

*Please turn off all electronic ringers  
during the meeting.*

**OSSTF Toronto  
District 12 Annual General Meeting  
Latvian Canadian Cultural Centre  
6:15 p.m.  
June 12, 2024**

**AGENDA**

- |           |     |   |               |
|-----------|-----|---|---------------|
| #6:15 pm  | 1.  | Call to Order   |               |
|           | 2.  | Acknowledgement of Traditional Lands and Anti-harassment Statement  |               |
|           | 3.  | PROC 101-24 PROC 102-24; PROC 103-24; PROC 104-24; PROC 105-24;<br>PROC 106-24; PROC 107-24; PROC 108-24; PROC 109-24 | [Pages 17-18] |
|           | 4.  | Moment of Silence   |               |
|           | 5.  | Report of the District President: Michelle Teixeira   |               |
|           | 6.  | Report of the District Treasurer: David Pickering   |               |
|           | 7.  | Questions to the Reports of the District President and Treasurer  |               |
|           | 8.  | Provincial Executive Report/ Questions to the Provincial Executive Report   |               |
| #6:45 pm  | 9.  | On Time Motions   | [Pages 29-31] |
|           | 10. | Late Motions  |               |
| ##7:15 pm | 11. | Adjournment   |               |

**Wi-Fi Network:** LCCCGuest - **Wi-Fi password:** LatvianCCC

*OSSTF provides a subsidy for Dependent Care - Please ask an Executive Officer for details.*



## OSSTF Toronto Anti-Harassment Policy and Procedure

*Let us not take thought for our separate interests, but let us help one another.*

A member of OSSTF/FEESO has the right to a workplace and union environment free from harassment and bullying.

Harassment and discrimination are not joking matters. They have a destructive effect on the workplace environment, individual wellbeing, and union solidarity. Such actions are not only destructive, they can be illegal.

Inadvertent, hidden and systemic harassment and discrimination must be identified and addressed. The roots of systemic harassment and discrimination include but are not limited to racism, sexism, and homophobia and transphobia. OSSTF/ FEESO does not condone harassment or discrimination on the basis of age, national or ethnic origin, colour, religion, sex, gender identity, sexual orientation, race, socio-economic status or mental or physical disability.

Harassment and discrimination can take many forms and may be verbal, physical or psychological. They can involve a wide range of actions including comments, gestures or looks, pictures, messages, touching, or more aggressive actions. These acts may be indirect or overt; they may be isolated or repeated.

Acts of harassment and discrimination are always degrading, unwelcome and coercive. They are always unacceptable.

As members of OSSTF/FEESO, our goal must be to protect human rights, to promote mutual respect and trust, and to foster inclusion.

We cannot condone or tolerate intimidating, demeaning, hostile and aggressive behaviour against another member. We cannot condone these behaviours when we witness them.

As OSSTF/FEESO members, we must speak out against this conduct and stand together to protect human rights. We must take action.

OSSTF/FEESO is committed to strengthening member solidarity, and in addition to representing members' interests in the workplace, takes seriously its own responsibility to ensure that members are treated with respect and dignity at all provincially sponsored OSSTF/FEESO events and meetings.

Any member who feels targeted by harassment or discrimination must be able to speak up and know their concerns will be responded to immediately in accordance with OSSTF/FEESO Bylaws and the OSSTF Toronto Resolution and Complaint Process.

**The *Anti-Harassment & Equity Declaration*, as found in the Provincial Policies and Procedures (1.8), shall be read at the beginning of every District Committee meeting.**

### ***Resolution and Complaints Process***

An anti-harassment officer will be appointed for the General Meeting and the Annual General Meeting.

Members who believe they have been the target of harassment or discrimination at these events are encouraged to take immediate action to ensure this behaviour is stopped.

As a first step, members should make it clear to the perpetrator that the behaviour is offensive, and ask that it be stopped. This can be done personally, either in writing or verbally, or with the assistance of a third party.

If the behaviour recurs or persists, or if members do not feel safe in approaching the perpetrator directly, they should speak with the designated officer(s) and ask for that person to act. The designated anti-harassment officers shall be appointed by the President and will also form the Complaints and Resolutions committee.

The designated anti-harassment officer(s) will investigate the complaint promptly, including separately interviewing the parties involved and any witnesses, with a view to resolving the problem informally. During this process, the designated anti-harassment officer(s) may remove the respondent temporarily from the meeting if circumstances warrant.

The investigation shall be handled confidentially; however, all complaints will be reported by the designated anti-harassment officer(s) to the President and/ or the Vice Presidents.

If the complaint cannot be resolved informally, the complainant will be asked to put the complaint and all relevant information in writing.

If the complainant chooses to provide such a written complaint, it will be submitted to the designated staff person in the District office who will forward it to another anti-harassment officer as appointed by the President and/ or the Vice Presidents. The written complaint will be investigated fully with a view towards a resolution that is acceptable to all involved parties.

If the complainant is not satisfied with the result of the written complaint, the complaint will be forwarded to the Complaints and Resolutions committee for action. It shall be the responsibility of the Complaints and Resolutions committee to determine if the behaviour falls under the definition of harassment, and decide on appropriate remedial action. While conducting the investigation, the committee will be informed by an understanding of the systemic roots of discrimination and harassment as expressed in the OSSTF/FEESO Equity Statement.

The parties involved will receive a written report stating the findings and any action taken

At any point in the process, the Anti-Harassment officer (s) may seek the assistance of the designated secretariat member of Provincial OSSTF/ FEESO.

Resolutions may include but are not limited to apologies, mediation, warnings, temporarily limiting access, or removal/ exclusion from the meeting or event. If a decision is made to remove or exclude that member, and where this member is representing the bargaining unit, a confidential letter outlining the

reasons for this decision will be sent to the president of the appropriate body. The District Office shall keep a confidential file of all records and reports related to the investigation of written complaints for a period of five years.

None of the above restricts a member's right to file a complaint with the Ontario Human Rights Commission or make a complaint to police.

(Revised May, 2021)





## **OSSTF Toronto Anti-Black Racism**

### **Policy and Procedure**

#### **RATIONALE**

Anti-racism is an active stance. In the words of the late Desmond Tutu, South African human rights and anti-apartheid activist, “if you are neutral in a situation of injustice you have chosen the side of the oppressor”.

A member of OSSTF/FEESO has the right to an affirming and thriving workplace and union environment free from racism and oppression, exclusion, harassment and discrimination.

In the education sector, the normalcy of everyday racism and in particular, anti-Black racism (ABR) has had a devastating and lasting impact on the lives and well-being of Black and racialized students, parents, administrators, staff and teachers.

#### **DEFINITIONS**

**Racism:** includes ideas or practices that establish, maintain or perpetuate the racial superiority or dominance of one group over another. (*The Ontario Antiracism Directorate*)

**Anti-racism:** is a process, a systematic method of analysis, and a proactive course of action rooted in the recognition of the existence of racism, including systemic racism. Anti-racism actively seeks to identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances between groups and change the structures that sustain inequities. (*The Ontario Antiracism Directorate*)

**Anti-Black Racism:** is defined as policies and practices rooted in Canadian institutions such as, education, health care, and justice that mirror and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination towards people of Black-African descent. (Black Health Alliance)

**Anti-racist:** One who is supporting an anti-racist policy through their actions or expressing an anti-racist idea.

**Erasure:** essentially works to render an “other”, invisible. According to Identity and Erasure: Finding the Elusive Caribbean, erasure is defined as the act of “neglecting, looking past, minimizing, ignoring, or rendering an invisible other (Allahar, 125”-Christelle Ram, Rollins College).

**Intersectional Oppression:** includes racism that is compounded by discrimination on the basis of age, national or ethnic origin, colour, religion, sex, gender identity, sexual orientation, race, socio-economic status, mental capability, and/or physical disability.

**Othering:** is a phenomenon in which some individuals or groups are defined and labeled as not fitting in within the norms of a social group. It is an effect that influences how people perceive and treat those who are viewed as being part of the in-group versus those who are seen as being part of the out-group (<https://www.verywellmind.com/what-is-othering-5084>). Some examples are: consistently mispronouncing names; shuddering at peoples’ food choices; generally, treating an individual/group/community as an outsider.

## SCOPE

This policy applies to all members of OSSTF Toronto.

## POLICY

It is the policy of OSSTF/FEESO that to eliminate racism from within the internal union structure is to embrace the notion that **representation matters**. A commitment to equitable representation will enable Black and racialized members to be present throughout the organizational structure, and at every decision making space not as tokens, but with voice, power and agency.

Racism, and in particular anti-Black racism, is degrading to the individual, and to the Union community as a whole; it has a destructive effect on union solidarity. Such actions are not only destructive, they can be illegal. Racism and in particular anti-Black racism will be addressed with urgency.

In addition, **intersectional oppression** will be identified and addressed. Intersectional oppression includes racism that is compounded by discrimination on the basis of age, national or ethnic origin, colour, religion, sex, gender identity, sexual orientation, race, socio-economic status, mental capability, and/or physical disability.

Racism takes many forms. These may be tangible or intangible; verbal, physical, or psychological. This ranges from micro-aggressions (including comments, gestures or looks, pictures, messages, touching, othering, erasure, or more aggressive actions), to organizational structures such as policies and processes that serve to exclude and deny participation. These acts may be indirect or overt; they may be isolated or repeated. They will be identified, validated, and addressed to achieve equitable resolutions and elimination.

In addition, silently witnessing these acts of racism condones and contributes to the perseverance of a hostile and poisoned environment.

Intimidating, demeaning, hostile and aggressive behaviours against another member directly, or indirectly, covertly or overtly, will not be tolerated.

As OSSTF/FEESO members, we must speak out against this conduct and stand together to protect human rights. We must take action to dismantle racism and its toxicity in our union.

OSSTF/FEESO is committed to strengthening member solidarity, and in addition to representing members' interests in the workplace, takes seriously its own responsibility to ensure that members are treated with respect and dignity at all provincially sponsored OSSTF/FEESO events and meetings.

Any member who feels targeted by race-based harassment or discrimination must be able to speak up and know their concerns will be responded to immediately in accordance with OSSTF/FEESO Bylaws and the OSSTF Toronto Resolution and Complaint Process, until a relevant complaint and resolutions process, specific to anti-racism, is established.

# OSSTF District 12 Toronto

## Rules of Order 2023-2024

### Procedures

1. The Chair shall begin the meeting at the time scheduled for Call to Order.
2. The meeting will continue until Adjournment.
3. Each person shall be recognized by, and address, the Chair in the order determined by the rules of order. They must first be recognized by the Chair using the appropriate indicator they wish to speak on.

### Agenda

4. The tentative Agenda shall be set by the District President upon recommendation of the District Constitution and Steering Committee in accordance with these rules and procedures.
5. Order of Motions
  - a. On time motions will be sequenced before late motions.
  - b. On time motions will be sequenced in the following order:
    - i. Equity Motions (see definitions).
    - ii. Additional on time motions will be sequenced in the order they are received before the on-time deadline.
  - c. Late motions will be sequenced on the Agenda as an item that does not come prior to On time motions.

### Timed Items

6. Regular timed items are marked with a # symbol and they interrupt the regular business on the agenda.
7. Priority timed items are marked with a ## symbol and interrupt any item, including regular timed items.

### Motions

8. A motion may not contravene our established bylaws or constitution, and must be actionable.
9. Unless otherwise stated, a Motion will require a mover and a seconder who are voting District Representatives and who are present at the meeting.
10. Unless otherwise stated a Motion may be debated.

### Decisions by Consensus

11. Decisions can be made by consensus (i.e. not requiring a vote) if, when the Chair asks, there is no objection from any District Representative.
  - a. Motion language may be changed through universal consensus
  - b. Motions may be passed through universal consensus

### Types of Motions / Debate

12. The types of motions and ways to engage in debate that shall be used at OSSTF/FEESO meetings are set forth in the Provincial Rules of Order Bylaw 20, Table 2 MOTIONS & ENGAGING IN DEBATE, which are available on the Provincial OSSTF website.

### **Debate**

13. No debate shall be held on a topic until there is a motion on the floor.
14. Prior to the vote, all main motions and amendments shall be written and presented to the Speaker or to the Motions Committee.
15. To hear from a variety of perspectives on a motion, there will be a rotation that includes speakers who will speak in the following order: in favour, in opposition, ask questions or move procedural motions, and then point of consideration.
16. The mover of a motion shall speak first to open the debate on the motion, answer questions and then shall speak once more to conclude the debate or choose to pass.
17. Members who wish to speak must first be recognized by the Speaker and should begin by stating their name, Bargaining Unit (non-executive Members) or position (executive Members), and whether they support or oppose the motion, are moving an amendment, or have other intentions.
18. Members shall not speak more than once to a motion unless they are the mover of a motion, are asking a question or have been asked by the Speaker to clarify part of their speech. No debate shall be allowed upon the explanation.
19. After a motion or an amendment has been debated, the Speaker calls the question by asking those in favour of the motion to so indicate, followed by those opposed. The Speaker then declares the motion "carried" or "defeated".

### Interrupting Debate

20. A Pause indicator may be used to indicate the desire to pause the meeting. It may be used by a District Representative only when the Member:
  - a. believes the established Rules of Order are being contravened.
  - b. is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve.
  - c. is experiencing an issue which requires accommodation to physically participate in the meeting.
  - d. disagrees with the ruling of the Chair and wishes to Challenge to the Chair.
  - e. has a question for the Chair about how to navigate the Rules of Order.

### Time Limits

21. Speakers will have a time limit based on the indicator on which they rise.
  - a. In Favour and In Opposition shall have a 90 second limit
  - b. Ask Questions, Responses, or Move Procedure Motions shall have a 60 second limit
  - c. Points of Consideration shall have a 60 second limit
  - d. A Pause Indicator shall have a 60 time limit

22. Timing will commence after the Member has stated their name and bargaining unit. If a member chooses to, they may state:
  - a. their pronouns
  - b. Upon their first time at the microphone, a land acknowledgement
    - i. Land acknowledgements will have a 60 second time limit

### Rules for Debate

23. Any Member in attendance may participate in debate.
24. The appropriate form must be used to submit motions. Motions must be submitted to Steering in writing prior to debate of the motion.
25. Only a District Representative can move, second, and vote on motions.
26. Once a Member has identified the indicator they wish to speak on they will be placed into sequence by Steering. Changing indicators changes the sequencing of speakers.

## **Voting**

### General

27. No interruptions are permitted while the vote is in progress.
28. Once the order of business has been announced by the Speaker, no further action can be taken on the previous motion except for reconsideration of a motion.
29. When a vote has been taken electronically, the results are final once they have been announced by the Speaker.

### Vote Results

30. After an electronic vote, the chair will read the following, if available:
  - a. The vote percentage In Favour and In Opposition
  - b. The number of votes in Favour and In Opposition

### Inconclusive Vote for Votes Taken by a Show of Hands

32. If the Speaker is in doubt about a vote taken by a show of hands, the Speaker should immediately retake the vote as an uncounted rising vote. Any District Representative who is unable to rise will be accommodated.
33. A District Representative can also request an uncounted rising vote without needing a motion to do so.
34. If after an uncounted rising vote, the Speaker is still unable to determine the result, the Speaker should take the vote a third time as a counted rising vote.
35. Once the counted rising vote count tabulations are completed, the Speaker shall announce the results to the House. After the announcement of the counted rising vote, the results are final.
36. In voting by a show of hands (including a counted rising vote), a District Representative has the right to change their vote up to the time their vote has been counted.
37. A District Representative may vote on a rising vote count not having voted previously on the issue.

38. The doors should be closed, and no one should enter or leave the House while a count is being taken.

## **Virtual Meetings**

39. Virtual meetings may be called to replace in-person meetings at the discretion of the District Executive upon review of technologies available.
40. Registered District Representatives will receive an email that contains the meeting access link prior to the meeting.
41. The link for the meeting will be posted on the OSSTF Toronto website for any Member that wishes to attend as an observer. Observers may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
42. Only registered District Representatives can vote during the meeting.
43. Sign in for the virtual meeting will open at least twenty minutes before the meeting call to order, as listed in the agenda.
44. Members may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
45. Virtual Members must change their screen name to be <First Name, Last Name, Bargaining Unit>. Failure to do so, after two requests, will result in removal from the meeting. Attendees are encouraged to do so before logging onto the meeting.
46. Virtual Observers must change their screen name to be <OBS: First Name, Last Name, Bargaining Unit>. Failure to do so, after two requests, will result in removal from the meeting. Attendees are encouraged to do so before logging onto the meeting.
47. A microphone will only be un-muted when a speaker is recognized by the Chair.
48. In order to vote, registered District Representatives must have a registered account on the Provincial OSSTF website.
49. All motions to the assembly, not carried through Universal Consensus, will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website, when available.
  - a. Support for difficulty with the login process or for setting up an account can be accessed by contacting **Membership-Database@osstf.ca** during regular business hours.
50. During a virtual meeting, the Chair will indicate when voting opens, the length of time the ballot will be open, and when voting has closed.
51. The Steering Committee will explain the process for moving motions and participating in debate at the beginning of each virtual General meeting.

## **Authority for Procedures**

52. For all procedures not listed in these rules, the OSSTF/FEESO Rules of Order are the primary authority.

53. At the first District meeting of the Federation year the Rules of Order will be presented by the Constitution and Steering Committee accompanied by a motion to endorse the Rules of Order for the Federation year and up until the Rules of Order are adopted for the following Federation year at District's first meeting of the Federation year; unless subsequent amendments are proposed, the Rules of Order shall stand.
  - a. Any changes made to the Rules of Order by the Constitution and Steering Committee will be explained before the motion to endorse.
54. When the rules of order do not provide clear direction, Speakers and Steering may caucus, consult an external set of rules such as the Democratic Rules of Order and then present a ruling to the House.
55. The Steering Committee will record precedence set by the House which may be included in future, by amendment, into the Rules of Order.
56. Amendments to these Rules of Order must be provided using the correct form. They require a 2/3 vote.
  - a. If carried, the amended Rules of Order will not come into effect until the adjournment of the meeting at which they were passed.
57. These Rules will be reviewed on a regular basis by the Constitution and Steering Committee.
58. The Constitution and Steering Committee may edit this document for grammar and clarity.

## **Professional Conduct**

59. Members and observers shall adhere to the principles of OSSTF/FEESO meeting conduct by following the rules of order approved by the House, listening to one another, only speaking when first recognized by the Speaker, directing all comments and questions through the Speaker, refraining from using profanity and may criticize an idea but never a fellow Member, including naming other Members and/or speculating on their motives. Breaches of OSSTF/FEESO meeting conduct shall be dealt with in the following order:
  - a. The Speaker will call the House to order and remind Members of meeting conduct.
  - b. The Speaker will call the Member to order and ask for either an apology or a withdrawal of the objectionable action or statement.
  - c. After the Speaker has named a Member, the objectionable action or disorderly words used by the Member shall be recorded in the Minutes and the Speaker can order one of the following penalties for removal: for a short break, the remainder of the day, the remainder of the meeting.
  - d. Any further interruption will result in a complaint being filed with Judicial Council which could result in the Member becoming ineligible to attend future provincial events.

## **Definitions**

60. "Equity Motion" shall mean a motion concerned with issues that primarily impact groups defined by the Protected Grounds under the [Ontario Human Rights code](#), and Adult Day School Teachers as an equity seeking group.
61. Motions will be classified as the following
  - a. BYL - Bylaw motions

- b. CON - Constitution motions
- c. MAC - Miscellaneous Action Motions
- d. POL - Policy motions
- e. PROC - Procedural motions

- 62. "Policy motions" shall mean any stand or position taken by OSSTF Toronto in accordance with its Bylaws on matters beyond its internal legislative power.
- 63. "Bylaw motions" shall mean any stand or position taken by OSSTF Toronto that impacts the standing rules governing the membership of OSSTF Toronto on matters entirely within the control of OSSTF Toronto.
- 64. "Miscellaneous action motion" shall mean any stand or position taken by OSSTF Toronto that is within the internal legislative power of OSSTF Toronto.
- 65. "Late motions" shall mean any BYL, CON, MAC, or POL motion that is not considered an "On time motion".



## MOTIONS & ENGAGING IN DEBATE Table

- Except for \* motions in the table below, each motion requires a mover and a seconder.
- Motions are amendable and/or debatable unless specifically stated in the chart.

| Classification  | Characteristics  | Vote Count   |
|---|--|--|
| <b>A) Main (motion is debated using rotational system)</b>                                      |  |  |
| <b>Main motion</b>  | <ol style="list-style-type: none"> <li>1. A main motion presents new business. It can be a change in constitutional language or an action.</li> <li>2. It is made when no motion is on the Floor.</li> <li>3. The vote count may differ depending on the content of the motion.</li> </ol>   | Vote count is dependent on the type of motion and whether the motion is on time, late or from the Floor. |
| <b>B) Motions that can act upon the main motion (in rotation and does not interrupt debate)</b> |  |  |
| <b>Amend</b>  | <ol style="list-style-type: none"> <li>1. This motion is used to make changes to the main motion on the Floor.</li> <li>2. It is made when the main motion is on the Floor.</li> <li>3. An amendment must not change the intent or topic of the original motion.</li> <li>4. Once a main motion has been moved, a District Representative can ask for an amendment.</li> <li>5. <i>Amending by Deletion</i> (removing words)</li> <li>6. <i>Amending by Insertion</i> (adding words)</li> <li>7. <i>Amending by Deletion and Insertion</i></li> <li>8. <i>Amending by Substitution</i> (multiple changes that require completing substituting for clarity)</li> <li>9. An amendment itself can be amended only once.</li> <li>10. If the amendment passes, the Speaker shall return to the main motion as amended.</li> <li>11. If the amendment fails, the Speaker shall return to the original main motion.</li> </ol> | 1/2  |
| <b>C) Procedural motions (in rotation and does not interrupt debate)</b>                        |  |  |
| <b>Bloc-ing</b>   | <ol style="list-style-type: none"> <li>1. This motion is used to consider multiple motions on a similar topic together.</li> <li>2. It requires a motion to bloc and a motion to approve the bloc.</li> <li>3. While the initial motion to bloc is a majority vote count, the vote count for the motion to approve the bloc is based on highest vote count of the motions contained in the bloc++</li> <li>4. When motions are sequenced in a bloc, a District Representative can request to have a specific motion(s) removed. This does not require a motion and the pulled motions will be dealt with in the order they were removed.</li> </ol>  | 1/2 or more  |
| <b>Pull from the Bloc</b>   |  |  |
| <b>Call the question</b>  | <ol style="list-style-type: none"> <li>1. This motion is used when a District Representative would like to end debate and move immediately to a vote on the motion that is currently on the Floor.</li> <li>2. It is made when the main motion is on the Floor.</li> <li>3. Call the question is not debatable and the Speaker will go immediately to the vote.</li> <li>4. If this motion passes, the House moves immediately to the vote on the motion on the Floor.</li> <li>5. If the motion fails, the House continues to debate the motion on the Floor.</li> <li>6. This motion can only be used when at minimum 2 speakers for and against the original motion have been heard or debate has been exhausted</li> </ol>   | 2/3  |
| <b>Committee of the Whole</b>   | <ol style="list-style-type: none"> <li>1. This motion is used if the House would like to discuss a topic informally with no motion on the Floor.</li> <li>2. This motion can be applied either when there is a motion on the Floor or when there is no motion on the Floor.</li> <li>3. The motion must clearly state the topic to be discussed, a time limit which cannot be extended and speaking time limits if any.</li> <li>4. When the time has been exhausted, the House will rise from Committee of the Whole.</li> </ol>  | 1/2  |
| <b>Executive Session</b>  | <ol style="list-style-type: none"> <li>1. This motion is used when discussion must be kept confidential to those in attendance.</li> <li>2. This motion can be applied either when there is a motion on the Floor or when there is no motion on the Floor.</li> <li>3. Executive session requires a motion to move into Executive Session and another motion to move out of Executive Session and to report on the Executive Session.</li> <li>4. Any motion voted upon in Executive Session which requires public action needs to be included in the report that is given to move out of Executive Session.</li> </ol>  | 1/2  |

|   |   |                                   |
|---|---|-----------------------------------|
| <b>Postpone</b>   | <ol style="list-style-type: none"> <li>1. This motion postpones the motion of the floor to a specific future date or time.</li> <li>2. This motion can be used before or once the main motion being postponed has hit the floor.</li> <li>3. It is debatable and amendable.</li> </ol>  | 1/2                               |
| <b>Receive, Endorse or Adopt</b>  | <p>There are several ways to deal with reports.</p> <ol style="list-style-type: none"> <li>1. When the Speaker calls for a report, it is considered <i>received</i>; no motion is required.</li> <li>2. A District Representative may move a motion to <i>adopt</i> which has the effect of approving every word in the report. A motion is required.</li> <li>3. A District Representative may move a motion to <i>endorse</i> which has the effect of approving the general directions of the report without adopting all the recommendations. A motion is required.</li> </ol>                                 | <p>----</p> <p>1/2</p> <p>1/2</p> |
| <b>Recess or adjourn</b>  | <ol style="list-style-type: none"> <li>1. A motion to recess is used to set a short break.</li> <li>2. A motion to adjourn is used to either end a meeting or to end a meeting and set a new time for it to be completed. It must be set prior to the start of the next meeting of the same body.</li> <li>3. These motions are amendable, debatable and can be moved as either a main motion or when another motion is on the floor.</li> </ol>  | 1/2                               |
| <b>Refer</b>  | <ol style="list-style-type: none"> <li>1. This motion is used when a District Representative would like to refer the motion to another body for further consideration.</li> <li>2. Debate is centered on the merits of the referral and not the main motion itself.</li> <li>3. This motion can be applied to a main motion before it is brought before the House or once it becomes the main motion on the Floor.</li> <li>4. When a motion is referred, the wording should include where the motion is being sent, instructions for the receiving body and when the receiving body will report back.</li> </ol> | 1/2                               |
| <b>D) Motions that Bring Something Back in front of the House (in rotation and does not interrupt debate)</b> |   |                                   |
| <b>Reconsider</b>   | <ol style="list-style-type: none"> <li>1. This motion is used when a District Representative would like to bring a motion back before the House. The mover must have voted on the prevailing side of the motion being reconsidered. It is made when no motion is on the Floor.</li> <li>2. The motion is non-debatable.</li> <li>3. A motion to reconsider can be applied only once to a motion.</li> </ol>   | 1/2                               |
| <b>Amend something Previously adopted</b>   | <ol style="list-style-type: none"> <li>1. This motion is used to make a change to a motion already adopted. For example, to change the agenda, the sequencing sheet or the time at which to adjourn.</li> </ol>   | 2/3                               |
| <b>E) Requests to the Speaker (in rotation and does not interrupt debate)</b>                                 |   |                                   |
| <b>Divide the question*</b>   | <ol style="list-style-type: none"> <li>1. If a motion can be divided and each portion stand alone, a District Representative can request a division of the motion and the Speaker will instruct Steering to separate the motion. Each portion then becomes a separate motion.</li> <li>2. This request does not need a mover or a seconder.</li> </ol>  | ----                              |
| <b>Point of Consideration</b>   | <ol style="list-style-type: none"> <li>1. A Member can make a statement through an equity, anti-racism and/or anti-oppression lens.</li> <li>2. A Member can make a statement that relates to the integrity, rights, or privileges of an individual or the assembly collectively.</li> <li>3. Points of Consideration are not used to speak in favour or in opposition to the motion on the Floor.</li> </ol>   | ----                              |
| <b>Questions</b>  | <ol style="list-style-type: none"> <li>1. A Member can ask a question to the mover through the Speaker.</li> <li>2. A Member can ask the Speaker a question about parliamentary procedure or the effect of a motion.</li> </ol>   | ----                              |
| <b>F) Requests to the Speaker that interrupt debate</b>   |   |                                   |

|   |  |      |
|---|--|------|
| <b>Question and/or Point of Order</b>   | <ol style="list-style-type: none"> <li>1. If a Member is concerned the House is not following the Agenda and/or Sequencing Sheet, they can request clarification from the Speaker.</li> <li>2. A District Representative can ask for a standing vote count before the next motion is moved and seconded.</li> <li>3. A Member can ask a question of whether a motion is in order or not.</li> </ol> <p>Note: A motion is considered out of order if:</p> <ol style="list-style-type: none"> <li>1. it is contrary or redundant to an existing article, bylaw, policy or procedure</li> <li>2. it refers to an article, bylaw, policy or procedure that does not exist</li> <li>3. it is the same or similar to a motion already dealt with by the assembly or,</li> <li>4. if it is an amendment, it would change the intent too significantly.</li> </ol>   | 1/2  |
| <b>Challenge a ruling</b>   | <ol style="list-style-type: none"> <li>1. A District Representative can challenge the ruling of the Speaker if they disagree with the Speaker's decision about whether the motion is in order or out of order.</li> <li>2. A District Representative may also challenge the ruling of the Speaker if they do not agree with the Speaker's announcement of the result of a show-of-hands vote.</li> <li>3. The steps are: <ol style="list-style-type: none"> <li>A) the District Representative shall state "I would like to challenge the ruling."</li> <li>B) Once the challenge has been recognized by the Speaker, the District Representative explains their rationale for the challenge. Then, the Speaker explains their rationale for the ruling made. After both rationales have been presented to the House, a vote is taken to support the challenge or uphold the ruling.</li> <li>C) Once the challenge has been completed, the ruling may not be challenged again.</li> </ol> </li> </ol> | 1/2  |
| <b>G) Motions to Be Debated at a Future Meeting (read into record by the Speaker)</b> |  |      |
| <b>Notice of Motion</b>   | <ol style="list-style-type: none"> <li>1. Notices of Motion are motions submitted in writing to Steering that will be discussed at a future meeting. They provide the House advanced notice of a motion and when it will be considered.</li> <li>2. Notices of Motions will be distributed in print or electronic form, and it will be considered read into the record once the Speaker reads the motion number.</li> </ol>  | ---- |

## OSSTF Toronto District Meeting Quick Reference Guide

| Indicator<br>(and associated colour)              | Purpose of Indicator   |
|---|--|
| <b>FOR</b><br>(In Favour)<br>Colour: Green        | <ul style="list-style-type: none"> <li>Mover initially speaking to the motion</li> <li>Debating in favour of a motion</li> </ul> <i>Speaking time: 90 seconds</i>  |
| <b>AGAINST</b><br>(In Opposition)<br>Colour: Blue | <ul style="list-style-type: none"> <li>Debating against a motion</li> </ul> <i>Speaking time: 90 seconds</i>   |
| <b>QUESTION</b><br>Colour: Orange                 | <ul style="list-style-type: none"> <li>To ask a question to the mover</li> </ul> <i>Speaking time: 60 seconds</i>  |
|   | <ul style="list-style-type: none"> <li>To move a Main motion</li> <li>To reconsider a motion</li> <li>Calling for the Vote / Calling the Question (i.e. end debate)</li> </ul>   |
|   | <ul style="list-style-type: none"> <li>To make an amendment</li> </ul>   |
| <b>POINT OF CONSIDERATION</b><br>Colour: Pink     | <p>During debate:</p> <ul style="list-style-type: none"> <li>to make a statement through an equity, anti-racism and/or anti-oppression lens.</li> <li>to make a statement that relates to the integrity, rights, or privileges of an individual or the assembly collectively.</li> </ul> <i>Speaking time: 60 seconds</i>  |
| <b>PAUSE</b><br>Colour: Neon                      | <p>May be used by a Member / District Representative only when the Member:</p> <ul style="list-style-type: none"> <li>believes the established Rules of Order are being contravened.</li> <li>is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve.</li> <li>is experiencing an issue which requires accommodation to physically participate in the meeting.</li> <li>disagrees with the ruling of the Chair and wishes to Challenge to the Chair.</li> <li>has a question for the Chair about how to navigate the Rules of Order.</li> </ul> <i>Speaking time: 60 seconds</i> |

### Sequence of Indicators

The mover of the motion shall be heard first on a FOR (green) indicator.

Subsequent rotation of debaters: AGAINST (blue), QUESTION (orange), IN CONSIDERATION (pink)

- When recognized by the Chair, you will be able to un-mute your mic. At the end of your allotted time or when you have finished, your microphone will be muted.

**SUBMITTED PROCEDURAL MOTIONS FOR THE  
OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING  
JUNE 12, 2024**

**PROC 101-24**

District Constitution Committee

½

BIRT the Agenda be adopted.

**PROC 102-24**

District Constitution Committee

½

BIRT the Rules of Order as written be adopted for the Federation year 2023/24.

**PROC 103-24**

District Constitution Committee

½

BIRT the Minutes of the November 12, 2020 OSSTF Toronto District General Meeting be approved.

**PROC 104-24**

District Constitution Committee

½

BIRT the Minutes of the June 17, 2021 OSSTF Toronto Annual General Meeting be approved.

**PROC 105-24**

District Constitution Committee

½

BIRT the Minutes of the October 21, 2021 OSSTF Toronto District General Meeting be approved.

**PROC 106-24**

District Constitution Committee

½

BIRT the Minutes of the October 20, 2022 OSSTF Toronto District General Meeting be approved.

**PROC 107-24**

District Constitution Committee

½

BIRT the Minutes of the June 14, 2023 OSSTF Toronto Annual General Meeting be approved.

**PROC 108-24**

District Constitution Committee

½

BIRT the Minutes of the October 19, 2023 OSSTF Toronto District General Meeting be approved.

**PROC 109-24**

District Constitution Committee

½

BIRT the District Constitution Committee for the 2023-2024 OSSTF Toronto Annual General Meeting be authorized to edit the motions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the motions.

**OSSTF Toronto  
District General Meeting  
Virtual Meeting  
November 12, 2020**

---

1. Call to Order: Ellen Hinan, Provincial Speaker Bank, called the meeting to order at 4:30 p.m.
2. The Chair read the Acknowledgement of Traditional Lands and Anti-harassment Statement.
3. Announcements were made by the Chair. Online voting/virtual meeting procedures were given.
4. Approval of Agenda:  
BIRT the Agenda be approved. CARRIED
5. Adoption of Procedures for Debate:  
BIRT the Rules of Order as written be adopted for the Federation year 2020/21. CARRIED
6. Treasurer's Report: David Pickering
  - Provided a background explanation regarding the draft District Budget.
  - Thanked members of the District 12 Finance Committee for their work in preparing the District 12 Budget.
  - Presentation of Draft District 12 Budget 2020/21:
    - Presented and spoke to last year's unaudited Comparative Income Statement.
    - Presented and spoke to District 12 Finance Committee's Funding Master Grid information.
    - Presented and spoke to the Draft District 12 Budget 2020/21.
    - No questions were asked.
7. On Time Motions:  
BIRT the OSSTF Toronto District 12 Budget 2020/21 be approved. CARRIED  
  
BIRT OSSTF Toronto District 12 endorse the candidacy of Hayssam Hulays for election to the position of OSSTF Treasurer. CARRIED  
  
*Red Card: Above motion. Chair asked for clarification.*  
*Red Card: Above motion. Chair acknowledged Red Card concerns.*  
*Red Card: Regarding a Blue Card comment.*  
*Red Card: Point of Order. Motion to Extend meeting time to 5:40 pm withdrawn.*
8. New Business, Late Motions and Notices of Motion:  
NIL
9. Adjournment: 5:39 p.m. on a timed item

**OSSTF Toronto  
District Annual General Meeting  
Virtual Meeting  
June 17, 2021**

---

1. Call to Order: Cathy Renfrew, Incoming Assistant General Secretary, OSSTF/FEESO, called the meeting to order at 4:45 p.m.

2. The Acknowledgement of Traditional Lands in its current form, was not read at the request of members. A Moment of Silence for victims of racism and colonialism was held. The Anti-harassment Statement and Announcements were read by the Chair.

*Chair explained the voting process for registered attendees.*

3. The Chair read The Pledge.

*Red Card: Request to correct Chair's reading of the number of Indigenous children being found in unmarked graves on Residential School grounds. Query to selection of Anti-harassment Officers. Chair acknowledged correction and explanation was given to query.*

4. PROC 101-21, PROC 102-21, PROC 103-21, PROC 104-21

PROC 101-20

BIRT the Agenda be adopted as amended.

CARRIED

Amendment #1 to PROC 101-21:

BIRT PROC 101-21 be amended so that item 11 be dealt with immediately before item 6.

Heather Byrnes (TBU) / Deborah Buchanan-Walford (TBU)

CARRIED

*Red Card: Agenda hasn't been moved. Chair: PROC 101 was moved and seconded.*

*Red Card: Asked for a notification to mover that voice was cut off when speaking in favour of the motion.*

*Red Card: Point of Clarification to usage of red cards at meeting. Technical problems with hearing mover. Chair: Voting system clarified in announcements. Mover can reissue points.*

*Red Card: Member making an accusation against the Anti-harassment Officers. Chair: Acknowledges that should have been caught.*

*Red Card: Technological problems on cards of not being recognized.*

*Red Card: Request to be mindful when sequencing cards in the queue.*

**Vote Count, Amendment #1: 82 (54.3%) in favour / 69 (45.7%) opposed**



*Red Card: Presents a Motion to Amend a Motion within the Sequence of the Agenda as an urgent Equity Motion.*

Amendment #2 to PROC 101-21:

BIRT PROC 101-21 be amended by sequencing MAC 101-21 in item 12 to immediately after BYL 103-21 of original item 11.

Rick Beer (TBU) / Derik Chica (TBU)

DEFEATED

*Red Card: Chair to remind appropriate use of red cards and gender inclusive language.*

**Vote Count, Amendment #2: 95 (59.7%) opposed / 64 (40.3%) in favour**

*Red Card: Could not hear voting results. Chair re-read the results.*

*Red Card: Statement regarding integrity and confidentiality. Chair: Need to move back to main motion; red card has been dealt with.*

*Red Card: Voting problems; speaker suggests refreshing screen.*

*Red Card: Request for captions on screen.*

**Vote Count, PROC 101-21 As Amended: 136 (85.5%) in favour / 23 (14.5%) opposed**

*Chair moves immediately to Agenda Item 11, On Time Motions due to it being a Timed Item.*

11. On Time Motions:

CON 109-21

BIRT Article 5 of the District 12 Constitution be amended by insertion of subsection 5.1.X to read:

5.1.X An Additional Four (4) Dismantling Anti-Black Racism and Intersectional Oppression Executives.

CARRIED

*Red Card: Chair missed on time motions (PROC 102, 103, and 104). Chair: We move to the timed items first then back to the PROCs.*

*Red Card: Procedural question. PROCs were submitted on time, thus they are On Time. Do the PROCs come after all the other On Time motions are heard. Chair: Requests time to consider.*

BIRT the question be called. (PROC 107-21)

Hardeep Chauhan (TBU) / Derik Chica (TBU)

CARRIED

**Vote Count to Call the Question: 121 (84%) in favour / 23 (16%) opposed**

**Vote Count on CON 109-21: 116 (77.3%) in favour / 34 (22.7%) opposed**

*Red Card: Chair rules to continue the On Time Motions as they are labeled as such.*

CON 110-21

BIRT the Constitution be amended by insertion of Article X to read:

Article X- Anti-Racism Policy and Procedure

X.1 The District shall have an Anti-Racism Policy and Procedure

CARRIED

**Vote Count on CON 110-21: 139 (93.3%) in favour / 10 (6.7%) opposed**

---

BIRT the time in which to adjourn be amended to 8:00 p.m. (PROC 108-21)

Laura Clayton (TBU) / Theresa Aqui (TBU)

DEFEATED

*Chair: This motion needs a  $\frac{2}{3}$  majority to pass.*

**Vote Count: 76 (51%) in favour / 73 (49%) opposed**

---

CON 112-21

BIRT Article 11 of the District 12 Constitution be amended by insertion to read:

11.1.x. As of June 17, 2021 all new amendments to the Constitution shall include a notation as to the month and year the new amendment was added.

WITHDRAWN

*Chair: CON 112-21 did not hit the floor. Withdrawn at meeting for not having a mover and seconder.*

---

BYL 101-21

BIRT Bylaw 5 be amended by insertion of subsection 5.X to read:

5.X The District shall have a member levy dedicated to funding dismantling anti-black racism and intersectional oppression positions and initiatives where such funds are to be used to allow each Dismantling Anti-Black Racism and Intersectional Oppression Executive access to up to 30 days of time release during the school year, as well as to complete their duties.

**Cost estimate: \$76,000.00**

CARRIED

*Red Card: Motion does not address a "project"; offensive yellow card comment. This is a matter for representation.*

BIRT the question be called. (PROC 109-21)

Michael Altwerger (TBU) / Laura Clayton (TBU)

CARRIED

**Vote Count to Call the Question: 130 (88.4%) in favour / 17 (11.6%) opposed**

**Vote Count on BYL 101-21: 97 (67.4%) in favour / 47 (32.6%) opposed**

*Red Card: Meeting is past adjournment time.*

13. Adjournment: 7:24 p.m on a 7:00 pm timed item.

**OSSTF Toronto  
District General Meeting  
Virtual Meeting  
October 21, 2021**

---

1. Call to Order: Randy Banderob, Secretariat, OSSTF/FEESO Provincial Office, called the meeting to order at 4:30 p.m.
2. The Chair read an Acknowledgement of Traditional Lands and Anti-harassment Statement.
3. Announcements were made by the Chair. Online voting/virtual meeting procedures were given.
4. Approval of Agenda:  
BIRT the Agenda be approved.

CARRIED

97.4% / 74 votes In Favour with 2.6% / 2 votes Opposed
5. Adoption of Procedures for Debate:  
BIRT the Rules of Order as written be adopted for the Federation year 2021/22.

CARRIED

90.4% / 75 votes In Favour with 9.6% / 8 votes Opposed
6. Treasurer's Report: David Pickering
  - Provided a background explanation regarding the draft District Budget.
  - Thanked members of the District 12 Finance Committee for their work in preparing the District 12 Budget.
  - Presentation of Draft District 12 Budget 2021/22:
    - Presented and spoke to last year's unaudited Comparative Income Statement.
    - Presented and spoke to District 12 Finance Committee's Funding Master Grid information.
    - Presented and spoke to the Draft District 12 Budget 2021/22.
    - Questions were asked and answered.
7. On Time Motions:  
BIRT the OSSTF Toronto District 12 Budget 2021/22 be approved.

CARRIED

91.7% / 77 votes In Favour with 8.3% / 7 votes Opposed

***Pause:** Point of Procedure to Chair's decision to move into debate with questions in queue. Chair explained his decision.*

***Pause:** Remarks to members regarding passing the budget based on informed choices.*
8. New Business, Late Motions and Notices of Motion:  
NIL
9. Adjournment: 5:47 p.m. on a timed item

**OSSTF Toronto**  
**District 12 General Meeting**  
**4:30 p.m.**  
**OCTOBER 20<sup>th</sup>, 2022**

---

1. Call to Order - Jennifer Ojalammi, Provincial Office, called the meeting to order at 4:45 PM.
2. Acknowledgement of Traditional Lands and Anti-Harassment Statement were read
3. Announcements were made
4. Approval of Agenda:
  - As quorum was not met, the agenda could not be approved
5. Adoption of Procedures for Debate:
  - As quorum was not met, Procedures for Debate could not be approved
6. Treasurer's Report: David Pickering:
  - Presented the District 12 Draft Budget 2022/23
  - Page 12 – 13: context for vote
  - Discussed PD training rebates
  - Member levies and district PAC levy came in on budget
  - Dividend due to Covid
7. Questions on the Budget:
  - Questions to Treasurer were addressed
8. On Time Motions:
  - As quorum was not met, motions could not be voted upon
9. New Business, Late Motions and Notices of Motion:
  - NIL
10. Adjournment: – 5:18pm as a timed item

**OSSTF Toronto**  
**District Annual General Meeting**  
**June 14, 2023**

---

1. Call to Order: Jennifer Ojalammi, Provincial Secretariat, called the meeting to order at 6:18 p.m.
2. The Chair read the Acknowledgement of Traditional Lands and Anti-harassment Statement.
3. PROC 101-23; PROC 102-23; PROC 103-23

PROC 101-23

BIRT the Agenda be adopted.

*CARRIED*

PROC 102-23

BIRT the Rules of Order as written be adopted for the Federation year 2022/23.

*CARRIED*

PROC 103-23

BIRT the Minutes of the November 12, 2020 OSSTF Toronto Annual General Meeting be approved.

*CARRIED*

PROC 109-23 moved from floor.

BIRT PROC 104 – 107 be moved en bloc

PROC 105-23, 106-23, 107-23 pulled from bloc

Bloc Dissolved

*Chair moved to Timed item 9 – On Time Motions 6:45 pm*

9. On Time Motions:

BYL 106-23

BIRT Bylaw 5.3 be amended by the addition of the following:

5.3.3 Dismantling Anti-Black Racism Time Release Levy Reserve Fund

5.3.x This fund is to provide for the payment of time release of up to 30 days per year for each of 4 District Executive positions as well as to complete their duties related to Dismantling Anti-Black Racism.

5.3.xx Funds collected from the school board from the levy implemented for this reserve shall be deposited to the reserve fund and the time release payments shall be made from the reserve.

5.3.xxx Expenditures approved from the reserve shall not exceed the balance available at any time.

*CARRIED*

CON 101-23

BIRT Article 5.1.1. be amended by substitution to read:

“5.1 There shall be a District Executive consisting of:

5.1.1 Twenty-three (23) voting members as determined under Bylaw 3 comprised of:

5.1.2 President

5.1.3 First Vice-President

5.1.4 Second Vice-President

5.1.5 Secretary/Treasurer

5.1.6 Fifteen (15) Executive Officers

5.1.7 An Additional Four (4) Dismantling Anti-Black Racism and Intersectional Oppression Executives.

5.1.8 Chairs of Standing Committees shall be non-voting members of the Executive"

*CARRIED*

BYL 107-23

BIRT Bylaw 3.1 be amended by the insertion of a subsection to read:

Bylaw 3.1.x Four (4) Dismantling Anti-Black Racism and Intersectional Oppression Officers as elected or appointed by their respective Bargaining Unit:

2 TBU

1 OTBU

1 PSSP

*CARRIED*

BYL 108-23

BIRT Bylaw 6 be amended by the insertion of a subsection to read:

6.4.x Four (4) Dismantling Anti-Black Racism and Intersectional Oppression Officers of the District shall be AMPA delegates.

*CARRIED*

*Chair ruled out of order. Challenge to the Chair. Chair's Ruling was upheld.*

*Questions regarding chair's ruling.*

*Chair moves to timed item 11 – Adjournment*

11. Adjournment: 7:15 PM

**OSSTF Toronto  
District 12 General Meeting  
4:30 p.m.  
OCTOBER 19<sup>th</sup>, 2023 Minutes**

---

1. Call to Order - Jennifer Ojalammi, Provincial Office, called the meeting to order at 4:45 PM.
2. Acknowledgement of Traditional Lands and Anti-Harassment Statement were read
3. Announcements were made
4. Approval of Agenda:
  - Agenda was approved. The speaker later noted that quorum was not present and therefore the vote was declared void
5. Approval of Minutes of October 20, 2022
  - Minutes were not approved. The speaker later noted that quorum was not present and therefore the vote was declared void
6. Adoption of Rules of Order
  - Was Carried. The speaker later noted that quorum was not present and therefore the vote was declared void
7. Treasurer's Report: David Pickering:
  - Presented the District 12 Draft Budget 2023/24On Time Motions:
  - As quorum was not met, motions could not be voted upon
8. New Business, Late Motions and Notices of Motion:
  - NIL
9. Adjournment: – 5:13pm



**SUBMITTED ON TIME MOTIONS FOR THE  
OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING  
JUNE 12, 2024**

**BYL 101-24**

District Constitution Committee

½

BIRT Bylaw 15 be amended by the addition of, "District meeting voting badges are non-transferable and only valid on the day they are issued".

\*\*

Bylaws, page 18

*Bylaw 15 - Representation at General and Annual General Meetings*

**BYL 102-24**

District Constitution Committee

½

BIRT Bylaw 4.2.1.2 be amended by the deletion of "subject to ratification by the District Executive".

\*\*\*

Bylaws, page 7

*Bylaw 4 Standing Committees and Affiliations*

*4.2 Membership and Terms of Reference of Standing Committees and Affiliations*

*4.2.1.2 The chairpersons of the Standing Committees, except for Occupational Health and Safety and Finance, shall be elected internally by their respective committees, subject to ratification by the District Executive. Committee chairpersons shall be elected annually, at the first meeting of the committee and hold office until the following June 30.*

**BYL 103-24**

District Constitution Committee

½

BIRT Bylaw 6.2.1 be amended by substitution to read: "Each Bargaining Unit shall notify the District Secretary/Treasurer and AMPA Coordinator of the names of all delegates and alternates no later than the third Monday in December".'

\*\*\*

Bylaws, page 13

*Bylaw 6 - Delegates to AMPA*

*6.2.1 Each OSSTF Toronto Bargaining Unit shall notify the District Secretary/Treasurer of the names of all candidates for AMPA Delegate, indicating the vote total for each candidate, no later than the third Monday in December.*

---

**BYL 104-24**

District Constitution Committee

½

BIRT Bylaw 13 be amended by the addition of "13.x All matters discussed in Executive Session shall remain absolutely confidential to those members present during the Session."

\*\*\*

Bylaws, page 17

*Bylaw 13 - Meetings*

---

**OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING  
NOTICE OF MOTION  
JUNE 12, 2024**

---

BIRT The Chairperson of an equity committee shall have one (1) vote at District Executive Council. The committees included will be Black, Indigenous, and Workers of Colour, Human Rights, Pride, and, Status of Women Committees.

Bruce Garrett, OTBU

## **Black, Indigenous, and Workers of Colour (BIWOC) Committee Annual Report to District Annual General Meeting 2023-2024**

---

The BIWOC committee met several times and worked towards providing opportunities for members to attend several conferences and workshops with the focus being anti-Black racism, anti-oppression, and celebrating success. The committee was able to receive funding via various Provincial funding lines to fund several opportunities to attend events.

The events supported this year were as follows:

- Indigenous and Workers of Colour (IWOC) Conference *Power Beyond the Checkbox, Taking Action as BIWOC*
- 36th Annual Black History Month Kick-Off Brunch
- Harmony Movement Educators Anti-Racism Conference *Cultivating Mental Wellbeing and Building Community*
- The Ontario Alliance of Black School Educators (ONABSE) conference *"Refresh, Revive and Thrive: Black Joy in Education"*.
- Indigenous & Workers of Colour Conference (IWOC) *Building BIWOC Wins: The Equity Action Plan for Now*
- Bromley Lloyd Armstrong Awards Gala

Additionally, the BIWOC committee hosted a social event called Dinner and a Movie. The movie shown was Bob Marley: One Love. The event was well received by all in attendance. The committee is planning to have more social events such as these to improve member engagement and to promote the work of the committee.

The committee looks forward to meeting again during the 2024-2025 school year as we continue to provide a safe space to share ideas, success stories, and concerns. Our committee would like to extend an invitation to any interested members of the district to join us as well as thank individuals who supported our numerous initiatives throughout the year. There is much more work to be done.

In solidarity,

Jason Boston, BIWOC committee chair

Maryline Lanteigne, Executive Liaison to the BIWOC committee

## Pride Committee Annual Report – 2023-2024

The District 12-Pride Committee is pleased to report on the following initiatives:

The first being the **Pride Bursary**. This initiative was introduced last year and has had continued success. This \$100 bursary was created to support site specific initiatives and to assist OSSTF Toronto members with engaging in or continuing the efforts to raise awareness about 2SLGBTQIAP+ issues and their impact on our daily lives both locally and globally. We increased the number of bursaries this year and all available bursaries were dispensed. We thank the applicants who helped to raise awareness, consciousness, and encouraged activism pertaining to 2SLGBTQIAP+ issues and we hope that access to the bursary helped.

The second new initiative that has had continued success was the **Pride Award**. We felt it was important to allow members to officially recognize the amazing work that their students and colleagues are doing in the 2SLGBTQIAP+ community or at their schools. Four nominations for awards were submitted and we are proud to recognize and appreciate the amazing work of the recipients. The award recipients all had in common that they created and maintained safe and welcoming spaces at their sites.

The Pride Committee was approved for funding from Provincial OSSTF to purchase a small number of Indigenous designed t-shirts for International Day of Pink/Pink Shirt Day. These shirts were sent out to D12 members who requested one on a first come first serve basis.

The committee also assisted with funding for a memorial plaque to commemorate murdered OSSTF member Kenneth Zeller and to acknowledge anti LGBTQIA+ violence, hate, and discrimination in WTCS and the surrounding community. Zeller was targeted and killed for being gay and his murder set the foundation for the Board's Triangle Program. We recognize the great work on the development of this memorial by OSSTF members and students at Western Technical and Commercial School.

Finally, OSSTF Toronto, is hosting a Pride Social on Friday, June 21st at the Firkin on Bay Street. We are proud to be participating in the Pride Parades and we invite all members and their friends and family to come and join us.

We look forward to meeting again during the 2024-2025 school year as we continue to provide a safe space to share ideas, success stories, and concerns. We would like to develop social events such as a Pride bowling night to increase engagement in the committee and with the union as a whole. Our committee would like to extend an invitation to any interested members of the district to join us as well as thank individuals who supported our numerous initiatives throughout the year.

In solidarity,

Bruce Garrett, Pride Committee Chair

Maryline Lanteigne, Executive Liaison to the Pride Committee

## **REPORT OF THE D12 DISMANTLING ANTI-BLACK RACISM AND INTERSECTIONAL OPPRESSION TEAM**

This year was a very busy one for the D12 Dismantling Anti-Black Racism and Intersectional Oppression (DABRIO) leads. Below are some of the highlights of the year:

- The DABRIO team met at least once a month beginning in September. A standing item on our agenda is liaising with the District President.
- This year the DABRIOs of D12 Bargaining Units attended the Equity, Anti-Racism, and Anti-Oppression Triennial Conference in Toronto in October. Many Equity representatives from all Bargaining Units in the Province also attended. Conference participants got to listen to, and interact with Dr. Jean Augustine, Canada's very first Black woman MP. and Pat Wright, an Equity activist from Hamilton who was also a speaker.
- To kick off Black History Month, the DABRIOs secured funds through account 2018 of the Provincial Financial Handbook to purchase tickets for several D12 members from all Bargaining Units to attend a brunch/keynote/address/Scholarship launch with Dr. **ABC: Teachable Moments "Iron Sharpens Iron" series Episode # 1: Black Excellence 365**. All attendees found the event informative, educational, and inspirational.
- The DABRIOs attended the ONABSE Conference in April.
- This year, we had 4 well-attended one-hour sessions with Dr. Andrew B. Campbell (Dr. ABC) an Assistant Professor, Teaching Stream in Leadership for Racial Justice in Education in the Department of Curriculum, Teaching and Learning (CTL) at the University of Toronto – Ontario Institute for Studies in Education (OISE). His scholarship and teaching focus on anti-racist pedagogy and diversity in educational leadership. DR. ABC is well known to the OISE community for his leadership on advancing anti-discrimination work in teacher education. In addition to this, he has recently been named Director of the Centre for Black Studies at OISE. Dr. ABC did sessions on:
  - Introduction to Anti-Black Racism: From Awareness to Action
  - Disrupting Racism/Anti-Black Racism from within as Educational Leaders
  - Keynote - Federation PD day
  - Becoming a Champion: Allyship, Advocacy, and Action
- On February 16, the Federation PD Day, the DABRIOs presented a full day of PD at John Polanyi Collegiate. Our keynote speaker was Dr. ABC, and we did several workshops on

self-care and wellness; accessing Provincial funding through the Financial Handbook; a panel discussion on Allyship and Solidarity.

- We had 2 well-attended Meet and Greet sessions this year. Members were engaged and very interested in our work! We will be creating a lot more learning opportunities next year!
- The DABRIOs brought forward a motion at the District Executive Committee to donate \$300 to the Dr. ABC Scholarship Fund for Black Students in Toronto. It was passed unanimously.
- The DABRIOs also embarked on a deep dive into the TDSB 2022 Census report that was prepared in 2023, and was made available to us in 2024. We have a lot of questions on how the data was collated, and how it was presented. We are continuing to look for answers on a number of Equity issues related directly to the distribution of Black and Racialized staff in the Board. We will have more information in the next few months.
- The DABRIOs have been very active in informing D12 members about their access to Provincial funds through the Federation Financial Handbook. If you would like to know more about funds you may be eligible for, contact your Bargaining Unit DABRIO.
- The DABRIOs would like to conduct a workshop that we have prepared at YOUR school next year. These sessions are open to ALL OSSTF members, that is all Bargaining Units in your school. We will be doing sessions on creating Equitable union spaces, and becoming an ally/co-conspirator in the union atmosphere. If interested in having us in your school during your lunchtime, get in touch with us! We will bring lunch!

Thanks for all your support this year!

Your DABRIOs:

Vincent Bisasor (TBU) [vbisator@osstftoronto.ca](mailto:vbisator@osstftoronto.ca)

Paulina Monlouis (PSSP) [pmonlouis@osstftoronto.ca](mailto:pmonlouis@osstftoronto.ca)

Eunice O'Mahony (OTBU) [eomahony@osstftoronto.ca](mailto:eomahony@osstftoronto.ca)

Charles Walters (TBU) [cwalters@osstftoronto.ca](mailto:cwalters@osstftoronto.ca)

**JUNE 2024**

It's Time to SPEAK UP for  
FUNDING OUR SCHOOLS

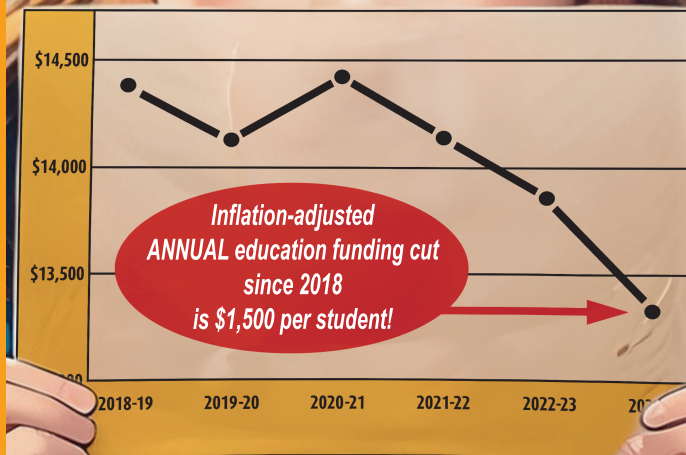
**Join the Rally**

**Wed. June 19, 4PM, at 5050 Yonge St.**



Funding per student each year has been cut **\$1,500**. If we don't stand up, there won't be much of public education left.

Please join us to demand  
**FUND OUR SCHOOLS.**







# OSSTF TORONTO

Presents

## **PREGNANCY, PARENTAL, ADOPTION AND SURROGACY LEAVE WORKSHOP**

**TO BE HELD ON**

**Tuesday,  
October 29, 2024**



More information can be found at:

[https://osstftoronto.ca/?post\\_type=tribe\\_events&p=85318&preview=true](https://osstftoronto.ca/?post_type=tribe_events&p=85318&preview=true)

Rony Masri  
Executive Officer  
[rmasri@osstftoronto.ca](mailto:rmasri@osstftoronto.ca)

Nicole Gauthier  
Executive Officer  
[ngauthier@osstftoronto.ca](mailto:ngauthier@osstftoronto.ca)

OSSTF Toronto Office  
1482 Bathurst Street, 4<sup>th</sup> Floor  
4:30pm – 6:00pm  
Green P Parking on South East Corner

\*OTBU/PSSP members register by email to [jramirez@osstftoronto.ca](mailto:jramirez@osstftoronto.ca)



# OSSTF TORONTO

Teachers' Bargaining Unit  
1482 Bathurst Street, Suite 300  
Toronto, Ontario  
M5P 3H1

## Childcare / Dependant Care Submission

- Childcare or dependant care expenses to allow members to attend authorized OSSTF Toronto activities will be reimbursed at \$15.00 per hour, OR at the Living Wage established for the community in which the member resided (whichever is higher). Ad Hoc Social Committee Activities are excluded.
- For reimbursement at the Living Wage, the member **must** provide documentation identifying that a Living Wage has been calculated for the community and provide proof of payment at that rate. Communities with living wage are listed at [www.livingwage.ca](http://www.livingwage.ca)
- The maximum reimbursement for a day will be 10 hours, regardless of the number of dependants.
- If overnight care is needed, up to \$50.00 will be provided for overnight care.
- Reimbursements will not normally be made to immediate family members, including parents and siblings.
- Receipts from the childcare or dependant care provider must be provided.
- If there are exceptional circumstances contact the TTBU or District Activity Liaison in advance.

OSSTF Activity: \_\_\_\_\_

Activity Liaison: \_\_\_\_\_

Cheque Payable to: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Original Receipt Attached:

☐

Copy of Original Receipt & Submission kept:

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