



**OSSTF
TORONTO TEACHERS'
BARGAINING UNIT**

ANNUAL GENERAL MEETING

NOVEMBER 19, 2020

PART III - VIRTUAL

**OSSTF
TORONTO TEACHERS' BARGAINING UNIT
ANNUAL GENERAL MEETING
Part III - Virtual
November 19, 2020**

AGENDA

1. Call to Order: 5:45 p.m.
2. Acknowledgement of Traditional Lands and Anti-harassment Statement
3. Announcements
4. PROC 101-20; PROC 102-20; PROC 103-20; PROC 104-20; PROC 105-20 [p. 14]
5. On Time Motions [p.15-23]
6. Late Motions / Motions from the Floor [p. 25]
7. Timed Item: 7:00 p.m. - Adjournment

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

**Toronto Teachers' Bargaining Unit
Ontario Secondary School Teachers' Federation, District 12, Toronto**

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Protecting and Enhancing Public Education



OSSTF Toronto Teachers' Bargaining Unit 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 Membership 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 Membership, 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 Membership' interests in the workplace, takes seriously its own responsibility to ensure that Membership 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 Teachers' Bargaining Unit Resolution and Complaint Process.

Resolution and Complaints Process

An anti-harassment officer will be appointed for Council Meetings, the Annual General Meeting and the Branch President's Workshop. 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, Membership 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 Membership 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 from the group of current Health and Safety Inspectors (as appointed in accordance with by-law 4.1.2.7) 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 Bargaining Unit office who will forward it 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.

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 Bargaining Unit 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.

OSSTF TORONTO Virtual AGM Information

Thursday, November 19, 2020

Registered members are strongly advised to set up an account on the [Provincial OSSTF website](#) if you don't already have one, and to do a practice sign-in if you do, to ensure you are able to access voting at the Annual General Meeting.

Accessing the AGM

Any Member in attendance at the AGM must sign in using their **first and last name and Branch**. This can be accomplished either at sign-in, or by clicking the 'change name' option found in the top right corner of the video screen in which your name/image appears. If the 'change name' option is not available to you, please use the chat function to direct-message a request to have your name changed. Include your first name, last name and Branch and direct-message either Nadia Vanker, Jessica Ramirez Marlene Parkhouse or Marion Reid. They will change your name for you. If you request a name change from anyone else in the chat, they will not be able to help you, and will not respond. Only those whose full name and Branch name are visible will be able to stay in the meeting.

When you sign in your camera will be off, and your microphone muted. In order to be admitted to the meeting after arriving in the waiting room, you may be asked by one of the meeting hosts to turn on your camera for identification purposes. Aside from that time you may choose to turn your camera on, or leave it off. The microphone will only be un-muted when you are called on and recognized by the Chair.

Voting at the AGM

Follow the [attached instructions](#) to vote. The Chair will indicate when voting opens and closes.

All motions to the AGM will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website.

In order to vote, registered members must have a registered account on the [Provincial OSSTF website](#).



NOTE: Only registered members can register to vote and participate in voting.

If you have difficulty with the login process, or setting up an account contact Membership-Database@osstf.ca or call 416-751-8300 / 1-800-267-7867 between 8:30 a.m. and 5 p.m.

To participate in Debate

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a chevron. Click the chevron.
- Select 'Spotter' from the drop-down list and indicate the colour indicator you wish to speak on (i.e. white, blue, yellow or red).

- The order of where you are placed into the queue can be viewed at <http://bit.ly/TTBUsequence>.
- Only the Spotter is able to acknowledge your request to speak. If you send it to someone else, you will not be placed in the queue. Speakers will be sequenced by the Spotter, in accordance with our Rules of Order, and recognized by the Chair in the appropriate order.
- 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.

Questions to Steering/Amendments to Motions

- Select Steering from the drop-down list for questions to Steering or to notify steering you wish to submit an amendment to a motion
- Complete the following online form to submit your amendment: <http://bit.ly/TTBUamendments>
- Amendments to motions may be viewed on the following link: <https://bit.ly/TTBUagmMotions>

Questions to Executive Report/Items of Concern

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a small chevron. Click on the chevron.
- Select 'Spotter' from the drop-down list and write "QUESTION". This will indicate to the Spotter that you wish to ask a question or discuss a Branch Concern.
- Only the Spotter is able to acknowledge your request to ask your question/share your concern. If you send it to someone else, you will not be placed in the queue.
- The Spotter will add you to the queue. The Chair will recognize speakers in the order the request to speak is received.
- When you are recognized by the Chair, you will be able to un-mute your mic. At the end of 60 seconds or when you have finished your question/concern, your microphone will be muted.

For an organized list of all the materials and links you will need for this meeting:
<https://linktr.ee/TTBUagm>.

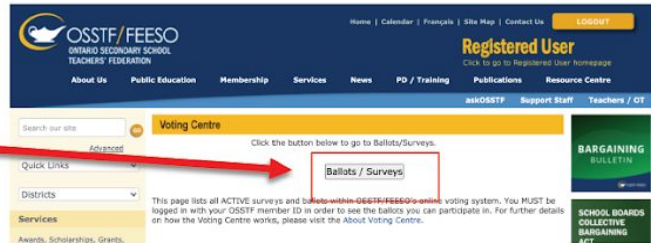
OSSTF TORONTO ONLINE VOTING INSTRUCTIONS

STEP 1: Login to the **Registered Users** section of the Provincial OSSTF website with your **OSSTF Member ID**: <https://www.osstf.on.ca/services/members-login/members-login.aspx>

STEP 2: Once you log in, you'll notice on the bottom right margin of the page is the "Voting Centre" badge.



STEP 3: Now click on **Ballots / Survey** at the top of the page.



STEP 4: In the box titled page **Current Ballots**, click the appropriate link to the desired ballot and follow the instructions to cast your vote. Ballots will not appear until motions are ready to be voted upon.

Troubleshooting Tips:

A Not Seeing the Voting Centre badge?

Please disable any Ad-Blockers in your browser. This can prevent the Voting Centre badge from displaying in some browsers. If this fails, try switching to a Private / Incognito / InPrivate browsing session.

B Not Seeing an active ballot? You must login with your member ID

To add your membership ID to your account profile, click the **My Profile** badge,  select the **Edit My Profile** button and provide the missing details in the available fields. Click the **Update My Profile** button to commit the changes.



C Verify your details

Verify your membership status (seen in My Profile) and affiliation / group affiliation matches the intended audience of the ballot as indicated on the Voting Centre Landing page.

D Ballots are time sensitive AND targeted

- You will only see ballots where your OSSTF member ID is identified as a valid participant.
- Once the ballot expiration time has passed, you will not be able to cast a vote.
- If you login prior to the ballot start time, the ballot will be visible but inactive until the scheduled start time.

Need Member Profile or Voting Centre assistance?

Email: membership-database@osstf.ca or

call 416-751-8300 / 1-800-267-7867 between 8:30 a.m. and 5 p.m.

**OSSTF TORONTO TBU
2020 ANNUAL GENERAL MEETING, PART III**

Rules of Order

1. Each person shall be recognized by, and address, the Chair in the order determined by these procedures and when they have been identified with the appropriate colour indicator they wish to speak on.
2. The Procedures in Preparing the Agenda must be followed.
3. The Chair shall begin the meeting at the time scheduled for Call to Order.
4. The meeting will continue until Adjournment.
5. The appropriate form must be used to submit motions.
6. There shall be a sixty second time limit for questions (no preamble).
7. Virtual District meeting Representatives must change their screen name to be <first name, last name, Branch>. Failure to do so will result in removal from the meeting.
8. Virtual Observers must change their screen name to be <first name, last name, Observer>. Failure to do so will result in removal from the meeting.

Procedures for Debate

1. Each member speaking on a white, blue, or on a red colour indicator shall have a ninety second time limit. Each member speaking on a yellow colour indicator shall have a sixty second time limit.
2. Order of Debate:
 - a. The mover of the resolution shall be heard first and may also choose to close debate.
 - b. Members shall alternate between PRO (white), CON (blue), and YELLOW colour indicators.
 - c. Once a Member has identified the colour indicator they wish to speak on, they will be placed into sequence. Changing colours may change the order of speakers.
 - d. A red colour indicator interrupts debate upon recognition by the Chair.
3. If there are Members waiting to speak and at least four debaters have been heard, the Chair shall judge the debate as exhausted whenever the remaining Members on the speakers' list are all WHITE or all BLUE.
4. **Yellow** shall be used for Subsidiary Motions (i.e. amendments), and specific Incidental Motions (Division of a Question).

5. Privileged Motions and OTHER Incidental Motions may only be made through the use of the **Red** (STOPPAGE) and may interrupt debate upon recognition by the Speaker.
6. Amendments must be submitted to “Steering” in writing prior to debate of the amendment.
7. Past Practice shall be the authority for all procedures not addressed by the above procedures.
8. The Provincial OSSTF Rules of Order shall be the authority for all procedures not addressed by the above procedures.
9. Robert’s Rules of Order Newly Revised (current version) shall be the authority for all procedures not addressed by the above procedures. The Constitution and Steering Committee classifies each resolution according to the following categories:

- BYL** - **Bylaw**
- CON** - **Constitution**
- MAC** - **Miscellaneous Action Motion**
- POL** - **Policy**
- PROC** - **Procedural**

“**Policy**” means any stand or position taken by OSSTF Toronto TBU in accordance with its Bylaws on matters beyond its internal legislative power.

“**Bylaws**” means the standing rules governing the membership of OSSTF Toronto TBU on matters entirely within the control of OSSTF Toronto TBU.

“**Miscellaneous action**” refers to any motion that contains an action that is within the internal legislative power of OSSTF Toronto TBU.

“**Procedural motion**” includes voting for the Agenda and Rules of Order, considering motions *en bloc*, calling the question, moving to suspend the rules (e.g. to amend the order of business), and motions to refer, postpone or table a motion.

“**En bloc**” is used to request that interdependent motions be considered together.

What do the colours mean?

(this is not an exhaustive list)

Colour Indicator	When to use	Time to speak
White	Speak in favour of a motion	90 seconds
Blue	Speak against a motion	90 seconds
Yellow	Ask a question	60 seconds
Red	Point of Order	90 seconds

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
ANNUAL GENERAL MEETING
Toronto Don Valley Hotel and Suites
May 16, 2019

1. Call to Order: 4:52 p.m. Mark Kissel, TTBU Constitution and Steering, in the Chair.

2. The Territory Acknowledgment and Anti-harassment Statement were read.

3. The Pledge: The OSSTF Pledge was read.

Red Card: Establishing quorum. Chair does not see quorum but wants to put the Rules of the House in order then address the Red Card after the PROC's have been established.

4. PROC 101-19

BIRT the Rules of Order as recommended by the Constitution and Steering Committee be adopted for the 2019 TTBU Annual General Meeting.

CARRIED

PROC 102-19

BIRT the Agenda for the 2019 TTBU Annual General Meeting be adopted.

CARRIED

PROC 103-19

BIRT the Minutes of the 2018 TTBU Annual General Meeting be approved.

CARRIED

PROC 104-19

BIRT the Constitution and Steering Committee for the 2019 TTBU Annual General Meeting be authorized to edit the resolutions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the resolutions.

CARRIED

Red Card: Parliamentary inquiry of passing PROC motions without establishing quorum. Chair stated we had to pass the agenda or the meeting cannot move forward and PROC's are not considered main motions.

Red Card: Challenge of the ruling of the Chair by requesting a voting badge count to establish quorum.

A badge count was taken. Chair announced quorum in the House had not been met.

5. Moment of Silence – Observed in honour of those Membership no longer with us.

6. President's Report: Leslie Wolfe

- Welcoming remarks to the 2019 TTBU Annual General Meeting (AGM). Thanked Membership who are present at tonight's AGM and celebratory awards dinner. Acknowledgement of first time AGM attendees.
- Reflections of where the union was a year ago as we prepared for a fight against a Doug Ford election to combat the cuts and damage that we knew were coming.
- Spoke to our short, medium, and long term political action goals.
- Looking back on the past year at the political actions undertaken by our union and our allied partnerships with other labour unions, progressive organizations, and community and parent groups, to educate the public on the damage of school cuts and the importance of publicly-funded education.
- Reported on how we plan to move forward in the near future, including plans into the summer and fall.
- Advised that Central Table Bargaining has begun but no two rounds of bargaining are alike, with this round being very complex. Smart, strategic political action needs to happen and in this round, we need to consider an approach to achieving our long term political goal: that Doug Ford doesn't get a second chance to wreak havoc in Ontario. He cannot use bargaining as a tool to turn his 69% disapproval rating into approval.
- As we move forward, we will be united together with the strength of solidarity and in support of public education.
- Advised that the TDSB is looking at a \$13M greater deficit than predicted with a Q&E Grant shortage that the Board didn't anticipate. We will educate the public on the loss of school programs and we must stick together to prevent a second term of this government. This is our challenge, our calling, and your Executive Team will work with each Member to rise to the fight.

7. Treasurer's Report: David Pickering

- Thanked the TTBU Budget Committee for their hard work during the audited report's Fiscal year.
- Presented and spoke to the Auditor's Report 2017/2018.
- Mentioned the traditional inclusion of the 2018/2019 to-date financial statement, Funding Master information and a Draft 2019/2020 Interim Budget.

8. Provincial Executive Report

Harvey Bischof

- Spoke to the past year of the Doug Ford government; pre- and post-March 15 and the many political actions OSSTF has undertaken.
- Advised that bargaining by itself won't be enough; we need to combine with the continuation of political action.
- Reported that going forward, the Federation is looking at twofold messaging: the percentage of population that has an attachment to public education and those not engaged with public education but interested in other subjects such as not having an educated work base in the future to draw from; "Students as Workers".
- Advised that after the Notice to Bargain was filed, OSSTF met with the government on Monday, May 13, 2019, and again today, to set the ground rules on what constitutes the Central Table and the Local Table.

Annie Antonenko, TTBU Constitution and Steering, in the Chair. Chair Kissel was acknowledged for his first time chairing a Member meeting.

10. Timed Item: 5:45 p.m. – On Time Resolutions

The Chair stated that due to late arrivals, quorum has now been met.

Red Card: The Chair was challenged by requesting a voting badge count to establish quorum. A badge count was taken. Chair announced quorum in the House had not been met; the House moves directly to item number 9 on the Agenda.

Red Card: Request of the results of badge count.

Chair advised there were 140 voting badges counted in the room.

9. Questions to President/Provincial President/Treasurer & Reports

- Questions were answered.

Red Card was produced by the Treasurer clarifying a payout question regarding the Adult Day School Con Ed Teachers PDT Fund.

11. Late Resolutions/Resolutions from the Floor: none.

12. Timed Item: Adjournment: 6:30 p.m.

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
ANNUAL GENERAL MEETING
Telephone Town Hall - Part I Reports
May 12, 2020

1. Call to Order: 4:10 p.m. Rob Dubyk, Provincial Office, OSSTF/FEESO, in the Chair.
2. The Acknowledgment of Traditional Lands was read.
3. The OSSTF/FEESO Anti-harassment Statement was read.
4. Announcements were read.
5. The Pledge: The OSSTF Pledge was read.
6. Moment of Silence – Observed in honour of those Membership no longer with us.
7. President's Report: Leslie Wolfe
 - Welcoming remarks to Part I of the 2020 TTBU Annual General Meeting (AGM). Thanks to Members who are present at tonight's telephone town hall meeting.
 - Reminder that Part II of the AGM will occur on Thursday, May 14, 2020, and Part III will be scheduled for when we don't have to be physically absent from one another.
 - Provided an overview of the year that was, as this year had no equal.
 - Reflections on the engagements and alliances with parent and activist groups, speeches at community events and other unions' meetings, and the political training and actions we have been engaged with from summer 2019 to the present day.
 - Thanked Executive organizers Michael Platt, Vice President, and David Pickering, Treasurer, for organizing picket lines and two Queen's Park strike actions.
 - Acknowledged office staff who assisted with organizing strike kits and handling strike pay data in addition to regular work duties.
 - Thanked Linda Bartram, Toronto OTBU President and Kimberly Perry, Toronto PSSP President and their respective Executives, for their solidarity over the past year.
 - Appreciation given to the Staffing Executives and Staffing Committees as they worked for Membership on staffing procedures.
 - Acknowledged Lisa Black-Meddings, TTBU Chief Negotiator, and Nicole Gauthier, Second Negotiator, both of whom worked tirelessly on the Local Bargaining Brief.
 - The entire Executive team, Branch Presidents, Strike Captains, Counsellors and Committee Membership were thanked for all of their support and hard work.
 - Spoke to the impact the COVID-19 shutdown has had on bargaining, school environments and our Members. While there is great confusion in the world, there is always clarity in the union.
 - Reported that the union is the voice of teachers at every table where Membership are concerned; from VP Michael Platt's insistence to hold the Board accountable for Health & Safety concerns and JOSH meetings, to VP Michelle Teixeira's involvement in Central Staffing procedures.
 - Looking forward at what's to come as we create more opportunities to engage Membership in the fight against the Ford government and obtain a good Collective

Agreement. We must protect public education and our Membership; this is what keeps our solidarity strong as we face the challenges ahead.

8. Chief Negotiator's Report: Lisa Black-Meddings
 - Provided a history of local bargaining as it began in 2019.
 - Thanked the OSSTF TTBU Local Bargaining Team of Nicole Gauthier, Leslie Wolfe, Michael Platt and Michelle Teixeira for their support and assistance over the past year.
 - Advised that local bargaining dates with the TDSB have been scheduled to the end of this month and into June, and updates will continue to be provided to the Membership.
9. Treasurer's Report: David Pickering
 - Thanked the Membership for joining in on tonight's telephone town hall meeting.
 - An audited report is missing this year as COVID-19 has disrupted the audit process but the Treasurer will provide it to the Membership as soon as it is available.
 - 2019/2020 to-date comparative income statements were explained.
 - If any Member is due a rebate, the union office is open to accept Canada Post. Attach an original receipt and the rebate will be processed. Members asked to reach out to the Treasurer via email if a rebate form is needed.
 - Explanation of Funding Master information.
 - Spoke to the upcoming fiscal year's preliminary copy of the Draft TTBU 2020/2021 Interim Budget.
 - FTE numbers rose by 32, first draft budget remains at status quo and has balanced.
10. Provincial Executive Report
Harvey Bischof
 - Welcoming remarks.
 - Addressed Central Bargaining. The Ford government pushback was only possible with the tremendous effort from Membership and union leadership both local and province-wide.
 - Spoke to the building of public support over the past year resisting the Ford government.
 - Spoke to pandemic seriousness during these difficult times and union actions and collaborations.
 - Advised that OSSTF/FEESO supports educational judgment in these times of synchronous learning.
 - Spoke to the collaboration with the Ministry of Education on a voluntary redeployment plan.
 - The union will closely monitor health & safety when we get to a school reopening phase.
 - Looking ahead at the fight for public education and to electing a government that is not hostile to public education in these challenging times. We are already mobilizing for the next election. We need to maintain our position as the preeminent voice for public education.
11. Questions to the PE Representative, President, Chief Negotiator and Treasurer
 - Questions were answered.
12. Recess: 6:38 p.m.

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
On Time Motions to the Annual General Meeting, Part III
November 19, 2020

As wording of motions can change up until the AGM, the preliminary rulings of the
TTBU Constitution & Steering Committee have been provided, where possible.

PROC 101-20

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Rules of Order as recommended by the Constitution and Steering Committee be adopted for the 2020 TTBU Annual General Meeting.

PROC 102-20

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Agenda for the 2020 TTBU Annual General Meeting, Part III be adopted.

PROC 103-20

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Minutes of the 2019 TTBU Annual General Meeting be approved.

PROC 104-20

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Minutes of the 2020 TTBU Annual General Meeting, Part I be approved.

PROC 105-20

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Constitution and Steering Committee for the 2020 TTBU Annual General Meeting be authorized to edit the resolutions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the resolutions.

CON 101-20

Executive Committee

$\frac{2}{3}$

BIRT Article 1.3 be amended by substitution to read “Branch” shall mean all of the teachers assigned to a particular school/worksite, or as designated by the Bargaining Unit Executive.

Articles, page 3

Article 1 *Definitions*

1.3 *“Branch” shall mean all of the teachers assigned to a particular school/worksite, or all centrally assigned teachers for each of the Education Offices, all centrally assigned teachers working under the same administrator.*

CON 102-20

Constitution and Steering Committee

$\frac{2}{3}$

BIRT TTBU Constitution, Bylaws and Policies to be edited to use gender neutral language.

BYL 101-20

Bruce Garrett (Victoria Park CI) / Terry Hidaka (Victoria Park CI)

$\frac{1}{2}$

BIRT Bylaw 5.4.1 be amended by deletion and substitution of “**100**” for “200”.

Bylaws, page 17

Bylaw 5 *General Meeting*

5.4 *Quorum*

5.4.1 *There shall be a quorum of 200 Members.*

BYL 102-20

Executive Committee

$\frac{1}{2}$

BIRT Bylaw 1.1.2 be amended by addition of a new subsection to read "**a representative for the District Black, Indigenous, and Workers of Colour Committee**"

Bylaws, page 6

Bylaw 1 *Bargaining Unit Branch*

1.1 *Branch Executive*

1.1.2 *Each Branch Executive may also have*

BYL 103-20

Executive Committee

1/2

BIRT 3.1.1.1.1 be amended by the deletion of “One representative from a Junior High School.”

Bylaws, page 9

Bylaw 3 Standing Committees

3.1.1 Collective Bargaining Committee

3.1.1.1 Membership

3.1.1.1.1 The Membership of the Collective Bargaining Committee shall be limited to a maximum of 15 Members, including at least one representative from an Adult Education Centre, one representative from a Junior High School, the Chief Negotiator and the liaison from the Executive.

BYL 104-20

Executive Committee

1/2

BIRT 3.1.1.2.1.4 be amended to read: “assist in creating a conceptual brief for submission to the TTBU Executive prior to the Brief being presented to Council.”

Bylaws, page 9

Bylaw 3 Standing Committees

3.1.1 Collective Bargaining Committee

3.1.1.2 Duties

3.1.1.2.1.4 create a conceptual brief for presentation to the TTBU Executive not later than sixty Days prior to the expiration of the current Collective Agreement.

BYL 105-20

Executive Committee

1/2

BIRT 3.1.1.2.1.8 be deleted.

Bylaws, page 10

Bylaw 3 Standing Committees

3.1.1 Collective Bargaining Committee

3.1.1.2 Duties

3.1.1.2.1.8 Organize Pension/Retirement workshops for Membership.

BYL 106-20

Executive Committee

1/2

BIRT 3.1.1.1.x be added to read: **“Nominations will not be accepted past the identified deadline. Elections will be held, if necessary, at the Council Meeting following the identified deadline.”**

Bylaws, page 9

- Bylaw 3 Standing Committees*
 - 3.1.1 Collective Bargaining Committee*
 - 3.1.1.1 Membership*
-

BYL 107-20

Executive Committee

1/2

BIRT Bylaw 1.1.2.6 be amended by the addition of **"Communications"** before Political Action.

Bylaws, page 6

- Bylaw 1 Bargaining Unit Branch*
 - 1.1 Branch Executive*
 - 1.1.2.6 a representative for the District 12 Political Action Committee;*
-

BYL 108-20

Executive Committee

1/2

BIRT Bylaw 2 be amended by a new subsection to read:

2.x Elections at Council

2.x.1 For any Member to be eligible for election, their nomination must be received by the identified deadline.

Bylaws, page 8

- Bylaw 2 - Bargaining Unit Council*
-

BYL 109-20

Executive Committee

$\frac{1}{2}$

BIRT 4.3.10 be amended by deletion and substitution to read “Candidates will be given a list of address labels for each Branch and may distribute one 8.5” x 11” piece of literature to each Branch with a request of the Branch President that he/she distribute the literature to Council Members at the Branch. The Branch President will post the literature on the OSSTF bulletin board in their Branch.”

Bylaws, page 15

Bylaw 4 - Executive

4.3 *Filling Mid-Term Executive Vacancies*

4.3.10 *Candidates will be given a list of fax numbers for each Branch and may distribute one 8.5”x 11” piece of literature to each Branch with a request of the Branch President that he/she distribute the literature to Council Membership at the Branch. The Branch President will post the literature on the OSSTF bulletin board in their Branch.*

BYL 110-20

Election Commission Committee

$\frac{1}{2}$

BIRT Bylaw 4.2.2.2 be amended by the insertion of “**who is not or was not a member of the current Election Commission Committee**” between “Member” and “may”.

Bylaws, page 14

Bylaw 4 Executive

4.2 *Nominations*

4.2.2.2 *Any Member may be nominated for up to two (2) different elected positions on the Executive, one of which shall be considered as a drop down.*

BYL 111-20

Election Commission Committee

$\frac{1}{2}$

BIRT Bylaw 4.2.2.2 be amended by the addition of a new subsection that reads:

“4.2.2.2.x Defeated candidates for President can drop down to run for either Vice-President or Treasurer only. Defeated candidates for Vice-President or Treasurer can drop down to run for Executive Officer only”.

Bylaws, page 14

Ibid.

BYL 112-20

Election Commission Committee

1/2

BIRT Bylaw 3.1.7.1 be amended by the deletion of “**established by November 1 of an election year and shall stay in existence for 2 years**” and the insertion of “**constituted in September of an election year for a two-year period**”.

Bylaws, page 12

3.1.7.1 *An election commission, consisting of Membership of Council, shall be established by November 1 of an election year and shall stay in existence for 2 years. It shall operate for both regular biennial May elections and by-elections that may occur during this 2-year period.*

BYL 113-20

Election Commission Committee

1/2

BIRT Bylaw 3.1.7.1 be amended by a new subsection that reads:

“3.1.7.1.x Members of the Election Commission Committee, joining in September or later, shall not be eligible to run for election to the TTBU Executive in that school year.”

The Constitution and Steering Committee will recommend this motion be ruled out of order because it is contradictory to Bylaw 4.2.2.2 that states any Member can run for an Executive position. Motion needs to mention Bylaw 4.2.2.2 for amendment, not Bylaw 3.1.7.x.

Bylaws, page 12

Bylaw 3 *Standing Committees*

3.1.7 *Election Commission Committee*

3.1.7.1 *An election commission, consisting of Membership of Council, shall be established by November 1 of an election year and shall stay in existence for 2 years. It shall operate for both regular biennial May elections and by-elections that may occur during this 2-year period.*

BYL 114-20

Election Commission Committee

1/2

BIRT Bylaw 3.1.7.1.x be amended by insertion of a new subsection that reads:

“3.1.7.1.x Members of the Election Commission Committee shall not endorse any candidate.”

Bylaws, page 12

Ibid.

BYL 115-20

Election Commission Committee

1/2

BIRT Bylaw 3.1.7.2 be amended by a new subsection that reads:

“3.1.7.2.x review, in a non-election year, the September Report of the Election Commission Committee and work to implement those recommendations on time for the next general election.”

Bylaws, page 12

Bylaw 3 Standing Committees

3.1.7 Election Commission Committee

3.1.7.2 Duties

BYL 116-20

Constitution and Steering Committee

1/2

BIRT 3.1.4.2.5 be amended by the addition of a subsection that reads: **“Members must remain on the meeting’s Steering Committee from the Approval of the Agenda until Adjournment;**

3.1.4.2.5.x except when temporarily stepping down when running in an election for the duration of the election.”

Bylaws, page 11

Bylaw 3 Standing Committees

3.1.4 Constitution and Steering Committee

3.1.4.2 Duties

3.1.4.2.5 act as a steering committee and provide a Chair for all Council Meetings and general meetings.

BYL 117-20

Constitution and Steering Committee

1/2

BIRT 3.1.4.2 be amended by the addition of a subsection that reads: **“3.1.4.2.x the role of Members of the meeting’s Steering Committee is non-voting and neutral who will not participate in debate.”**

Bylaws, page 11

Ibid.

BYL 118-20

Constitution and Steering Committee

1/2

BIRT 3.1.4.2.x be amended by the addition of a subsection that reads: **“Notwithstanding 3.1.4.2.x Members of the meeting’s Steering Committee may vote only during secret ballots and only if they are voting Members of the meeting.”**

Bylaws, page 11

Ibid.

BYL 119-20

Constitution and Steering Committee

1/2

BIRT 2.3.2.2. be amended to read: **“Where an elected TTBU Council Representative is unable to attend a Council meeting, the elected Council Representative will submit the name of one alternate from the same Branch to the TTBU Constitution and Steering Committee no later than 4:00 p.m. the Day prior to the Council Meeting.”**

Bylaws, page 9

Bylaw 2 *Bargaining Unit Council*

2.3 *Representation at Council*

2.3.2.2 *Where an elected TTBU Council Representative is unable to attend a Council meeting, the Branch President will submit the name of an alternate from the same Branch to the TTBU Constitution and Steering Committee no later than the day prior to the Council Meeting.*

BYL 120-20

Constitution and Steering Committee

1/2

BIRT 2.3 be amended by the addition of a subsection that reads: **“Upon request, at Council and/or GM Registration Desk, Members must show photo ID.”**

Bylaws, page 9

Bylaw 2 *Bargaining Unit Council*

2.3 *Representation at Council.*

BYL 121-20

Constitution and Steering Committee

1/2

BIRT 1.1.4 be amended by the addition of a subsection that reads: “**Submit a completed annual *Branch Executive Form* to the TBU office prior to the September Council meeting and update it as necessary.**”

Bylaws, page 6

Bylaw 1 Bargaining Unit Branch

1.1 Branch Executive

1.1.4 Duties

BYL 122-20

Constitution and Steering Committee

1/2

BIRT 4.1.1.5 be amended by deletion and substitution to read “provide basic agenda materials wherever and whenever possible (including, but not limited to, an agenda, minutes from previous meeting(s), on-time motions, committee reports, etc.) to Members **posted on the OSSTF Toronto website** at least 5 days prior to the meeting;”

Bylaws, page 13

Bylaw 4 Executive

4.1 Duties

4.1.1.5 provide basic agenda materials wherever and whenever possible (including, but not limited to, an agenda, minutes from previous meeting(s), on-time motions, committee reports, etc.) to Members in their Branches at least 5 days prior to the meeting;

BYL 123-20

Budget Committee

1/2

BIRT

a. Bylaw 2 be amended by the addition of a new subsection that reads:

2.x Submission of Resolutions to Council

2.x.1 Motions with an associated cost must be accompanied by a reasonable cost estimate.

and

b. Bylaw 5 be amended by the addition of a new subsection that reads:

5.x Submission of Resolutions to General Meeting

5.x.1 Motions with an associated cost must be accompanied by a reasonable cost estimate.

Bylaws, pages 8-9

Bylaw 2 Bargaining Unit Council

Bylaws, page 17

Bylaw 5 General Meeting

BYL 124-20

Budget Committee

½

BIRT 3.1.3.x be amended by the addition of a new subsection that reads “**Nominations for the elected Members will not be accepted past the identified deadline.**”

Bylaws, page 10

Bylaw 3 Standing Committees

3.1.3 Budget Committee

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
Summary of Motions Which Steering Will Recommend That
The Chair Declare Out of Order
Annual General Meeting
November 19, 2020

BYL 113-20

The Constitution and Steering Committee will recommend this motion be ruled out of order because it is contradictory to Bylaw 4.2.2.2 that states any Member can run for an Executive position. Motion needs to mention Bylaw 4.2.2.2 for amendment, not Bylaw 3.1.7.x.

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
Late Motions to the Annual General Meeting, Part III
November 19, 2020

BYL 125-20

³/₄

Deborah Buchanan-Walford (Emery ALC) / Laura Clayton (Scarborough Centre for Alternative Studies)

BIRT that Bylaw 3.1 be amended by the insertion of a new subsection that reads:

3.1.x Adult Day School Action

3.1.x.1 The committee shall consist of those members who have expressed an interest in the work of the committee and any additional Members elected or appointed by the Bargaining Unit Executive

3.1.x.2 Duties

3.1.x.2.1 To provide a space where issues of concern to adult day school members can be raised and discussed.

3.1.x.2.2 To determine an annual set of goals that reflect issues of concern to Adult day school members and that advance TTBU and public education.

3.1.x.2.3 To make recommendations on how to better address the concerns of Adult day school members over the long-term.

3.1.x.2.4 To report to the TTBU Executive as requested.

Bylaws, page 9

Bylaw 3 Standing Committees

3.1 There shall be the following Standing Committees:



ADVERTISEMENT – PLEASE POST

**TTBU DELEGATES & ALTERNATE DELEGATES
TO VIRTUAL AMPA 2021
(Annual Meeting of the Provincial Assembly)
March 12 - 15, 2021**

Eligible members (day school, continuing education day school and night school) who are interested in being delegates should indicate this by going to the website at [<https://osstftoronto.ca/member-resources/ampa>] and completing and submitting the RSVP fields (NB: you must be a registered user of the website in order to sign up) **by 4:30 p.m. on Friday, November 27, 2020**. Only if an insufficient number of names have been submitted will nominations be accepted after November 27, 2020.

The number of delegates and alternate delegates is determined by the Provincial Office. Provincial Councillors are automatically delegates.

Delegates MUST be present to participate fully for all of Virtual AMPA from Friday, March 12 to Monday, March 15, 2021 at 4:00 p.m.

Delegates must attend the day planning meeting of the AMPA delegation which will take place on March 4, 2021.

Elections, if necessary, will take place at the December 10, 2020 Virtual TTBU Council Meeting. Candidates for election will be introduced at Council. There will not be speeches. Candidates are asked not to bring printed literature. There will be only one ballot. All members of the TTBU Council may vote for up to the total number of available delegate positions. The candidates receiving the highest number of votes will be elected as delegates and the next highest number of votes will determine alternate delegates. Candidates who are not elected may allow their names to go on a waiting list. If elected delegates are unable to fulfill their obligations, those positions will be filled by alternate delegates. Vacant alternate delegate positions may be filled from the waiting list.

If you have any questions, call the OSSTF Toronto Office (416-393-8900).



OTPP & OMERS Pension Workshops

To: Presidents and All Members
From: Pierre Cote, General Secretary

For Action

The start times of the pension webinars have been adjusted and staggered in order to maximize opportunities for members throughout the province to access them. Also, there is a new OMERS webinar in French.

Please be advised that due to the COVID-19 pandemic, OSSTF/FEESO and Educators Financial Group (EFG) will be providing OTPP and OMERS pension webinars to our members till the end of 2020. We will advise you as soon as a decision has been made regarding the delivery model of the pension workshops post December 2020.

These webinars will focus specifically on pension planning and retirement. Whether members are 15 years from retirement or a few months away, they'll discover common sense financial strategies and retirement planning ideas. The webinars are approximately 75 minutes long and provide opportunities for members to ask questions of the OSSTF/FEESO and EFG presenters. Members will also be able to request a meeting to speak privately with an EFG financial specialist assigned to their region when they complete the survey, or they can submit a request through the following web link: <https://educatorsfinancialgroup.ca/>

OTPP members should choose from **one** of the following dates for the **OTPP** Pension Webinar: Please register for the date you have selected using the link below.

- Tuesday, October 6 from 4:00 pm – 5:15 pm
<https://attendee.gotowebinar.com/register/1905010957421150478>
- Wednesday, October 21 from 4:30 pm – 5:45 pm
<https://attendee.gotowebinar.com/register/6707917441121220880>
- Thursday, November 26 from 5:00 pm – 6:15 pm
<https://attendee.gotowebinar.com/register/5156848482406473998>



OMERS members should choose from **one** of the following dates for the **OMERS** Pension Webinar: Please register using the link below the date that you have selected.

- Wednesday, October 7 from 5:30 pm – 6:45 pm
<https://attendee.gotowebinar.com/register/5973652580937120526>
- Tuesday, October 20 from 6:00 pm – 7:15 pm
<https://attendee.gotowebinar.com/register/4504188275802360336>
- Monday, November 23 from 6:30 pm – 7:45 pm (**French webinar**)
<https://attendee.gotowebinar.com/register/8977440283023180813>
- Saturday, November 28 from 10:00 am – 11:15 am
<https://attendee.gotowebinar.com/register/8036689337916874000>

Please follow this link [View System Requirements](#) and go to the **webcast webinar** section in order to participate without technical difficulties.

Leaders are encouraged to promote the webinars to their members.

Any questions you may have can be directed to Chris Goodsir at chris.goodsir@osstf.ca.

Protecting and Enhancing Public Education
Protéger et faire avancer l'éducation publique

Ontario Secondary School Teachers' Federation
Fédération des enseignantes-enseignants
des écoles secondaires de l'Ontario
60 Mobile Drive, Toronto, Ontario M4A 2P3

TEL 416.751.8300
TEL 1.800.267.7867
FAX 416.751.3394
www.osstf.on.ca





Walk into Retirement with a Plan

OTIP & Educators Financial Group Benefits and Financial Planning Seminars

This complimentary workshop is open only to members and spouses

Date:	December 15, 2020
Time:	4:30 – 6:00 p.m.
To Register:	https://register.gotowebinar.com/register/3819309080068805135?source=OTIP

If you have any questions, please email otipevents@otip.com

You may also wish to register for the OSSTF Pension Retirement Planning Workshops

Registration: TTBU members - "Events" calendar on our website - osstftoronto.ca.

TTBU members must be registered for our website.

PSSP and Occasional Teachers please call D12 office to register - 416 393-8900

Presented by:



**MAXIMUM \$50.00 DINNER REBATE APPLICATION FOR
OSSTF Toronto Teachers' Bargaining Unit Annual General Meeting
2019-2020 Part III November 19, 2020 (5:45 PM – 7:00 PM)**

- Attach **ORIGINAL** receipt dated November 19, 2020 - No more than \$50.00 will be rebated
- Keep a copy of rebate items for your record
- Information below printed clearly

Rebate cheque payable to:

(First Name) (Last Name)

Home Address: _____

City: _____ Postal Code: _____

Branch/Worksite/School: _____

TOTAL AMOUNT OF CLAIM: \$ _____
(No more than \$50.00)

Member Signature: _____ Date Sent: _____

Please submit to:

David Pickering
D12 OSSTF Toronto
1482 Bathurst Street, Suite 300
Toronto, Ontario M5P 3H1

2019-2020
TTBU A/C 5080



OSSTF TORONTO

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

Childcare / Dependant Care Submission

- Childcare or dependant care expenses to allow members to attend authorized OSSTF Toronto actual/virtual activities will be reimbursed at \$15 per hour, OR at the Living Wage established for the community in which the member resides (whichever is higher).
- 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 a living wage are listed at www.ontariolivingwage.ca/living_wage_by_region
- The maximum reimbursement for a day will be 10 hours, regardless of the number of dependants.
- If overnight care is needed, up to \$50 will be provided for overnight care.
- Reimbursements will include immediate family members, excluding parents and guardians, as eligible caregivers.
- 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 for consideration of special approval.

OSSTF Toronto Activity: _____

TTBU or District Activity Liaison: _____

Cheque Payable to: (print legibly) _____

Mailing Address: (print legibly) _____

Documentation of Living Wage Attached:

Original Receipt Attached:

Copy of Original Receipt & Submission kept:

Originals Sent to Address Below:

Teachers' Bargaining Unit
Ontario Secondary School Teachers' Federation, Toronto

1482 Bathurst St. Suite 300, Toronto, Ontario, M5P 3H1
TEL: (416) 393-8900 FAX: (416) 393-8912
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