive Committee Meeting
June 7	<ul style="list-style-type: none"> • Collective Bargaining Meeting
June 8	<ul style="list-style-type: none"> • Meeting in regards to Federation Annual Meeting
June 9	<ul style="list-style-type: none"> • Member Representation, HR • Member Representation, HR - Witness Statement • Member Representation, CAS
June 10	<ul style="list-style-type: none"> • Calendar Planning Meeting
June 13	<ul style="list-style-type: none"> • Executive Committee Meeting • Local Standing Health and Safety Committee Meeting
June 15	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting
June 16	<ul style="list-style-type: none"> • Member Representation, HR • Annual Banquet
June 17	<ul style="list-style-type: none"> • Executive Meeting
June 20	<ul style="list-style-type: none"> • Executive Committee Meeting
June 21	<ul style="list-style-type: none"> • Labour Management
June 22	<ul style="list-style-type: none"> • Local Leaders' Appreciation Event
June 27	<ul style="list-style-type: none"> • Executive Committee Meeting