

OSSTF TORONTO TEACHERS' BARGAINING UNIT

ANNUAL GENERAL MEETING

MAY 19, 2022

VIRTUAL MEETING



OSSTF Toronto

Toronto Teachers' Bargaining Unit



**OSSTF
TORONTO TEACHERS' BARGAINING UNIT
ANNUAL GENERAL MEETING
Virtual Meeting
Thursday, May 19, 2022**

AGENDA

- 6:30 pm 1. Call to Order
[Following the conclusion of the candidates' speeches and Q&A sessions]
2. Anti-harassment Statement
3. Announcements
4. Moment of Silence
5. PROC 101-22; PROC 102-22; PROC 103-22; PROC 104-22 *[page 9]*
- #6:45 pm 6. President's Report: Michelle Teixeira
7. Treasurer's Report: David Pickering *[pages 23-48]*
- #7:05 pm 8. Provincial Executive Report: Karen Littlewood
9. Questions to Reports
- #7:15 pm 10. On Time Motions *[pages 49-61]*
11. Late Motions / Motions from the Floor
- ##7:45 pm 12. Adjournment

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



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 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 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, 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 from the group of current Health and Safety Inspectors (as appointed in accordance with by-law 4.1.2.7), and Members who have volunteered. All those acting as anti-harassment officers will have completed the Provincial OSSTF anti-harassment officer training. The anti-harassment officers 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 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 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.

(Revised May, 2021)

TTBU Annual General Meeting: Quick Reference Guide

How to Communicate to the Steering Committee Using the Indicators?

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a chevron. Click the chevron.
- Select either “Spotter” or “Steering” from the drop-down list, and using the table below select the action you wish to take:

Indicator	Purpose of Indicator	HOW? (using Zoom chat feature)
IN FAVOUR (✓)	<ul style="list-style-type: none"> • Mover initially speaking to the motion • Debating in favour of a motion <p><i>Speaking time: 90 seconds</i></p>	Type “FOR” to SPOTTER
IN OPPOSITION (X)	<ul style="list-style-type: none"> • Debating against a motion <p><i>Speaking time: 90 seconds</i></p>	Type “AGAINST” to SPOTTER
QUESTION (?)	<ul style="list-style-type: none"> • To ask a question to the mover <p><i>Speaking time: 60 seconds</i></p>	Type “QUESTION” to SPOTTER
	<ul style="list-style-type: none"> • To move a Main motion • To reconsider a motion • To move a Procedure Motion, such as Calling for the Vote / Calling the Question (i.e. end debate) 	TYPE “MOTION” to STEERING + complete the online form to submit your amendment: http://bit.ly/TTBUamendments
	<ul style="list-style-type: none"> • To make an amendment 	Type “AMENDMENT” to STEERING + complete the online form to submit your amendment: http://bit.ly/TTBUamendments
PAUSE (●)	<p>May be used by a Member only when the Member:</p> <ul style="list-style-type: none"> • believes the established Rules of Order are being contravened. • is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve. • is experiencing an issue which requires accommodation to physically participate in the meeting. • disagrees with the ruling of the Chair and wishes to Challenge to the Chair. • has a question for the Chair about how to navigate the Rules of Order. <p><i>Speaking time: 60 seconds</i></p>	Type “PAUSE” to SPOTTER

Table continued on next page

Indicator	Purpose of Indicator	HOW? (using Zoom chat feature)
<p style="text-align: center;">POINT OF CONSIDERATION (🗨️)</p>	<p>During debate:</p> <ul style="list-style-type: none"> ● to make a statement through an equity, anti-racism and/or anti-oppression lens. ● to make a statement that relates to the integrity, rights, or privileges of an individual or the assembly collectively. <p style="text-align: center;"><i>Speaking time: 60 seconds</i></p>	<p style="text-align: center;">Type “CONSIDERATION” to SPOTTER</p>

Sequence of Indicators

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

Subsequent rotation of debaters: IN OPPOSITION, QUESTION, POINT OF CONSIDERATION, IN FAVOUR.

- The order of where you are placed into the queue can be viewed at <http://bit.ly/TTBUsequence>.
- 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

- Open the chat feature as noted above.
- Select “Steering” from the drop-down chat list for questions to Steering

Questions to President / Provincial President/Treasurer Reports

- Open the chat feature as noted above.
- **Select “Spotter”** from the drop-down list and type “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 in which 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.
- The order of where you are placed into the queue can be viewed at <http://bit.ly/TTBUsequence>.

Voting at the AGM

All motions and election ballots will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website. In order to vote, members must have a registered account on the Provincial OSSTF Website (<https://www.osstf.on.ca/services/member-login/members-login.aspx>).

Follow the instructions to vote here: <https://osstftoronto.ca/wp-content/uploads/2013/11/OSSTF-Toronto-Online-Voting-Instructions.pdf>

The Chair will indicate when voting opens and closes.

A ballot will only appear once a motion is ready to be voted upon. When the ballot is announced by the chair that it is ready, refresh the webpage for the ballot to appear.

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.

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/member-login/members-login.aspx>

STEP 2: Once you log in, click on the “Voting Centre” badge located on the bottom right margin of the page.



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



STEP 4: In the **Current Ballots** section, click the link to the desired ballot and follow the instructions to cast your vote. **A ballot will only appear once a motion is ready to be voted upon. When the ballot is announced by the chair that it is ready, refresh the webpage for the ballot to appear.**

Troubleshooting Tips:

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.

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.

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
PROC Motions to the Annual General Meeting
May 19, 2022

As wording of motions can change up until the AGM, the preliminary rulings of the TTBU Constitution & Steering Committee have been provided, where possible.
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PROC 101-22

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Rules of Order as recommended by the Constitution and Steering Committee be adopted for the 2022 TTBU Annual General Meeting.

PROC 102-22

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Agenda for the 2022 TTBU Annual General Meeting be adopted.

PROC 103-22

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Minutes of the 2021 TTBU Annual General Meeting be approved.

PROC 104-22

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Constitution and Steering Committee for the 2022 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.

OSSTF Toronto TBU 2022 ANNUAL GENERAL MEETING Rules of Order

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 TTBU Executive upon recommendation of the Constitution and Steering Committee in accordance with these rules and procedures.
5. Order of Agenda
 - a. On time motions will be sequenced prior to executive reports.
6. 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

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

Motions

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

Decisions by Consensus

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

Types of Motions / Debate

13. The types of motions and ways to engage in debate that shall be used at OSSTF/FEESO meetings are set forth in the MOTIONS & ENGAGING IN DEBATE Table.

Debate

14. No debate shall be held on a topic until there is a motion on the floor.
15. Prior to the vote, all main motions and amendments shall be written and presented to the Speaker or to the Motions Committee.
16. 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.
17. 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.
18. Members who wish to speak must first be recognized by the Speaker and should begin by stating their name and branch, whether they support or oppose the motion, are moving an amendment, or have other intentions.
19. 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.
20. 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

21. A Pause indicator may be used to indicate the desire to pause the meeting. It may be used by a Member / Council 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

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

Rules for Debate

24. Any Member in attendance may participate in debate.
25. The appropriate form must be used to submit motions. Motions must be submitted to Steering in writing prior to debate of the motion.
26. Only a Member can move, second, and vote on motions.
27. 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

28. No interruptions are permitted while the vote is in progress.
29. 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.
30. When a vote has been taken electronically, the results are final once they have been announced by the Speaker.

Vote Results

31. 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 Member who is unable to rise will be accommodated.
33. A Member 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 member has the right to change their vote up to the time their vote has been counted.
37. A member 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.

Registration

39. Members must make a reasonable attempt to register for the General Meeting by the established deadline.

40. Members may be asked to show ID at registration.
41. When required, voting cards will be distributed by the Executive Liaison to Constitution and Steering or designate, and office staff members, before the meeting. Once the meeting begins, the office staff will continue to distribute the voting cards.
42. TTBU voting cards are non-transferable and only valid on the day they are issued.

Elections

43. During elections, the office staff distribute the ballots, collect the ballots, and count the ballots; except for elections under the purview of the Elections Commission, and elections during a Virtual Meeting.
44. The Provincial Executive Assistant, or designate, will Chair the TTBU Council meeting for the portion of the meeting when Provincial Council elections, and AMPA elections occur.
45. The Chair steps down if they are running in any election being held at Council; the Chair is filled by the Provincial Executive Assistant or designate.

Virtual Meetings

46. Virtual meetings may be called to replace in-person meetings at the discretion of the TTBU Executive upon review of technologies available.
47. Registered Members will receive an email that contains the meeting access link prior to the meeting.
48. The link for the meeting will be posted on the OSSTF Toronto website for any TBU 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.
49. Only registered Members can vote during the meeting.
50. Sign in for the virtual meeting will open at least twenty minutes before the meeting call to order, as listed in the agenda.
51. Members may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
52. Virtual Members must change their screen name to be <First Name, Last Name, Branch>. 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.
53. Virtual Observers must change their screen name to be <OBS: First Name, Last Name, Branch>. 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.
54. A microphone will only be un-muted when a speaker is recognized by the Chair.
55. In order to vote, registered TTBU Members must have a registered account on the Provincial OSSTF website.

56. 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.
57. 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.
58. 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

59. For all procedures not listed in these rules, the OSSTF/FEESO Rules of Order are the primary authority.
60. 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.
61. The Steering Committee will record precedence set by the House which may be included in future, by amendment, into the Rules of Order.
62. 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.
63. These Rules will be reviewed on a regular basis by the Constitution and Steering Committee.
64. The Constitution and Steering Committee may edit this document for grammar and clarity.

Professional Conduct

65. 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 eligible to attend future provincial events.

Definitions

66. "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.
67. 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
68. "Policy motions" shall mean any stand or position taken by OSSTF Toronto TBU in accordance with its Bylaws on matters beyond its internal legislative power.
69. "Bylaw motions" shall mean any stand or position taken by OSSTF Toronto TTBUS that impacts the standing rules governing the membership of OSSTF Toronto TBU on matters entirely within the control of OSSTF Toronto TBU.
70. "Miscellaneous action motion" shall mean any stand or position taken by OSSTF Toronto TBU that is within the internal legislative power of OSSTF Toronto TBU.
71. "On time motions" shall mean motions that were submitted to the Administrative Assistant, with responsibilities for Council (mleblanc@osstftoronto.ca) by the established deadline.
72. "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
A) Main (motion is debated using rotational system)		
Main motion	<ol style="list-style-type: none"> 1. A main motion presents new business. It can be a change in constitutional language or an action. 2. It is made when no motion is on the Floor. 3. The vote count may differ depending on the content of the motion. 	Vote count is dependent on the type of motion and whether the motion is on time, late or from the Floor.
B) Motions that can act upon the main motion (in rotation and does not interrupt debate)		
Amend	<ol style="list-style-type: none"> 1. This motion is used to make changes to the main motion on the Floor. 2. It is made when the main motion is on the Floor. 3. An amendment must not change the intent or topic of the original motion. 4. Once a main motion has been moved, a Member can ask for an amendment. 5. <i>Amending by Deletion</i> (removing words) 6. <i>Amending by Insertion</i> (adding words) 7. <i>Amending by Deletion and Insertion</i> 8. <i>Amending by Substitution</i> (multiple changes that require completing substituting for clarity) 9. An amendment itself can be amended only once. 10. If the amendment passes, the Speaker shall return to the main motion as amended. 11. If the amendment fails, the Speaker shall return to the original main motion. 	1/2
C) Procedural motions (in rotation and does not interrupt debate)		
Bloc-ing	<ol style="list-style-type: none"> 1. This motion is used to consider multiple motions on a similar topic together. 2. It requires a motion to bloc and a motion to approve the bloc. 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++ 4. When motions are sequenced in a bloc, a Member 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. 	1/2 or more
Pull from the Bloc		
Call the question	<ol style="list-style-type: none"> 1. This motion is used when a Member would like to end debate and move immediately to a vote on the motion that is currently on the Floor. 2. It is made when the main motion is on the Floor. 3. Call the question is not debatable and the Speaker will go immediately to the vote. 4. If this motion passes, the House moves immediately to the vote on the motion on the Floor. 5. If the motion fails, the House continues to debate the motion on the Floor. 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 	2/3
Committee of the Whole	<ol style="list-style-type: none"> 1. This motion is used if the House would like to discuss a topic informally with no motion on the Floor. 2. This motion can be applied either when there is a motion on the Floor or when there is no motion on the Floor. 3. The motion must clearly state the topic to be discussed, a time limit which cannot be extended and speaking time limits if any. 4. When the time has been exhausted, the House will rise from Committee of the Whole. 	1/2
Executive Session	<ol style="list-style-type: none"> 1. This motion is used when discussion must be kept confidential to those in attendance. 2. This motion can be applied either when there is a motion on the Floor or when there is no motion on the Floor. 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. 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. 	1/2
Postpone	<ol style="list-style-type: none"> 1. This motion postpones the motion of the floor to a specific future date or time. 2. This motion can be used before or once the main motion being postponed has hit the floor. 3. It is debatable and amendable. 	1/2

Receive, Endorse or Adopt	There are several ways to deal with reports.	
	1. When the Speaker calls for a report, it is considered <i>received</i> ; no motion is required.	----
	2. A member may move a motion to <i>adopt</i> which has the effect of approving every word in the report. A motion is required.	1/2
Recess or adjourn	3. A member 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.	1/2
	1. A motion to recess is used to set a short break.	
	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.	1/2
Refer	3. These motions are amendable, debatable and can be moved as either a main motion or when another motion is on the floor.	
	1. This motion is used when a Member would like to refer the motion to another body for further consideration.	
	2. Debate is centered on the merits of the referral and not the main motion itself.	
	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.	1/2
D) Motions that Bring Something Back in front of the House (in rotation and does not interrupt debate)	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.	
	Reconsider	
	1. This motion is used when a Member 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.	1/2
	2. The motion is non-debatable.	
Amend something Previously adopted	3. A motion to reconsidered can be applied only once to a motion.	
	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.	2/3
E) Requests to the Speaker (in rotation and does not interrupt debate)		
Divide the question*	1. If a motion can be divided and each portion stand alone, a Member can request a division of the motion and the Speaker will instruct Steering to separate the motion. Each portion then becomes a separate motion.	----
	2. This request does not need a mover or a seconder.	
Point of Consideration	1. A Member can make a statement through an equity, anti-racism and/or anti-oppression lens.	
	2. A Member can make a statement that relates to the integrity, rights, or privileges of an individual or the assembly collectively.	----
	3. Points of Consideration are not used to speak in favour or in opposition to the motion on the Floor.	
Questions	1. A Member can ask a question to the mover through the Speaker.	
	2. A Member can ask the Speaker a question about parliamentary procedure or the effect of a motion.	----
F) Requests to the Speaker that interrupt debate		
Question and/or Point of Order	1. If a Member is concerned the House is not following the Agenda and/or Sequencing Sheet, they can request clarification from the Speaker.	
	2. A Member can ask for a standing vote count before the next motion is moved and seconded.	
	3. A Member can ask a question of whether a motion is in order or not.	1/2
	Note: A motion is considered out of order if:	
	1. it is contrary or redundant to an existing article, bylaw, policy or procedure	
	2. it refers to an article, bylaw, policy or procedure that does not exist	
	3. it is the same or similar to a motion already dealt with by the assembly or,	
	4. if it is an amendment, it would change the intent too significantly.	

<p>Challenge a ruling</p>	<ol style="list-style-type: none"> 1. A Member 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. 2. A Member 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. 3. The steps are: <ol style="list-style-type: none"> A) the Member shall state “I would like to challenge the ruling.” B) Once the challenge has been recognized by the Speaker, the Member 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. C) Once the challenge has been completed, the ruling may not be challenged again. 	<p>1/2</p>
<p>G) Motions to Be Debated at a Future Meeting (read into record by the Speaker)</p>		
<p>Notice of Motion</p>	<ol style="list-style-type: none"> 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. 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. 	<p>----</p>

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
ANNUAL GENERAL MEETING
Virtual Zoom Meeting
May 20, 2021

1. Call to Order: 4:30 p.m. Grace Choi, TTBU Constitution and Steering Committee, in the Chair.
2. The Acknowledgement of Traditional Lands and Anti-harassment Statement were read.
3. The Pledge: The OSSTF Pledge was read.
4. Announcements were read.
5. **PROC 101-21**

BIRT the Rules of Order as recommended by the Constitution and Steering Committee be adopted as amended for the 2021 TTBU Annual General Meeting.

CARRIED

Chair advised that quorum has been met and explained the updated AGM 2021 Rules of Order.

Pauses: Concerns on email confirmation of meeting start time.

Pause: Quorum count request. Chair: Quorum is 200 and we currently have 241 voting members/8 staff/no duplicate names.

Pause: Submission of a motion to amend PROC 101.

Amendment #1 to PROC 101:

BIRT subsection Virtual Meetings on page 6 of the rules of order be amended by addition as follows:

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. During a virtual meeting, the chair will declare how many people voted in favour and in opposition to each motion once voting for that motion has ended.

Deborah Buchanan-Walford (Emery ALC) / Laura Clayton (SCAS)

CARRIED

Pause: Ballot was unable to be seen.

Vote Count, Amendment #1: 146 (77.7%) in favour / 42 (22.3%) opposed

Pause: Quorum question. How many in the meeting are actual voting members as opposed to observers? Chair: Everyone has the ability to vote except for staff. Sitting at 50 above quorum.

Amendment #2 to PROC 101:

BIRT PROC 101-01 be amended by addition of the following section under Virtual Meetings:

Subsection X: An open chat feature shall be made available for all members for the duration of the meeting.”

Deborah Buchanan-Walford (Emery ALC) / Laura Clayton (SCAS)

DEFEATED

Pauses: Member experiencing problems with using the chat box. Assistance provided.

BIRT the question be called.

Janice Patterson (Albert Campbell CI) / Heather Byrnes (Don Mills CI)

CARRIED

Vote Count to Call the Question: 161 (86.1%) in favour / 26 (13.9%) opposed

Vote Count, Amendment #2: 107 (60.1%) opposed / 71 (39.9%) in favour

Vote Count on Main Motion As Amended: 168 (91.8%) in favour / 15 (8.2%) opposed

5 min comfort break is called by the Chair at 5:57 pm.

Chair was turned over to Michael Barltrop, Steering and Constitution Committee. Grace Choi was acknowledged and thanked for Chairing the first half of the meeting.

Pause: Explanation of, and apology provided by Executive Officer regarding communicated start time of meeting.

PROC 102-21

BIRT the Agenda for the 2021 TTBU Annual General Meeting be adopted as amended.

CARRIED

Pause: Submission of a motion to amend PROC 102.

Amendment #1 to PROC 102:

BIRT PROC 102-21 be amended by moving items 11 and 12 in the agenda to occur before item 7.

Deborah Buchanan-Walford (Emery ALC) / Laura Clayton (SCAS)

CARRIED

BIRT the question be called.

Josette Meade (Winston Churchill CI) / Harold Chiu (Winston Churchill CI)

CARRIED

Vote Count to Call the Question: 146 (83.4%) in favour / 29 (16.6%) opposed

Vote Count, Amendment #1: 102 (57.3%) in favour / 76 (42.7%) opposed

Vote Count on Main Motion As Amended: 128 (79.5%) in favour / 33 (20.5%) opposed

Pause: Request for full names and branches of speakers. Chair acknowledged the point of order.

PROC 103-21

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

PROC 103 was approved with universal consensus.

PROC 104-21

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

CARRIED

Vote Count on PROC 104: 160 (98.8%) in favour / 2 (1.2%) opposed

PROC 105-21

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

CARRIED

Vote Count on PROC 105: 154 (96.9%) in favour / 5 (3.1%) opposed

PROC 106-21

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.

CARRIED

Vote Count on PROC 106: 154 (96.9%) in favour / 5 (3.1%) opposed

11. On Time Motions:

CON 101-21

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

CARRIED AS AMENDED

Pause: Opposition to motion language of "neutral"; request change to "inclusive".

Amendment #1 to CON 101:

BIRT CON 101-21 be amended by striking out "neutral" and adding "inclusive".

Leslie Wolfe (Executive) / Danica Izzard (Executive)

Amendment to CON 101 was approved with universal consensus.

Vote Count on Main Motion As Amended: 151 (94.4%) in favour / 9 (5.6%) opposed

Pause: Chair asked to refrain from use of factoids during voting. Chair will refrain.

BYL 101-21

BIRT Bylaw 1.1.2 be amended by addition of a new subsection to read "**a representative for the District 12 Black, Indigenous, and Workers of Colour Committee**"

CARRIED

Pauses: Clarification of motion language and nature of committee.

Vote Count on BYL 101-21: 160 (94.7%) in favour / 9 (5.3%) opposed

Procedural Motion on a Yellow Card (PROC 107-21):

BIRT BYL 119-21 be heard before BYL 103-21.

Rick Beer (R.H. King/OSC) / Heather Byrns (Don Mills CI).

DEFEATED

Pauses: Requests made to Chair to issue a warning to a member regarding unprofessional behavior toward mover of motion. Chair acknowledges comments.

Pause: Concern with time stamps in connection with motion sequencing. Chair states that time stamps will be considered in the future regarding order of motions.

Pauses: Requests to call the question. Chair to address the pause cards first.

Pause: Executive addresses concerns regarding motion intake, placement and transparency. Reminder that working staff are present during this meeting.

Chair states that a $\frac{2}{3}$ vote needed to pass this motion.

Vote Count on PROC 107-21: 86 (50.6%) in favour / 84 (49.4%) opposed

Chair advised that the Hashtagged Timed Item to adjourn has been reached.

13. Adjournment: 7:30 pm

Treasurer's Report to the TTBU Annual General Meeting

May 19, 2022

**Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Financial Statements
June 30, 2019**

Mariya Zolotko
CPA, CA

AUDITORS' REPORT

To the Members of District 12, Toronto Teachers' Bargaining Unit of the Ontario Secondary School Teachers' Federation

Acting as the Financial Controller of the Ontario Secondary School Teachers' Federation, I have audited the balance sheet of District 12, Toronto Teachers' Bargaining Unit of the Ontario Secondary School Teachers' Federation as at June 30, 2019 and the statement of revenue, expenditures and accumulated surplus for the year then ended. These financial statements are the responsibility of the Bargaining Unit's executive. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Bargaining Unit as at June 30, 2019 and the results of its operations for the year then ended in accordance with accounting principles acceptable to the Ontario Secondary School Teachers' Federation.

Toronto, Ontario
November 22, 2021



Mariya Zolotko, CPA, CA
Financial Controller

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Balance Sheet
June 30, 2019

	2019	2018
Assets		
Current		
Cash	\$ 1,388,224	\$ 1,284,005
Accounts receivable	28,034	31,879
Short-term investments (note 3)	749,715	715,141
	<u>2,165,973</u>	<u>2,031,025</u>
Long Term		
Loan receivable - CUPE 4400 (note 5)	<u>235,475</u>	<u>255,233</u>
Capital Assets (note 2)		
Land and building (note 4)	511,957	511,957
Furniture and equipment	1	1
	<u>511,958</u>	<u>511,958</u>
	<u>\$ 2,913,406</u>	<u>\$ 2,798,216</u>
Liabilities and Surplus		
Current		
Accounts payable and accrued liabilities	<u>\$ 126,711</u>	<u>\$ 120,546</u>
Long Term		
Loan payable - OSSTF (note 6)	<u>123,569</u>	<u>131,809</u>
Reserves		
Property fund (note 7)	563,557	562,304
Capital equipment fund (note 8)	15,894	15,346
Negotiations fund (note 9)	116,137	112,135
Employee sick leave gratuity fund (note 10)	39,467	38,107
Professional development fund (note 11)	45,394	43,830
Strike assistance fund (note 12)	204,012	196,982
Adult day school continuing education teachers PDT fund (note 13)	21,999	27,053
	<u>1,006,460</u>	<u>995,757</u>
Accumulated surplus	<u>1,656,666</u>	<u>1,550,104</u>
	<u>\$ 2,913,406</u>	<u>\$ 2,798,216</u>

Ontario Secondary School Teachers' Federation**District 12****Toronto Teachers' Bargaining Unit****Statement of Revenue, Expenditures and Accumulated Surplus**

Year Ended June 30, 2019

2019

2018

Revenue

District funding		
Basic district rebates - 2000	\$ 859,565	\$ 875,337
Professional development grants - 2010	62,744	64,578
WSIB funding - 2080	5,011	5,239
Other funding	54,982	55,748
Member levy (note 14)	465,502	457,549
OTIP Rebate	25,000	25,000
Interest, net of allocations to reserves	20,797	19,874
Miscellaneous Revenue/Resumption	40,929	-
	<u>1,534,530</u>	<u>1,503,325</u>

Expenditures

Executive		
Time release	669,705	659,775
Executive Action/mileage/member meetings	34,711	62,362
Meetings		
Council/Executive	36,271	44,525
Annual general meeting	32,100	33,871
Committees		
Grievances/staffing/collective bargaining	46,307	48,347
Activities/programmes	106,147	97,212
Other committees (note 15)	15,050	10,382
Office		
Staff salaries and benefits (note 10)	228,263	225,929
Parking/management	4,620	3,902
Building operating costs	108,083	127,616
Telephone	22,520	20,932
Equipment purchases	7,676	6,086
Copier leases/maintenance	20,562	22,914
General office expenses	56,911	43,380
Branch funding	22,092	15,606
Legal retainer	16,950	16,950
Donations/tributes/outreach	-	6,482
Contingency	-	-
	<u>1,427,968</u>	<u>1,446,271</u>

Excess of revenue over expenditures	106,562	57,054
Accumulated surplus, beginning of year	<u>1,550,104</u>	<u>1,493,050</u>
Accumulated surplus, end of year	<u>\$ 1,656,666</u>	<u>\$ 1,550,104</u>

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Schedule of Continuity of Reserves
Year Ended June 30 2019

	2019	2018
Property Fund		
Balance, beginning of year	\$ 562,304	\$ 514,379
Add: Allocation from operations	-	25,900
Investment income	21,253	22,025
	<u>583,557</u>	<u>562,304.00</u>
Less: Allocated to joint building operation account	<u>20,000</u>	-
Balance, end of year	<u>\$ 563,557</u>	<u>\$ 562,304</u>
Capital Equipment Fund		
Balance, beginning of year	\$ 15,346	\$ 14,748
Add: Investment income	<u>548</u>	<u>598</u>
Balance, end of year	<u>\$ 15,894</u>	<u>\$ 15,346</u>
Negotiations Fund		
Balance, beginning of year	\$ 112,135	\$ 107,767
Add: Investment income	<u>4,002</u>	<u>4,368</u>
Balance, end of year	<u>\$ 116,137</u>	<u>\$ 112,135</u>
Employee Sick Leave Gratuity Fund		
Balance, beginning of year	\$ 38,107	\$ 61,703
Add: Investment income	1,360	2,501
Less: Gratuity payment	-	<u>(26,097)</u>
Balance, end of year	<u>\$ 39,467</u>	<u>\$ 38,107</u>
Professional Development Fund		
Balance, beginning of year	\$ 43,830	\$ 42,123
Add: Investment income	<u>1,564</u>	<u>1,707</u>
Balance, end of year	<u>\$ 45,394</u>	<u>\$ 43,830</u>

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Schedule of Continuity of Reserves
Year Ended June 30, 2019

	2019	2018
Strike Assistance Fund		
Balance, beginning of year	\$ 196,982	\$ 189,310
Add: Investment income	<u>7,030</u>	<u>7,672</u>
Balance, end of year	<u>\$ 204,012</u>	<u>\$ 196,982</u>
Adult Day School Continuing Education Teachers PDT Fund		
Balance, beginning of year	<u>\$ 27,053</u>	<u>\$ 27,026</u>
Add: Interest income	<u>24</u>	<u>27</u>
Less: Grants paid to members	<u>5,078</u>	<u>-</u>
Balance, end of year	<u>\$ 21,999</u>	<u>\$ 27,053</u>

**Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Notes to the Financial Statements
June 30, 2019**

1. **Organization**

The Ontario Secondary School Teachers' Federation (OSSTF) is incorporated under the laws of Ontario as a not-for-profit corporation without share capital. The Toronto Teachers' Bargaining Unit of District 12 is an organizational unit of OSSTF set up to represent, in federation matters, the members assigned to it under the by-laws.
2. **Significant Accounting Policies**

Basis of accounting
These financial statements are prepared in accordance with Canadian generally accepted accounting principles except that furniture and equipment are recorded at a nominal value of \$1. Current year additions, net of proceeds, are charged to operations as incurred.
3. **Short-term Investments**

Short-term investments are recorded at the market value as at the year end date.
4. **Land and Building**

Land and building are stated at cost. While the Toronto Teachers' Bargaining Unit is the beneficial owner, the title to the land and building is in the name of OSSTF Properties Inc. On May 20, 2003 the Secondary Teachers' Bargaining Unit sold 50% of its beneficial interest in the property to CUPE 4400 for proceeds of \$656,500.
5. **Loan Receivable - CUPE 4400**

The loan receivable from CUPE 4400 is secured by a 50% beneficial interest in the land and building. The loan at 5.25% is repayable in monthly installments of \$2,727 principle and interest.
6. **Loan Payable - OSSTF**

The loan payable from OSSTF arose in fiscal 2013 when the office staff were transferred from the OSSTF District Office Staff pension plan to the OMERS pension plan. Subsequent to the transfer, the OSSTF District Office Staff pension plan was terminated and a deficit resulted which was paid by the provincial office on behalf of the participating Districts and Bargaining Units. The Bargaining Unit share of the deficit was \$181,249 and repayment is being made by annual installments, on a non-interest bearing basis, of \$8,240.
7. **Property Fund**

This fund is to provide for the purchase a new property and/or the maintenance of the current property. Expenditures shall be made by the approval of the Bargaining Unit Executive.

**Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Notes to the Financial Statements
June 30, 2019**

8. **Capital Equipment Fund**
This fund is to provide for the purchase, replacement or repair of the office equipment. Expenditures shall be made by the Bargaining Unit Treasurer on a motion of the Bargaining Unit Executive.
9. **Negotiations Fund**
This fund is to finance any special expenses arising from negotiations involving members of the Ontario Teachers Federation. Expenditures shall be made by the Bargaining Unit Treasurer on a motion of the Bargaining Unit Executive
10. **Employee Sick Leave Gratuity Fund**
The Employee Sick Leave Gratuity is a liability established by the employment agreement of the Bargaining Unit staff.
11. **Professional Development Fund**
This fund is to provide additional funds for professional development activities. Expenditures from this fund shall be limited to 10% of the balance in the account at August 1 of that fiscal year. Interest earned by the fund may be used for legal fees, grievances and/or the unit's share of replacement costs for time release.
12. **Strike Assistance Fund**
This fund is specifically restricted to help fund other OSSTF Districts engaged in labour disputes. Interest accrues to this fund at the same rate of interest that is being paid on the short term investments on a weighted average basis. Expenditures from the fund shall be subject to the approval of the Bargaining Unit Executive.
13. **Adult Day School Continuing Education Teachers PDT Fund**
Pursuant to a letter of understanding in the Collective Agreement, the Toronto District School Board provided funding of \$445,236 to be administered by the District 12 Toronto Teachers' Bargaining Unit. This funding was provided to assist adult day school continuing education teachers in defraying costs associated with their professional development.
14. **Member Levy**
The Member levy is deducted by the Toronto District School Board from members pay at the rate of 0.1% of salary per pay and is used to defray time release costs.

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Notes to the Financial Statements
June 30, 2019

15. **Other Committees**

District 12 Toronto Teachers' Bargaining Unit Other Committees consists of the following individual committees:

	2019	2018
Constitution Committee	\$ 5,149	\$ 4,091
TTBU Budget Committee	1,539	1,603
Collective Bargaining Committee	1,458	2,693
Retirement Workshops	3,022	2,761
Professional Development Committee	510	771
Ad Hoc Social Committee	<u>3,372</u>	<u>575</u>
	<u>\$ 15,050</u>	<u>\$ 12,494</u>

**Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Financial Statements
June 30, 2020**

Mariya Zolotko
CPA, CA

AUDITORS' REPORT

To the Members of District 12, Toronto Teachers' Bargaining Unit of the Ontario Secondary School Teachers' Federation

Acting as the Financial Controller of the Ontario Secondary School Teachers' Federation, I have audited the balance sheet of District 12, Toronto Teachers' Bargaining Unit of the Ontario Secondary School Teachers' Federation as at June 30, 2020 and the statement of revenue, expenditures and accumulated surplus for the year then ended. These financial statements are the responsibility of the Bargaining Unit's executive. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Bargaining Unit as at June 30, 2020 and the results of its operations for the year then ended in accordance with accounting principles acceptable to the Ontario Secondary School Teachers' Federation.

Toronto, Ontario
November 22, 2021



Mariya Zolotko, CPA, CA
Financial Controller

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Balance Sheet
June 30, 2020

2020

2019

Assets

Current

Cash	\$ 1,172,375	\$ 1,388,224
Accounts receivable	145,858	28,034
Prepaid expenses	150,349	-
Short-term investments (note 3)	762,614	749,715
	<u>2,231,196</u>	<u>2,165,973</u>

Long Term

Loan receivable - CUPE 4400 (note 5)	<u>215,270</u>	<u>23,475</u>
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Capital Assets (note 2)

Land and building (note 4)	511,957	511,957
Furniture and equipment	1	1
	<u>511,958</u>	<u>511,958</u>

	<u>\$ 2,958,424</u>	<u>\$ 2,913,406</u>
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Liabilities and Surplus

Current

Accounts payable and accrued liabilities	<u>\$ 6,165</u>	<u>\$ 126,711</u>
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Long Term

Loan payable - OSSTF (note 6)	115,329	123,569
Loan payable - Arbitration TDSB (note 7)	<u>225,000</u>	<u>-</u>

Reserves

Property fund (note 8)	568,453	563,557
Capital equipment fund (note 9)	15,996	15,894
Negotiations fund (note 10)	116,884	116,137
Employee sick leave gratuity fund (note 11)	39,721	39,467
Professional development fund (note 12)	45,686	45,394
Strike assistance fund (note 13)	205,324	204,012
Adult day school continuing education teachers PDT fund (note 14)	22,019	21,999
	<u>1,014,083</u>	<u>1,006,460</u>

Accumulated surplus

	<u>1,597,847</u>	<u>1,656,666</u>
	<u>\$ 2,958,424</u>	<u>\$ 2,913,406</u>

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Statement of Revenue, Expenditures and Accumulated Surplus
Year Ended June 30, 2020

	2020	2019
Revenue		
District funding		
Basic district rebates - 2000	\$ 867,490	\$ 859,565
Professional development grants - 2010	62,581	62,744
WSIB funding - 2080	4,950	5,011
Other funding	54,725	54,982
Member levy (note 15)	445,985	465,502
OTIP Rebate	29,880	25,000
Interest, net of allocations to reserves	26,484	20,797
Miscellaneous Revenue	5,207	40,929
	<u>1,497,302</u>	<u>1,534,530</u>
Expenditures		
Executive		
Time release	680,000	669,705
Executive Action/mileage/member meetings	55,728	34,711
Meetings		
Council/Executive	42,785	36,271
Annual general meeting	24,148	32,100
Committees		
Grievances/staffing/collective bargaining	54,042	46,307
Activities/programmes	54,702	106,147
Other committees (note 16)	6,121	15,050
Office		
Staff salaries and benefits (note 11)	228,178	228,263
Parking/management	2,180	4,620
Building operating costs	112,113	108,083
Telephone	22,356	22,520
Equipment purchases	25,157	7,676
Copier leases/maintenance	22,143	20,562
General office expenses	56,818	56,911
Branch funding	23,245	22,092
Legal retainer	16,950	16,950
Donations/tributes/outreach	-	-
Voice	-	-
Contingency	-	-
	<u>1,426,666</u>	<u>1,427,968</u>
Excess of revenue over expenditures before extraordinary items	70,636	106,562
Extraordinary items - Arbitration TDSB (Note 7)	129,455	-
Excess (Loss) of revenue over expenditures after extraordinary items	(58,819)	106,562
Accumulated surplus, beginning of year	<u>1,656,666</u>	<u>1,550,104</u>
Accumulated surplus, end of year	<u>\$ 1,597,847</u>	<u>\$ 1,656,666</u>

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Schedule of Continuity of Reserves
Year Ended June 30, 2020

	2020	2019
Property Fund		
Balance, beginning of year	\$ 563,557	\$ 562,304
Add: Investment income	<u>4,896</u>	<u>21,253</u>
Less: Allocated to joint building operation account	<u> </u>	<u>20,000</u>
Balance, end of year	<u>\$ 568,453</u>	<u>\$ 563,557</u>
Capital Equipment Fund		
Balance, beginning of year	\$ 15,894	\$ 15,346
Add: Investment income	<u>102</u>	<u>548</u>
Balance, end of year	<u>\$ 15,996</u>	<u>\$ 15,894</u>
Negotiations Fund		
Balance, beginning of year	\$ 116,137	\$ 112,135
Add: Investment income	<u>747</u>	<u>4,002</u>
Balance, end of year	<u>\$ 116,884</u>	<u>\$ 116,137</u>
Employee Sick Leave Gratuity Fund		
Balance, beginning of year	\$ 39,467	\$ 38,107
Add: Investment income	<u>254</u>	<u>1,360</u>
Balance, end of year	<u>\$ 39,721</u>	<u>\$ 39,467</u>
Professional Development Fund		
Balance, beginning of year	\$ 45,394	\$ 43,830
Add: Investment income	<u>292</u>	<u>1,564</u>
Balance, end of year	<u>\$ 45,686</u>	<u>\$ 45,394</u>

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Schedule of Continuity of Reserves
Year Ended June 30 2020

	2020	2019
Strike Assistance Fund		
Balance, beginning of year	\$ 204,012	\$ 196,982
Add: Investment income	<u>1,312</u>	<u>7,030</u>
Balance, end of year	<u>\$ 205,324</u>	<u>\$ 204,012</u>
Adult Day School Continuing Education Teachers PDT Fund		
Balance, beginning of year	<u>\$ 21,999</u>	<u>\$ 27,053</u>
Add: Interest income	<u>20</u>	<u>24</u>
Less: Grants paid to members	<u>-</u>	<u>5,078</u>
Balance, end of year	<u>\$ 22,019</u>	<u>\$ 21,999</u>

**Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Notes to the Financial Statements
June 30, 2020**

1. Organization

The Ontario Secondary School Teachers' Federation (OSSTF) is incorporated under the laws of Ontario as a not-for-profit corporation without share capital. The Toronto Teachers' Bargaining Unit of District 12 is an organizational unit of OSSTF set up to represent, in federation matters, the members assigned to it under the by-laws.

2. Significant Accounting Policies

Basis of accounting

These financial statements are prepared in accordance with Canadian generally accepted accounting principles except that furniture and equipment are recorded at a nominal value of \$1. Current year additions, net of proceeds, are charged to operations as incurred.

3. Short-term Investments

Short-term investments are recorded at the market value as at the year end date.

4. Land and Building

Land and building are stated at cost. While the Toronto Teachers' Bargaining Unit is the beneficial owner, the title to the land and building is in the name of OSSTF Properties Inc. On May 20, 2003 the Secondary Teachers' Bargaining Unit sold 50% of its beneficial interest in the property to CUPE 4400 for proceeds of \$656,500.

5. Loan Receivable - CUPE 4400

The loan receivable from CUPE 4400 is secured by a 50% beneficial interest in the land and building. The loan at 5.25% is repayable in monthly installments of \$2,727 principle and interest.

6. Loan Payable - OSSTF

The loan payable from OSSTF arose in fiscal 2013 when the office staff were transferred from the OSSTF District Office Staff pension plan to the OMERS pension plan. Subsequent to the transfer, the OSSTF District Office Staff pension plan was terminated and a deficit resulted which was paid by the provincial office on behalf of the participating Districts and Bargaining Units. The Bargaining Unit share of the deficit was \$181,249 and repayment is being made by annual installments, on a non-interest bearing basis, of \$8,240.

7. Loan Payable – Arbitration TDSB

The loan payable arose as a result of an Arbitration Settlement on time release with the Toronto District School Board (TDSB). The loan is non-interest bearing and payable by December 31, 2023.

8. Property Fund

This fund is to provide for the purchase a new property and/or the maintenance of the current property. Expenditures shall be made by the approval of the Bargaining Unit Executive.

**Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Notes to the Financial Statements
June 30, 2020**

9. **Capital Equipment Fund**
This fund is to provide for the purchase, replacement or repair of the office equipment. Expenditures shall be made by the Bargaining Unit Treasurer on a motion of the Bargaining Unit Executive.
10. **Negotiations Fund**
This fund is to finance any special expenses arising from negotiations involving members of the Ontario Teachers Federation. Expenditures shall be made by the Bargaining Unit Treasurer on a motion of the Bargaining Unit Executive
11. **Employee Sick Leave Gratuity Fund**
The Employee Sick Leave Gratuity is a liability established by the employment agreement of the Bargaining Unit staff.
12. **Professional Development Fund**
This fund is to provide additional funds for professional development activities. Expenditures from this fund shall be limited to 10% of the balance in the account at August 1 of that fiscal year. Interest earned by the fund may be used for legal fees, grievances and/or the unit's share of replacement costs for time release.
13. **Strike Assistance Fund**
This fund is specifically restricted to help fund other OSSTF Districts engaged in labour disputes. Interest accrues to this fund at the same rate of interest that is being paid on the short term investments on a weighted average basis. Expenditures from the fund shall be subject to the approval of the Bargaining Unit Executive.
14. **Adult Day School Continuing Education Teachers PDT Fund**
Pursuant to a letter of understanding in the Collective Agreement, the Toronto District School Board provided funding of \$445,236 to be administered by the District 12 Toronto Teachers' Bargaining Unit. This funding was provided to assist adult day school continuing education teachers in defraying costs associated with their professional development.
15. **Member Levy**
The Member levy is deducted by the Toronto District School Board from members pay at the rate of 0.1% of salary per pay and is used to defray time release costs.

**Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Notes to the Financial Statements
June 30, 2020**

16 Other Committees

District 12 Toronto Teachers' Bargaining Unit Other Committees consists of the following individual committees:

	2020	2019
Constitution Committee	\$ 898	\$ 5,149
TTBU Budget Committee	1,029	1,539
Collective Bargaining Committee	1,190	1,458
Retirement Workshops	2,379	3,022
Professional Development Committee	445	510
Ad Hoc Social Committee	<u>180</u>	<u>3,372</u>
	<u>\$ 6,121</u>	<u>\$ 15,050</u>

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 05/17/2022	Change
REVENUE			
District Funding			
District Rebates - Funding Master	855,574.64	512,621.56	342,953.08
P.D. & Training	57,846.46	0.00	57,846.46
District WSIB Funding	5,239.00	0.00	5,239.00
Other District Funding	54,903.78	0.00	54,903.76
Total District Funding	973,563.88	512,621.56	460,942.30
Member Levy			
TTBU Levy - Executive Time Release	460,000.00	388,932.57	71,067.43
Total Member Levy	460,000.00	388,932.57	71,067.43
Other Revenue			
Investment Revenue	14,000.00	8,827.53	5,172.47
OTIP Rebate	25,000.00	5,000.00	20,000.00
Total Other Revenue	39,000.00	13,827.53	25,172.47
TOTAL REVENUE	1,472,563.86	915,381.66	557,182.20
EXPENSE			
Executive			
Executive Time Release	693,870.00	520,402.00	173,468.00
Health and Safety Time Release	500.00	0.00	500.00
ExecExpenses/Member Meetings	16,500.00	3,034.56	13,465.44
Executive Action	12,000.00	0.00	12,000.00
Executive Mileage and Taxi	14,500.00	3,532.61	10,967.39
Total Executive	737,370.00	526,969.17	210,400.83
Meetings			
TTBU Executive	12,000.00	9,600.35	2,399.65
TTBU Council Meetings/Travel	29,000.00	6,567.68	22,432.32
TTBU Annual General Meeting	35,080.00	65.49	35,014.51
Branch Meetings (Rebates)	23,000.00	21,410.08	1,589.92
Total Meetings	99,080.00	37,643.60	61,436.40
Activities/Programmes			
Grants and Donations	3,500.00	300.00	3,200.00
Community Forums/ Member Outreach	500.00	0.00	500.00
Elections Commission and Expenses	500.00	174.78	325.22
Branch Presidents Workshops	63,000.00	18,565.01	44,434.99
Executive Workshop	2,000.00	2,024.15	-24.15
New Teacher Events and Workshops	6,000.00	1,992.04	4,007.96
Professional Development	8,400.00	2,135.60	6,264.40
Retirees Reception	7,000.00	0.00	7,000.00
Tributes	1,500.00	296.60	1,203.40
Time Release -Activities/Programmes	1,000.00	18,973.10	-17,973.10
Special Projects/Member Engagement	500.00	0.00	500.00
Total Activities/Programmes	93,900.00	44,461.28	49,438.72
Member Protection			
Grievances	31,000.00	6,879.90	24,120.10
Legal Retainer	17,000.00	16,950.00	50.00
Negotiations	5,000.00	2,566.62	2,433.38
Secondary Consultation(Common Conc)	1,000.00	0.00	1,000.00
Staffing(Data/Blue Bk/Training Wkps)	14,000.00	8,438.58	5,571.42
Total Member Protection	68,000.00	34,825.10	33,174.90
Committees			
Constitution Committee	3,900.00	1,257.44	2,642.56
TTBU Budget Committee	1,700.00	773.17	926.83
Collective Bargaining Committee	1,500.00	590.93	909.07
Retirement Workshops	3,000.00	946.09	2,053.91
Professional Development Committee	1,300.00	290.12	1,009.88
Communications Committee	0.00	90.40	-90.40
Ad Hoc Committees	3,000.00	0.00	3,000.00

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 05/17/2022	Change
Total Committees	<u>14,400.00</u>	<u>3,948.15</u>	10,451.85
Extraordinary Expenses			
Arbitration TDSB	0.00	0.00	0.00
Total Extraordinary Expenses	<u>0.00</u>	<u>0.00</u>	0.00
Office Expenses			
Staff Salaries	192,695.98	160,506.35	32,189.63
EI Expense	4,000.00	3,356.75	643.25
CPP Expense	8,000.00	7,677.47	322.53
WSIB Expense	6,400.00	3,433.37	2,966.63
Pension Expense	16,000.00	14,649.57	1,350.43
Benefit Plan	24,000.00	<u>21,993.72</u>	2,006.28
Total Staff Benefits	<u>58,400.00</u>	<u>51,110.88</u>	7,289.12
Temporary Help	960.00	0.00	960.00
Bank Charges and Audit	500.00	90.40	409.60
Building Operations	103,600.00	77,451.50	26,148.50
Capital Equipment	5,000.00	6,188.25	-1,188.25
Supplies	18,500.00	12,609.22	5,890.78
Photocopying	4,500.00	412.62	4,087.38
Photocopier Leases	21,500.00	15,707.97	5,792.03
Paper Purchases	2,400.00	670.04	1,729.96
Printing	500.00	1,357.81	-857.81
Telephone	24,000.00	12,140.05	11,859.95
Postage	5,000.00	4,174.67	825.33
Taxi and Courier	500.00	0.00	500.00
Parking/Management	5,000.00	3,665.60	1,334.40
Insurance	2,000.00	<u>1,793.66</u>	706.34
Total General Office Expenses	<u>89,400.00</u>	<u>58,719.89</u>	30,680.11
Computer/Network Support/Licenses	16,000.00	11,283.87	4,716.13
Website/Fibre	12,400.00	7,028.24	5,371.76
Contingency	21.22	0.00	21.22
Total Office Expenses	<u>473,977.20</u>	<u>390,191.13</u>	107,786.07
TOTAL EXPENSE	<u>1,486,727.20</u>	<u>1,014,038.43</u>	472,688.77
NET INCOME	<u>-14,163.34</u>	<u>-98,656.77</u>	84,493.43

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Ontario Secondary School Teachers' Federation
 2022/23
 2022/23 FINAL FUNDING MASTER

Barg. Units	FTE	Basic Rebate per FTE \$73.22	Unit Rebate per FTE over 100 \$36.08	Unit Rebate for FTE over 1,000 \$16.84	Effective Communit. Rebate \$12.03	Rebate per Unit \$1,650	Base Per FTE \$13,130	Unit FTE 100 to 1,000 FTE \$19.69	Unit FTE 1,000 to 2,000 FTE \$19.69	Unit FTE over 2,000 FTE \$13.13	Minimum Time Release Adjustment	Dist. FTE over \$1,000	Rebate per FTE over 2,000 \$13.13	Distance and Communit. Costs	District Office Rebate	Total Funding Master	
4,592.5	4,592.5	336,256	162,078	60,484	0	1,650	13,130	47,267	19,695	34,039	0	393,558	54,055	30,000	65,000	65,000	
999.1	999.1	73,153	32,437	0	0	1,650	13,130	47,220	0	0	0	0	0	0	0	0	0
903.3	903.3	66,138	28,981	0	0	1,650	13,130	42,189	0	0	0	0	0	0	0	0	0
							38,389	136,676	19,695	34,039	0	393,558	54,055	30,000	65,000	65,000	

*

Ontario Secondary School Teachers' Federation
 2022/2023
 District A/C 2010 Funding

2022/23 FTE	6,494.9	2022/23 Funding Master	\$1,536,890	2022/23 a/c 2010 Funding	\$83,887
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District 12: Toronto

Draft 1 TTBU Budget - 2022 -2023
May 4, 2022

	DISTRICT	TTBU	OTBU	PSSP
REVENUE				
Provincial Funding Master District	\$ 1,536,880.00	\$ 815,513.16	\$ 177,415.18	\$ 160,403.49
TTBU		↓ 40		
OTBU				
PSSP				
District Political Action Levy *	\$ 77,000.00			
D12 Dismantling ABR Lew	\$ 75,000.00			
Provincial Rebates				
... AMPA	\$ 62,000.00			
... Political Action 2050	\$ 1,000.00			
... District Coalitions (Labour Council) 2052	\$ 20,000.00			
... Election Readiness	\$ 1.00			
... Excellence In Education 2055	\$ 1.00			
... Member Accessibility 2090	\$ 1.00			
... Workplace Training (Reps. / New Memrs) 2010	\$ 83,887.00	\$ 59,320.50	\$ 12,905.20	\$ 11,667.76
... New Member Workshops 2070	\$ 1.00			
... Union Training 2015	\$ 1.00			
... WSIB 2080	\$ 1,310.00	\$ 5,239.00		
... Other 2045/2047/OTIP	\$ 6,000.00	\$ 25,000.00		
Interest	\$ 2,500.00	\$ 14,000.00		
Active Retired Members	\$ 1.00			
Other Income/Allocation from Accumulated Surplus	\$ 77,000.00	\$ 54,450.37	\$ 11,845.70	\$ 10,709.86
Camille Natale Award	\$ 1.00			
Bargaining Unit levies		\$ 460,000.00	\$ 67,000.00	\$ 88,000.00
Bargaining Unit Reserve Draw		\$ 74,989.19	↑ 56	
TOTAL REVENUE	\$ 1,943,594.00	\$ 1,508,512.22	\$ 269,166.07	\$ 270,781.11
EXPENDITURES				
Meetings				
AMPA	\$ 124,000.00			
Executive	\$ 2,000.00	\$ 12,000.00		
General	\$ 15,500.00	\$ 35,080.00		
Branch Meetings (Rebates)		\$ 23,000.00		
Council Meetings		\$ 29,000.00		
Total Meetings	\$ 142,500.00	\$ 99,080.00		

Activities/Programmes				
Political Action *	\$	40,000.00		
D12 Dismantling ABR	\$	76,000.00		
Labour Council *	\$	26,500.00		
Election Readiness*	\$	1.00		
Affiliations/Coalitions *	\$	10,000.00		
Grants & Donations *	\$	3,000.00		2,500.00 ↓
Community Forums/ Member Outreach *	\$	6,000.00		500.00
AMPA Campaigns	\$	2,500.00		
Camille Natale Award	\$	1.00		
Excellence in Ed.- Jim McQueen Award	\$	8,500.00		
Awards Event*	\$	4,000.00		
PPAL Workshops	\$	800.00		
Branch Presidents Workshop	\$		63,000.00	
Elections Commission and Expenses	\$		500.00	
Executive Workshop	\$		2,000.00	
New Teachers Events and Workshops	\$		6,000.00	
Professional Development	\$		8,400.00	
Retirees Reception	\$		7,000.00	
Tributes	\$		1,500.00	
Time Release	\$		1,000.00	
Voice	\$		-	
Total Programmes	\$	177,302.00	\$	92,400.00
Member Protection				
Grievances	\$		31,000.00	
Legal Retainer	\$		17,000.00	
Negotiations	\$		5,000.00	
Secondary Consultation (Common Concerns)	\$		1,000.00	
Staffing (Data Entry / Binder Meetings / Training Workshops)	\$		14,000.00	
Total Member Protection	\$		68,000.00	

COMMITTEES				
Constitution Committee	\$	1,600.00	\$	3,900.00
Communications Political Action Committee	\$	3,700.00		
Finance Committee	\$	1,600.00		
Pride Committee	\$	3,500.00		
Occupational Health and Safety Committee	\$	600.00		
Human Rights Committee	\$	4,500.00		
PAC				
Status of Women Committee	\$	3,000.00		
D12 Eco Committee	\$	1,100.00		
Black & Indigenous & Workers Of Colour	\$	2,500.00		
STBU Special Projects	\$		\$	500.00
STBU Ad Hoc	\$		\$	4,500.00
Budget (TTBU) Committee	\$		\$	1,700.00
Collective Bargaining Committee	\$		\$	1,500.00
Retirement Workshops	\$		\$	3,000.00
Professional Development Committee	\$		\$	1,300.00
Total Committees	\$	22,100.00	\$	16,400.00
Officers Salaries and Expenses				
Executive Officers Release (Note 1)	\$	164,832.00	\$	707,747.00
Executive Liaison Expenses	\$	2,000.00		
Health and Safety Time Release	\$		\$	500.00
Executive Expenses / Meetings with Members	\$		\$	16,500.00
Executive Action	\$		\$	12,000.00
Executive Mileage and Taxi	\$		\$	14,500.00
Total Officers Salary Expenses	\$	166,832.00	\$	751,247.00
Office Expenses				
Staff Salary	\$	49,137.00	\$	196,548.00
Staff Benefits	\$	15,489.00	\$	61,856.00
Temporary Help	\$	240.00	\$	960.00
Bank Charges and Audit	\$	500.00	\$	500.00
Building Operation costs	\$	25,900.00	\$	103,600.00
General Office Expenses	\$	22,350.00	\$	89,400.00
Computer Support / Licences	\$	4,000.00	\$	16,000.00
Website/Fibre Connection	\$	3,100.00	\$	12,400.00
Total Office Expenses	\$	120,716.00	\$	481,364.00
Contingency	\$	13.96	\$	21.22
2010 PD /Allocation from Surplus to Bargaining units	\$	160,887.00		
TOTAL EXPENSES	\$	790,350.96	\$	1,508,512.22

TOTAL REVENUE	\$ 1,543,594.00	\$ 1,508,512.22
TOTAL EXPENSES	\$ 790,350.96	\$ 1,508,512.22
		\$ 0.00

Amount left to distribute by FTE	TTBU	OTBU	PSSP	District
\$ 1,153,243.04	4,592.50 0.70714770	999.10 0.15384023	903.30 0.13908906	6,494.40
Fiscal 2022-2023 Distribution - After District Expenses	\$ 815,513.16	177,415.18	\$ 160,403.49	
Provincial Entitlement for PD Training	\$ 59,320.50	\$ 12,905.20	\$ 11,667.76	\$ 83,887.00
Allocation from Surplus to Bargaining Units	\$ 54,450.37	\$ 11,845.70	\$ 10,709.86	
Total amount after District Expenses with PD amount	\$ 929,284.03	\$ 202,166.07	\$ 182,781.11	
Fiscal 2021 - 2023 after District Expenses with PD amt percentage of previous year's total	\$ 968,324.86 0.96	\$ 203,728.78 0.9923	\$ 185,977.40 0.9828	

↓ 39

Note 1 - time release costs attributable to District Officers and Liaisons to Committees as per the District and Provincial Constitutions (see Financial Handbook)

Handwritten signatures and initials

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
On Time Motions to the Annual General Meeting
May 19, 2022

Equity-Related Motions:

BYL 101-22

Pride Committee

½

BIRT Bylaw 1.1.2.8 of the TTBU Constitution be amended by the deletion of “Gay Straight Alliance” and substitution of “Pride”.

Bylaws, page 6

Bylaw 1 Bargaining Unit Branch

1.1 Branch Executive

1.1.1 Each Branch Executive shall consist of at least

1.1.2.8 a representative for the District 12 Gay Straight Alliance Committee

BYL 102-22

Deborah Buchanan-Walford, Emery ALC / Elizabeth McEachern, Yorkdale ALC

½

BIRT 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:

On Time Motions Continue:

CON 101-22

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.*

BYL 103-22

Rick Beer, R.H. King / Kristina Budny, R.H. King

$\frac{1}{2}$

BIRT Bylaw 5.4.1 be amended by the substitution of “4% of the TBU Membership, which will be calculated using the yearly contract teacher seniority list and the updated list of adult day school teachers provided by the TDSB” in the place of “200 Members”.

Bylaws, page 17

Bylaw 5 *General Meeting*

5.4 *Quorum*

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

BYL 104-22

Constitution and Steering Committee

$\frac{1}{2}$

BIRT 3.1.4.2 be amended by the addition of a subsection that reads: **“3.1.4.2.x Members must remain on the meeting’s Steering Committee from the Approval of the Agenda until Adjournment;**

3.1.4.2.x.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*

BYL 105-22

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.**”

3.1.4.2.x 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

Bylaw 3 Standing Committees
3.1.4 Constitution and Steering Committee
3.1.4.2 Duties

BYL 106-22

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 107-22

Constitution and Steering Committee

1/2

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

And

5.x be amended by the addition of a subsection that reads:

“5.x Registration

5.x.x Upon request, at the General Meeting Registration Desk, Members must show photo ID.”

Bylaws, page 9

Bylaw 2 Bargaining Unit Council
2.3 Representation at Council.

Bylaws, page 17

Bylaw 5 General Meeting

BYL 108-22

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 109-22

Constitution and Steering Committee

½

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 Branch

BYL 110-22

Victoria Park Collegiate Institute (Bruce Garrett / Terry Hidaka)

½

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

The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 103-22 is carried.

Bylaws, page 17

Bylaw 5 General Meeting

5.4 Quorum

5.4.1 There shall be a quorum of 200 Members.

BYL 111-22

Executive Committee

½

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 112-22

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 113-22

Rick Beer, R.H. King / Heather Byrnes, Don Mills CI

1/2

BIRT Bylaw 4.1.1.8 be amended by deletion and addition to read

4.1.1.8 publish and distribute to all Branch Presidents, ~~as soon as possible in each school year~~ **before the second scheduled council meeting of the school year**, a list of all branches and Branch Presidents, ~~and~~ their school telephone numbers, **and their personal email addresses**, when and if legally available, in accordance with relevant privacy legislation as amended from time to time;

Bylaws, page 13

Bylaw 4 Executive

4.1 Duties

4.1.1.8 publish and distribute to all Branch Presidents, as soon as possible in each school year, a list of all branches and Branch Presidents and their school telephone numbers, when and if legally available in accordance with relevant privacy legislation as amended from time to time;

BYL 114-22

Rick Beer, R.H. King / Heather Byrnes, Don Mills CI

1/2

BIRT Bylaw 4.1.2 be amended by deletion and addition to read

4.1.2.5 ~~appoint~~ **recommend** the Bargaining Unit Occupational Health & Safety Officer **to be appointed by Council;**

4.1.2.6 ~~appoint~~ **recommend** the Bargaining Unit Occupational Health & Safety Inspectors **to be appointed by Council;**

Bylaws, page 13

Bylaw 4 Executive

4.1 Duties

4.1.2.5 appoint the Bargaining Unit Occupational Health & Safety Officer;

4.1.2.6 appoint the Bargaining Unit Occupational Health & Safety Inspectors;

BYL 115-22

Rick Beer, R.H. King / Heather Byrnes, Don Mills CI

1/2

BIRT Bylaw 4.2.2.3 be amended by deletion and addition to read

The nominee and two Members must sign a ~~valid~~ the nomination form.

Bylaws, page 14

Bylaw 4 Executive

4.2 Executive Elections

4.2.2 Nominations

4.2.2.3 The nominee and two Members must sign a valid nomination form.

BYL 116-22

Rick Beer, R.H. King / Heather Byrnes, Don Mills CI

1/2

BIRT Bylaw 4.2 be amended by addition to read

4.2.2.x All TTBU Members nominated have the right to stand for elected positions within the TTBU in accordance with 4.2.2

4.2.2.x No TTBU member duly nominated in accordance with 4.2.2 shall have their eligibility to stand for election determined by any subcommittee of the TTBU.

The Constitution and Steering Committee will recommend this motion be ruled out of order as it is contradictory to Bylaw 3.1.7.3.

Bylaws, page 13

Bylaw 4 Executive

4.2 Executive Elections

4.2.2 Nominations

3.1.7.3 A member of the Election Commission Committee shall resign from the Commission Committee upon the submission of their nomination for election to the TTBU Executive.

BYL 117-22

Rick Beer, R.H. King / Heather Byrnes, Don Mills CI

½

BIRT Bylaw 2.2 be amended by addition to read

2.2.x confirm the appointment of the Bargaining Unit Occupational Health & Safety Officer;

2.2.x confirm the appointment of the Bargaining Unit Occupational Health & Safety Inspectors

2.2.x confirm the appointment of the Chief Electoral Officer

The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 114-22 is defeated.

Bylaws, page 8

Bylaw 2 Bargaining Unit Council

2.2 Duties

BYL 118-22

Rick Beer, R.H. King / Heather Byrnes, Don Mills CI

½

BIRT Bylaw 3.1.7.4 be amended by deletion and addition to read

3.1.7.4 A chief electoral officer, who may be a retired member, will be appointed by ~~the Executive in in consultation with the Election Commission~~ the Election Commission subject to confirmation by Council in accordance with 2.2.x.

The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 117-22 is defeated.

Bylaws, page 9

Bylaw 3 Standing Committees

3.1.7 Election Commission Committee

3.1.7.2 Duties

3.1.7.4 A chief electoral officer, who may be a retired member, will be appointed by the Executive in consultation with the Election Commission.

BYL 119-22

Budget Committee

½

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 120-22

Executive Committee

½

BIRT Bylaw 4.1 be amended by the addition of:

X.x In the case of an emergency where an in-person meeting(s) is not possible, provide an electronic means for the meeting(s) to be conducted.

Bylaws, page 13

Bylaw 4 Executive

4.1 Duties

BYL 121-22

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 122-22

Executive Committee

1/2

BIRT 4.3.10 be amended by deletion and substitution to read “Candidates will be given 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 123-22

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 124-22

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

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 125-22

Election Commission Committee

1/2

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

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

Bylaws, page 12

Bylaw 3 Standing Committees

3.1.7 Election Commission Committee

3.1.7.2 Duties

BYL 126-22

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 127-22

Election Commission Committee

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 Executive Elections*
- 4.2.2 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 128-22

Election Commission Committee

1/2

BIRT Bylaw 3.1.7 be amended by a new subsection that reads:

"3.1.7.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."

Bylaws, page 12

- Bylaw 3 Standing Committees*
- 3.1.7 Election Commission Committee*

BYL 129-22

Election Commission Committee

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

- Bylaw 4 Executive*
- 4.2 Executive Elections*
- 4.2.2 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 130-22

Derik Chica, Emery EdVance SS / Seth Bernstein, Ursula Franklin Academy

½

BIRT the Bylaw 7 be amended by the insertion of a subsection to read:

7.x Half of the TTBU elected Provincial Councillor positions (rounded down) shall be held by members not simultaneously holding a TTBU Executive position.

7.x.1 Should not enough nominations be received for either allocated Provincial Councillor positions, the uncontested candidate(s) shall be acclaimed and extra positions shall be transferred to the contested Provincial Councillor allocated positions.

Bylaws, page 18

Bylaw 7 Provincial Councillors

**OSSTF
TORONTO TEACHERS' BARGAINING UNIT
Summary of Resolutions Which Steering Will Recommend That
The Chair Declare Out of Order
Annual General Meeting
May 19, 2022**

BYL 110-22

The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 103-22 is carried.

BYL 116-22

The Constitution and Steering Committee will recommend this motion be ruled out of order as it is contradictory to Bylaw 3.1.7.3.

BYL 117-22

The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 114-22 is defeated.

BYL 118-22

The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 117-22 is defeated.

**OSSTF
TORONTO TEACHERS' BARGAINING UNIT
Impact of Certain Resolutions on other Resolutions
Annual General Meeting
May 22, 2022**

BYL 110-22

The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 103-22 is carried.

BYL 117-22

The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 114-22 is defeated.

BYL 118-22

The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 117-22 is defeated.

Chief Negotiator's Report 2021-2022

While local bargaining has not yet commenced it has been a busy year finalizing our 2019-2022 Collective Agreement, and preparing for the expiration of our contract in August 2022.

Throughout the summer Chief Negotiator, Nicole Gauthier, worked with the T.D.S.B. to update the Collective Agreement in order to reflect the numerous gains achieved through the last round of bargaining, and to ensure that printed copies of the 2019-2022 Collective Agreement were distributed to schools in a timely fashion. In response to member feedback, the electronic version of the Collective Agreement available on OSSTF Toronto Teachers' Bargaining Unit's website includes the ability to jump to referral clauses in order to make the document more accessible to members.

In September 2021 a call went out to members seeking teachers who wished to join the Collective Bargaining Committee. The Collective Bargaining Committee formed in October 2021 and immediately began participating in professional development and reviewing previous local bargaining surveys. They quickly set about building a Local Bargaining Priorities Survey which would collect useful data while creating a space for members to voice their own authentic concerns. In addition to soliciting feedback via this survey, the committee also organized verbal and written bargaining deputations. The members of the Collective Bargaining Committee would like to thank members for their engagement in the process and Nicole Gauthier and Vice President, Mike Platt, would like to thank the members of the Collective Bargaining Committee for their commitment and exceptional work.

At the Toronto Teachers' Bargaining Unit's April Council meeting, the Conceptual Brief was presented based on member responses and outlining member priorities. The Conceptual Brief was adopted by members of Council and once Provincial OSSTF initiates bargaining with the Province, and central and local bargaining items are determined, local bargaining can commence. In the meantime, Nicole Gauthier and Second Negotiator, Danica Izzard, continue to prepare for local bargaining in order to ensure that member priorities able to be bargained locally are at the forefront of preparations.

The Grievance Appeals Subcommittee also formed in October; however, to date no grievance appeals have been received. Both the Collective Bargaining Committee and Grievance Appeals Subcommittee will remain intact until the conclusion of the successful ratification of our next Collective Agreement.

Respectfully submitted in solidarity,



Nicole Gauthier
Chief Negotiator

OSSTF TTBU Constitution and Steering Committee AGM Report 2021-2022

The TTBU Constitution and Steering Committee dedicated many hours this year to what proved to be a very busy year. The Committee not only continued the effort of reviewing and monitoring the bargaining unit constitution in their role as the Steering Committee, but also ensured that TTBU Council meetings ran smoothly in their virtual format. Fortunately, the Committee welcomed and trained two new members to assist with this workload.

The Committee continuously embarked on the process of reviewing the Council Rules of Order through an equity lens, and implemented changes in alignment with the Provincial Rules of Order, which were recently passed at the Annual Meeting of the Provincial Assembly (AMPA) in March 2022.

The Committee has been committed to looking at ways to improve the experience of Council delegate members at our Council meetings throughout this past year. In line with that commitment, the Committee will offer another Rules of Order workshop in the future, having already offered this workshop during the February PD day.

The Committee participated in professional development, presented by Provincial OSSTF, on Indigenous Land Acknowledgements to assist committee members with the formation of their own Land Acknowledgements at various OSSTF functions or meetings.

As always, the Committee welcomes new members wishing to join the group, irrespective of their experience, and hope members will consider the opportunity to be a part of a great working team.

Respectfully submitted by:



Rony Masri
Executive Liaison to the Constitution and Steering Committee

Re-Elect **CHRIS CHANDLER** on May 24-26

web: chrisforvicepresident.ca

For TTBU Vice-President

I have known Chris Chandler for over 20 years as a teaching colleague, POR, School Staffing Committee member, and Branch President. With his integrity, critical thinking skills, ethics, and leadership skills, he is everything we need in a Vice-President. I'm fully confident that he'll be able to help lead us through this difficult time of change. On behalf of teachers at Central Technical School, I am happy to support Chris for Vice-President.

-Louise Baldacchino, Branch President, Central Technical School, Collective Bargaining Committee



Chris has won the respect, admiration and support of Silverthorn Collegiate Institute. Whether he is holding an informative and interactive lunch meeting or engaging with young members and dealing with their concerns, Chris is second to none. In 17 years being Branch President I have worked with many Executive Officers; Chris is one of the best. Chris's proven track record will make him a Vice-President who listens, responds and effects much needed change for the betterment of us ALL in D12.

-Mitch Bubulj, Branch President, Silverthorn Collegiate Institute



Endorsements

- **Mike Stevens**, AY Jackson Secondary School
- **Colin MacLellan**, Albert Campbell Collegiate Institute
- **Fred Cho**, Bloor Collegiate Institute
- **Eleonora Ferrari**, Central Technical School
- **Lucio Stavole**, Central Technical School
- **Peter Diaz**, Central Toronto Academy
- **Kim McFadden**, Danforth Collegiate and Technical Institute
- **Michael Altwerger**, Branch President, Earl Haig Secondary School
- **Sheridan Hay**, East York Alternative School, OSSSTF Common Threads curriculum writer
- **Careen Thomson**, Branch President, Emery Collegiate Institute, TTBU Budget Committee, D12 Finance Committee
- **Jenny Lui Macedo**, Branch President, George S. Henry Academy
- **Serena Nadir**, Branch President, Georges Vanier Secondary School
- **Nathan Eusebio**, Branch President, Jarvis Collegiate
- **Jennifer Lippa**, John Polanyi Collegiate Institute
- **Joanne Coniam**, Branch President, L'Amoreaux Collegiate Institute
- **Fabio Di Giovanni**, L'Amoreaux Collegiate Institute
- **Kristin Joseph**, L'Amoreaux Collegiate Institute
- **Bryan Brewda**, Co-Branch President, Northview Heights Secondary School, Collective Bargaining Committee
- **Alexandra Dobbins**, Northview Heights Secondary School
- **Penny Saunders**, Co-Branch President, Northview Heights Secondary School
- **Terry Maguire**, Branch President, Parkdale Collegiate Institute, Communications and Political Action Committee, TTBU Health and Safety Committee
- **Thomas Bodor**, RH King Academy
- **Jason Podur**, RH King Academy
- **Juliana Hodgson**, Branch President, SATEC @ WA Porter Collegiate Institute
- **Gord Lemon**, SATEC @ WA Porter Collegiate Institute
- **Rachel Rosen**, Branch President, School of Life Experience
- **Mike Mosdell**, Branch President, Sir William Osler High School
- **Jeff Munroe**, Branch President, The Student School
- **Anne Schmidt**, Branch President, West Hill Collegiate Institute
- **Michael Anthony**, Weston Collegiate Institute
- **Mike Barltrop**, Western Technical Commercial School, Constitution and Steering Committee
- **Spencer Rupke**, Branch President, William Lyon Mackenzie Collegiate Institute
- **Arthur Matheson**, Branch President, Woburn Collegiate Institute

On May 24-26, vote for

Action. Service. Progress.

email: chrisforvicepresident@gmail.com

You have not been engaged in union activities because you are busy with work, life and family. So you have chosen to trust that those involved are looking out for your best interests. After all, the union people seem really nice and respond when you have questions or concerns. They seem to say the right things and you believe that they care about you and the students you work for. The meetings are long and boring anyways, and you don't understand the policies and procedures, nor do you have the patience to even pretend to want to learn how to play on that field. When push comes to shove though, you will stand out in the cold, in front of a politician's office carrying a sign with your work colleagues. Of course, come election time they will tell you what to think and who to vote for. And you will. But for the everyday operations of union business, you leave it to someone else. Besides, you need to start on dinner after getting home and you're tired... **Sound familiar?**

I'm not judging. That was me too. I don't feel bad about it. But then *something happened* and I started paying attention, and I learned some things that made me go hmmmmm.

- *Do you know that the only way you should be sent home from work without pay (unless you are being disciplined) is if YOU request it?*
- *How much do you know about the arbitration process and what tools the union has to defend you against management actions which are outside of the scope of the Collective Bargaining Agreement?*
- *Would you be comfortable with management having the right to decide if you are going to be put on a Voluntary Leave of Absence without pay?*
- *Are you willing to comply with any future management decision regarding your personal well being?*
- *Do you feel like the union is doing enough to protect you?*

I'M ASKING FOR YOUR VOTE. Alex for VP

(Since the VP position holds the role of grievance coordinator and is most closely involved in an arbitration process.)

In exchange for it, I promise to be your voice on the executive that fights to ensure that your union takes the **MOST AGGRESIVE** protection measures it can for you when you need it (again).

Re-Elect

MIKE PLATT

Vice-President

Mike Platt is a strong VP for the TTBU. He carries the institutional memory of our organization, using that knowledge to fulfill the responsibilities of VP, supporting our Executive Officers. Mike Platt's wealth of information ensures bargaining is approached from a position of strength. Additionally, his skills with organization, member engagement, and planning provides the foundation for effective job actions, including putting together multi-district rallies at Queen's Park.

Mike Barltrop, Branch Vice-President, Western Technical Commercial School



Mike Platt for VP



@MPlatt4

"Michael is a passionate activist and organizer who inspires trust."

-Joanne Coniam, Branch President, L'Amoreaux Collegiate Institute

"I had the pleasure of working with Mike as a colleague at Macdonald. He was a great teacher and always incredibly generous with his time and support for staff and students. All you had to do was ask for help and Mike was there. True generosity. Mike was our Branch President and he was a fearless advocate for the teachers in the building. It was always clear that he acted in the interest of the teachers. He has continued to show that passion and dedication to the interests of teachers while serving on the Executive. We have been lucky to have him and I am happy to endorse Mike."

-Omeela Latchman, Sir John A. Macdonald Collegiate Institute

"Mike Platt was the executive officer for my school before he became vice-president of our Union. He

always stood up for the rights of teachers, and he never backed down when over-reaching principals tried to throw their weight around. He once told me, "In a dispute between a principal and a teacher, I just assume the teacher is right." Damned straight. He is the right person in the job to protect our health and safety and to negotiate a better collective agreement."

-Arthur Matheson, Branch President, Woburn Collegiate Institute

"Mike has been an outstanding Member of OSSTF D12 in all his various roles and work on committees over the years! His dedication to his members and support of public education, fair elections and work on equitable causes has made him an invaluable member of OSSTF Toronto and we need him on our Executive now, more than ever. VOTE MIKE PLATT for VP!"

-Steven J Bates, Oasis Alternative School

I endorse Michael Platt in his re-election as Vice-President of D12 TTBU. Mike has been a tireless fighter for our cause for a number of years.

-Darivoj Jaksic, Branch President, Lester B. Pearson Collegiate Institute

OTHER ENDORSEMENTS:

Aaron Piercey, Sir John A. Macdonald Collegiate Institute

Soma Srivastava, Etobicoke Collegiate Institute

Sharon Gunn, Branch President, Marc Garneau Collegiate Institute

Anne Schmidt, Branch President, West Hill Collegiate Institute

Loretto Okafor, Central Etobicoke High School

Harriet Whiteman, East York Alternative High School

Fred Cho, Bloor Collegiate Institute

Trusted Experienced Leadership

VOTE RICK BEER

FOR TTBU VP OSSTF **TORONTO**

ORGANIZING
FOR
A BETTER
UNION

Rick has great ideas
to make D12 better;
find out more about
them by scanning
this QR code:



votebeer@blogspot.com

13 years in the classroom

Branch President

Council Representative

Collective Bargaining Committee

Grievance Appeals Officer

Member Engagement Committee

Political Action Committee

Barriers to Participation Committee

Member Engagement Committee

Election Committee

Steering Committee

AMPA Delegate

Re-Elect

Nicole Gauthier

committed to ongoing growth & providing exemplary member service

for Executive Officer

Nicole has consistently been an exemplary executive officer. In addition to her many other roles and committee duties at the Branch Office, Nicole has always dealt with members in a timely and professional manner. As a former Branch President, I knew I could always go to Nicole for a clear, decisive and informed direction. I unreservedly endorse her candidacy for re-election as Executive Officer

Andrew Mancini, Humberside C.I.

It is my pleasure to endorse Nicole Gauthier's campaign for re-election. Nicole is a steadfast advocate for TTBU members. She has consistently provided knowledgeable and informed support in a timely manner. It has been reassuring to have Nicole as our Executive Officer during a time of significant upheaval in education

Sharon Gunn, Marc Garneau C.I.

Nicole is a skilled, experienced, and tenacious advocate. I was glad to have her expert support when I needed someone in my corner

Karen Lew, Harbord C.I.

Nicole Gauthier, always available, always knowledgeable, she's always there when you need her! Perhaps one of the most aware and capable EO's I've ever encountered. Her ability to assess the situation, find the relevant supporting documentation, and develop a forward thinking plan exceeds all expectations

Zenaida Pereria, East York C.I.

Nicole is an exceptional communicator, a tireless advocate for members, she preemptively anticipates the needs of her schools and Branch Presidents, and she is a fierce defender of all OSSTF holds dear. Above all else, having worked closely with Nicole on a number of committees and in our EO and Branch President partnership, I can say with certainty that the Toronto membership needs Nicole on the Executive. Her integrity is unmatched, her commitment to the membership is unparalleled, and I say confidently that we, the membership, are lucky to have her on our side

Heather Byrnes, Don Mills C.I.

**Knowledge, Integrity,
Commitment**

Prepared to fulfill all aspects of
the job

Visit [Nicole Gauthier](#) website for more information and endorsements

Advocacy, Leadership, Experience

Visit danicaizzard.com for more information and full list of endorsements



Re-Elect

DANICA IZZARD

Executive Officer

15+ YEARS AS OSSTF ACTIVIST

- Dedication to advocacy for all members
- A variety of OSSTF leadership experience including bargaining, member protection, grievances, and member advocacy
- Successful organization of large member events & meetings like Labour Day and AGM.

"I credit Danica with getting me involved with OSSTF. She was the first person to welcome me to Council, the first to encourage me to join a committee, and the first to invite me to AMPA. Danica **brings energy, expertise**, and professionalism to our District; she is the only person that I know that can make our Constitution and by-laws interesting. Danica is **empathetic, dedicated, and detail-oriented**. She is also **passionate about issues of equity and combating racism, and ensuring underrepresented voices are highlighted**. I look forward to re-electing Danica to the role of Executive Officer so she may continue activating, engaging with, and fighting for our members."

Grace Choi, Constitution & Steering committee, SATEC @ W.A. Porter

"I've known Danica for 8 years, and during that time, I've worked with her on the Steering and constitution committee for the District and most recently we were a part of a team that **created the manual for the Dismantling Anti-Black Racism and Intersectional Officer position** for D12. Danica has been **instrumental in bringing forth equity motions** to Provincial Council to **ensure transparency and equity within OSSTF**. Danica spends long days and nights working and advocating for her members. I support Danica in her bid for re-election as an executive officer on the TTBU executive."

Solange Scott, President, PSSP

"As a new Branch President, I have felt very fortunate to have Danica there to **guide me whenever I needed support**. I have watched Danica work over the past number of years while she has served the members at Downsview Secondary School. She is experienced, **utterly caring** and professional. She gives honest and knowledgeable advice; she is **someone I can trust**. She understands that the role of Executive Officer combines member service with high level work at the board, protecting and promoting our interests. From this foundation of solid work, Danica **advances the social justice agenda** of our union. She understands that collective action makes us strong so that we can better care for each other and support the students in our classes."

Will Wallace, Branch President, Downsview S.S.



ENDORSED BY:

- **Mitch Bubulj**, Branch President, Silverthorn C.I.
- **Lauren Simmons**, co-Branch President, Leaside H.S.
- **Jason Law**, Branch President, Sir Wilfrid Laurier
- **Louise Baldachino**, Branch President, Central Technical School
- **Bryan Brewda**, co-Branch President, Northview Heights C.I.
- **Rachel Rosen**, Branch President, SOLE Alternative School
- **Will Wallace**, Branch President, Downsview S.S.
- **Emma Munroe**, co-Branch President, George Harvey C.I.
- **Joanne Coniam**, Branch President, L'Amoreaux C.I.
- **Mike Barltrop**, Branch Vice-President, Western Technical School
- **Sharon Gunn**, Branch President, Marc Garneau C.I.
- **Michael Altwerger**, Branch President, Earl Haig S.S.

Dependable. Diligent. Dedicated. Dynamic.

Elect

May 24-26

Mark Kissel

TTBU EXECUTIVE OFFICER

READY TO

Lead
Serve
Learn



CONNECT

 @MarkOSSTF

 @MarkOSSTF

ELECTMARK4EO@MRKISSEL.CA

SEE MARK TALK ABOUT HIS PLATFORM:

- What He Believes In
- Transparency
- Communication
- Organizing
- Member Protection





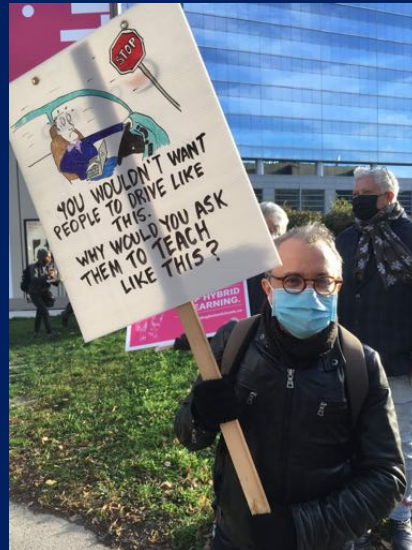
Re-Elect Jason Kunin

For Executive Officer

jkunin@rogers.com

“Jason Kunin was a strong Branch President whose integrity and knowledge provided unparalleled support for his members. His excellent written communications and dedication to the job saw him investing hours into his position, not resting until he was sure his members had all the information and assistance they needed. These skills and commitment have carried over to his duties as Executive Officer. Navigating the unique needs of the last two years, Jason provides timely and thorough responses to his members, working well beyond any scheduled hours. Working as part of a team, Jason's work greatly enhances the TTBU.”

-Mike Barltrop, Western Tech



“As my current EO, Jason demonstrates his dedication through his respectful and empathetic communication with members. His quick responses make getting support, clarification and advice accessible to members as we navigate difficult processes. He takes the time to listen, and through both his advice and actions, advocates to ensure that we are working in a safe environment. In what has been a rapidly changing and challenging work environment this year, it is really reassuring to know that Jason is always there to defend, support and advocate for us.”

-Stacey McDonald, Riverdale CI



“Jason Kunin, in his rookie year as an E.O., walked me through one of the most uncertain times of my career. When a member needs the support of the federation, one can only be so lucky to have someone like Jason who is thorough, thoughtful, and compassionate.”

-Jse-Che Lam, Central Tech

Endorsements

- Michael Altwerger, Earl Haig
- Louise Baldacchino, Central Tech
- Mike Barltrop, Western Tech
- Bryan Brewda, Northview Heights SS
- Darivoj Jaksic, Lester B. Pearson CI
- Ken Lau, Burnhamthorpe ALC
- Terry Maguire, Parkdale CI
- Nancy Maletin, Rosedale School of the Arts
- Arthur Matheson, Woburn CI
- Jennifer McBain, Yorkdale ALC
- Serena Nadir, George Vanier SS
- Gabriela Pace, Yorkdale ALC
- Rachel Rosen, SOLE
- Lauren Simmons, Leaside CI
- Anne Schmidt, West Hill CI
- Shannon Sinclair, Birchmount Park CI
- Bill Ward, SCAS
- Sarah Vance, Westview Centennial SS
- Melanie Willson, Bloor CI

“Jason is a compassionate and engaged EO who is always looking out for his schools. He makes a concerted effort to ensure that anyone who needs his assistance is informed, supported, and represented to the best of his ability. I support Jason and encourage others to support him as well!”

-Shannon Sinclair, Birchmount Park CI



RE-ELECT



MARYLINE

LANTEIGNE

For OSSTF Executive Officer

**EQUITY-FOCUSED. EXPERIENCED.
FEARLESS COMMITMENT TO SOCIAL JUSTICE.**



COMMITMENT TO MEMBERS:

- ▶ Active defender of members' rights around our Collective Agreement and Health and Safety protocols.
- ▶ Vocal advocate around equity issues and committed to addressing systemic racism.
- ▶ Ready to organize, mobilize and lead the membership with strong and targeted political action against the Conservative Government.

EXPERIENCE:

- ▶ OSSTF Toronto Executive Officer, elected in 2021.
- ▶ Branch President, serving Jarvis Collegiate for 7 years from 2014-2021.
- ▶ AMPA delegate for 4 years since 2019.
- ▶ Staffing Committee member for 9 years from 2012-2021.
- ▶ Regular council member for 8 years since 2014
- ▶ Classroom teacher since 2003.
- ▶ Created curriculum called *First Nations Identity* in 2006.

ENDORSEMENTS:

- Maggie Borch, BP for Albert Campbell CI
- Arthur Matheson, BP for Woburn CI
- Louise Baldacchino, BP for Central Tech.
- Terry Maguire, BP for Parkdale CI
- Rachel Rosen, BP for SOLE
- Jeff Monroe, BP for The Student School
- Nathan Eusebio, BP for Jarvis CI
- Richard Spiegel, BP for Thistletown CI
- Juliana Hodgson, BP for SATEC @ W.A. Porter CI
- Nancy Maletin, BP for Rosedale Heights School for the Arts
- Bryan Brewda, Co-BP for Northview Heights SS
- Penny Saunders, Co-BP for Northview Heights SS
- Melanie Willson, Co-BP for Bloor CI
- Jamie Berrigan, TDSB Central: Equity and Anti-Oppression
- Mary Moynihan, TDSB Central: Program Coordinator of Arts
- Dan Retson, Native Learning Centre
- Fred Cho, Bloor CI
- Janice Patterson, Albert Campbell CI
- Marc Kopyto, Earl Haig SS



No Hybrid Rally. October 28th 2021



Every Child Matters Walk. July 1 2021.



Full walk-out strike. December 2019

MARYLINELANTEIGNE@GMAIL.COM

MARYLINEFOREXECUTIVEOFFICER.WORDPRESS.COM

#SOLIDARITYFOREVER

Re-Elect

RONY MASRI

For OSSTF TTBU Executive Officer

click www.ronymasri.com for more info and endorsements
For first campaign literature: <https://bit.ly/MasriLit1>

"Rony Masri has been a wonderful support in his role as EO for our school community. His **knowledge, caring and calming influence** have served us well, especially as we navigate a supply shortage that has led to on-call coverage well beyond the norm. Whenever we have an issue, I know that Rony is just a **quick phone call or email away**, and I have **learned a great deal from him** in my first years as Branch President. It is my pleasure to endorse Rony Masri for Executive Officer OSSTF, Toronto."

Carlotta Lovell – Branch President, Runnymede C.I.

"I readily endorse the candidacy of Rony Masri as Executive Officer for OSSTF Toronto. As the Branch President at Parkdale CI, I worked with Rony for two years. During that time, I came to know and respect Rony as a **dedicated, knowledgeable, and hard-working EO**. When I called on him for information, advice or advocacy, he was **always responsive, supportive, genuine and informative**. As our representative, he served our members well, seeing them through sometimes difficult and trying situations, with **strong advocacy and sensitivity**. And despite the fact that Rony has responsibility for other schools now, he still this year has assisted me and my Branch as we navigate a difficult situation at our school. I have known Rony to be someone who has **always guided the members of the District well** and has been **prominent in various political actions**. From Queens Park to MPP offices to walking the line with members of our Branch - he has been there for the membership of OSSTF Toronto. I urge you to re-elect Rony Masri so he may continue his fine work as an Executive Officer."

**Terry Maguire
Branch President, Parkdale C.I.**

"Rony has met all of my expectations of an Executive Officer when I have needed advice as a Branch President. I email him **OFTEN** and he is **always prompt and thorough** with his reply. Rony has **explained everything with patience** when I think my questions are basic, and he often fills me in on the bigger picture considerations that have led to the procedures we have in place. I am always confident that **his knowledge is accurate and up-to-date**, and **trust him completely**. Your vote for Rony will allow him to continue to support our members with his signature care and thoughtfulness."

Sarah Tsopeles - Branch President, Newtonbrook S.S.



GROWING LIST OF ENDORSEMENTS

- Michael Altwerger, BP, Earl Haig S.S.
- Louise Baldacchino – BP, Central Technical School
- Michael Barltrop – Constitution & Steering Committee Member, Western Tech
- Mitch Bubulj – BP, Silverthorn C.I.
- Fred Cho – Former co-BP of Harbord C.I., Bloor C.I.
- Grace Choi – Former BP of SATEC @ W. A. Porter C.I. & Member of TBU Constitution and Steering Committee
- Joanne Coniam – BP, L'Amoreaux C.I.
- Nathan Eusebio – BP, Jarvis C.I.
- Linh Giang – Member, Weston C.I.
- Sharon Gunn – BP, Marc Garneau C.I.
- Dietrich Hartill – BP, Martingrove C.I.
- Darivoj Jaksic – BP, Lester B. Pearson C.I.
- Shazia Kamboh – Member, North Albion C.I.
- Marc Kopyto – Council Rep + Workload Rep, Earl Haig S.S.
- Howard Kwan – co-BP, Danforth C.T.I
- Jason Law – BP, Sir Wilfrid Laurier C.I.
- Carlotta Lovell - BP, Runnymede C.I.
- Kevin MacTavish – co-BP, Westview Centennial S.S.
- Terry Maguire - BP, Parkdale C.I.
- Ryan Matheson– BP, Humberside C.I.
- Jeff Munroe – BP, TheStudentSchool
- Serena Nadir – BP, Georges Vanier S.S.
- Jeganathan Nanthivarman – Member, L'Amoreaux C.I.
- Janice Patterson – Council Rep, Albert Campbell C.I.
- Jeff Radulovic – Member, Don Mills C.I.
- Rachel Rosen – BP, SOLE
- Penny Saunders – co-BP, Northview Heights S.S.
- Anne Schmidt – BP, West Hill C.I.
- Adam Shalaby – OSSTF Toronto Eco Committee District Co-Chair, Harbord C.I.
- Lauren Simmons – BP, Leaside H.S.
- Raj Singh – BP, David and Mary Thomson C.I.
- Richard Spiegel – BP, Thistletown C.I.
- Ernie Steponas – co-BP, Etobicoke C.I.
- Sarah Tsopeles – co-BP, Newtonbrook C.I.



EXPERIENCED

EFFECTIVE

PASSIONATE

PUBLIC EDUCATION IS OUT OF BALANCE.

In Canada, one side of the political debate has increasingly taken over the public sphere, shutting down debate with claims that contrary opinions constitute violence/harm. They shout them down their intellectual opponents with claims of racism and misogyny, as if they are holders of divine truth and could never be wrong. But no has a monopoly on truth. No one is infallible.

There is a degree of intellectual humility that is completely lacking in contemporary society. Individually, we cannot be sure we are on the right path. We need to speak to others, especially those we disagree with. If we don't, we'll never know we're wrong. We'll just stay in an ideological bubble, ignorant of the vast unending complexity of reality.

People talk about the middle of the road as though it were unacceptable. Actually, all human problems except morals come into the gray areas. Things are not black and white. There have to be compromises. The middle of the road is all the usable surface. The extremes of right and left are in the gutters.

- Dwight D. Eisenhower

There is only one way forward: Increasing ideological And intellectual diversity. People that hold different opinions aren't evil, they just have different opinions. They aren't racist: in fact, they may care about racism just as much as you, but have read different scholars and come to different opinions.

There is an entire constellation of thinkers that reject the illiberal anti-human, far left project dominating contemporary discourse. I am proud to consider myself one of those thinkers: a principled liberal who grew up understanding the wisdom I learned in kindergarten that "two wrongs don't make a right" and "don't judge a book by its cover." Wisdom that has been neglected, forgotten, or ignored in favour of once again discriminating based solely on skin colour in an attempt to right past wrongs, but creating wrongs in the present against individuals that had nothing to do with those past wrongs. We have educators calling certain students oppressors based on something they did not choose, and not just getting away with it, but with the school board's explicit approval. I know this to be wrong in my bones, and I know you do, too. We need to push back now.

JON ROBERTS FOR EXECUTIVE OFFICER

FAIRNESS

I seek to treat everyone equally without regard to skin colour or other immutable characteristics. I believe in applying the same rules for everyone, and reject disparagement of individuals based on circumstances of their birth.

UNDERSTANDING

I am open-minded. I seek to understand opinions or behavior that I do not necessarily agree with. I am tolerant and consider other points of view that are in conflict with my own convictions.

HUMANITY

I recognize that every person has a unique identity, that our shared humanity is precious, and that it is up to all of us to defend and protect the civic culture that unites us.



Vote Vincent Bisasor

for Executive Officer - TTBU



Profile: Born in Jamaica, Married (Cecile) with 2 Children (Vincent III and Alexandria).

Worked in industry as chemist, production supervisor, Health and Safety Coordinator: in public sector as bureau of standards compliance officer and regulations writer.

Teaching Experience: 3 years in Jamaica, 21 years TDSB, ACL 1 year

OSSTF: 20 years Branch President Emery C I, 20 years School Staffing Committee Co-Chair. Dismantling Anti Black Racism and intersectional Oppression Officer OSSTF-Toronto, Attended numerous AMPAs, most if not all Branch Presidents Workshops/weekends during this time, all Staffing Committee Workshops, Numerous rallies and protest demonstrations, Strike Captain many times...

2012 Award of Merit for years of service in the cause of education-

Dedicated, committed, unwavering, motivational Representation and Leadership

Community Work: House league Hockey Coach, House League Soccer Coach, Fundraiser for numerous Local and Global Charities/Causes, Regular volunteer at Local Food Bank, Member Board of Directors Etobicoke Swim Club, Swim Judge (Strokes and Turns) at Local and Provincial Swim Meets.

Recognised for 10 years of service (2018) to community by Michael Levitt, MP-York Centre

Will serve by

- Being accessible to members-regularly meeting with members at worksites to listen to and see concerns
- Providing fearless experienced representation to find solutions and resolutions in the members best interest and favour
- Improving race relations by being a voice and taking action to identify, expose and work to eradicate racism from our union
- Improving the relevance of OSSTF Toronto TBU to members(especially newer members) and the education system
- Timely and appropriate responding to member concerns-never giving them the brush off

What do people who know and have worked with Vincent say? Follow this link

<https://docs.google.com/document/d/1Sd4rryc7gFH0tek1vwZWatRPQVleyNkbbtL88evNT8o/e/dit?usp=sharing>

Dedicated Committed Experienced



OSSTF TORONTO

DISTRICT GENERAL MEETING

Location: TBD
Wed. June 15th, 2022
Meeting: 5:45PM – 7:00PM
(immediately following June Council)

President's Report

Treasurer's Report

Constitutional Amendments

Registration begins: Thurs. May 26, 2022

Deadline: Fri. June 10, 2022 at 4:30 PM

Click the link to register:
<https://osstftoronto.ca/district-agm-2022-registration/>

Please note that each Bargaining Unit is allocated a specific number of delegates as per their FTE percentage of the District Membership. As such, registration as a voting delegate is on a first come, first serve basis. Those that have registered after exceeding our allotment of delegates may still attend the meeting as an observer.



OSSTF TORONTO

OSSTF PENSION RETIREMENT PLANNING WORKSHOPS TEACHERS' PENSION PLAN MEMBERS 2022

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

WORKSHOP #2 - Virtual

DATE: Tuesday, May 24, 2022
TIME: 4:30 p.m. – 5:45 p.m.
PLACE: <https://attendee.gotowebinar.com/register/3111237894079000076>

**** You should also register for an OTIP/Educator's Financial "Benefits & Financial Planning Retirement Webinars" at www.otip.com/events ****

📅 June 13, 2022 at 5:00 p.m.

Health, Dental and Travel Plans; Financial Planning



ADVERTISEMENT

The OSSTF Toronto Teachers' Bargaining Unit is seeking nominations for the positions of:

**TTBU
Provincial
Councillors
for
2022/23**

The number of Provincial Councillors for the Bargaining Unit is determined in accordance with Provincial OSSTF Bylaw 11.2.3.1 "Each Bargaining Unit President shall be a member of Provincial Council", and Bylaw 11.2.3.3 "A Bargaining Unit shall be entitled to elect additional Provincial Councillors on the basis of one Councillor for each 1000". For the 2022-23 Federation Year OSSTF TTBU will be entitled to four Provincial Councillors in addition to the President.

According to the OSSTF Toronto Teachers' Bargaining Unit Constitution, Bylaws, and Policies, Council shall "elect the TTBU Provincial Councillors at the June meeting, for the Year;" (Bylaw 2.2.1.7).

The nominator and seconder must email Michelle LeBlanc : (mleblanc@osstftoronto.ca) to confirm that they are nominating the candidate. The member being nominated for Provincial Councillor may not nominate or second their own nomination. Nomination forms must be emailed to the attention of Michelle LeBlanc : (mleblanc@osstftoronto.ca) at the District Office and are due by 4:30 p.m. on Wednesday, June 1, 2022. Elections will take place at the TTBU Council meeting on Wednesday, June 15, 2022.

THESE ARE NOT TIME-RELEASE POSITIONS

NOMINATION FORM

OSSTF TORONTO TEACHERS' BARGAINING UNIT PROVINCIAL COUNCILLOR 2022/23

Nominator and seconder must email the Michelle LeBlanc, at mleblanc@osstftoronto.ca, to confirm that they are nominating the candidate. The member being nominated for Provincial Councillor, may not nominate or second their own nomination.

NOMINATION DEADLINE: 4:30 PM ON WEDNESDAY, JUNE 1, 2022

NAME: _____

WORK LOCATION: _____

TELEPHONE: WORK: _____ HOME/CELL: _____

EMAIL ADDRESS: _____

NOMINATED BY: _____
Name and location *Signature*

SECONDED BY: _____
Name and location *Signature*

I ACCEPT THIS NOMINATION: _____
Signature

**PLEASE RETURN THE COMPLETED NOMINATION FORM TO THE
DISTRICT OFFICE BY 4:30 PM ON WEDNESDAY, JUNE 1, 2022.
FORMS MUST BE
EMAILED TO MICHELLE LEBLANC AT: mleblanc@osstftoronto.ca**

OSSTF Toronto Branch Executive for 2022-2023

Worksite: _____ Worksite Phone Number: _____

1. Positions required by the TTBU Constitution (Bylaw 1.1.1.)

Position	Name	Non-TDSB Phone Number	Non-TDSB email
Branch President			
Secretary/Treasurer			
Workload Representative			

2. Positions required by the TTBU Constitution (Bylaw 2.3)

Please note: The number of TTBU Council Representatives elected at each Branch is determined by the number of staff allocated to the Branch. Please see the *Council Representatives per Branch* Document, posted on the OSSTF Toronto website (<https://osstftoronto.ca/member-resources/56047/>) to determine how many Council Representatives your Branch has been allotted.

(Worksite) _____ has been allotted (number) _____ of Council Representatives

	Name	Non-TDSB Phone Number	Non-TDSB Email Address	Dietary Restrictions	Accessibility Needs
Council Representative #1					
Branch President					
Alternate for BP/Council Rep #1					
Council Representative #2 (if allotted)					
Elected TTBU Council Rep #2					
Alternate for TTBU Council Rep #2					
Council Representative #3 (if allotted)					
Elected TTBU Council Rep #3					
Alternate for TTBU Council Rep #3					
Council Representative #4 (if allotted)					
Elected TTBU Council Rep #4					
Alternate for TTBU Council Rep #3					

3. Additional Representatives (Bylaw 1.1.2)

Position	Name	Non-TDSB Phone Number	Non-TDSB Email Address
Branch Vice President			
Black, Indigenous, and Workers of Colour Committee Representative			
Human Rights Committee Representative			
Occupational Health and Safety Representative			
PRIDE Committee Representative			
School Parent Council Committee Representative			
Professional Development and Excellence in Education Committee Representative			
Political Action Committee Representative			
Status of Women Committee Representative			

4. The Collective Agreement (L17.1) provides for an annual early dismissal/late open for the express purpose of a staffing and workload survey to be completed by all members. This survey must be completed during a regularly scheduled monthly staff meeting and not during any other delayed start or early dismissal. Between February 1 and March 30, 2023 (i.e. over two staff meeting cycles), each school will implement the Collective Agreement guarantee of 40 minutes release time to access and complete the online survey in accordance with its own schedule.

Please indicate the date of your regularly scheduled staff meeting during which the survey will be completed in either February or March 2023.

Date survey will be completed: _____

**Please submit this form prior to the September Council meeting to
reception@osstftoronto.ca**

**MAXIMUM \$50.00 DINNER REBATE APPLICATION FOR
REGISTRANTS OSSTF TTBU ANNUAL GENERAL MEETING
Thursday, May 19, 2022 (4:45 PM – 7:45 PM)**

- Scan/Attach **ORIGINAL** receipt dated Thursday May 19, 2022
(No more than \$50.00 will be rebated)
- Keep a copy of rebate items for your records
- PLEASE PRINT 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: _____

Email to: mreid@osstftoronto.ca
dpickering@osstftoronto.ca

Or via Canada Post:

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



Jim McQueen Excellence in Education Award

Nomination Form

Student Name: (Print clearly) _____

School: _____

Head of Guidance: _____

Branch President: _____

School Telephone Number: _____

Commencement/Awards Ceremony Date: _____

Criteria Classification: _____

Provide a brief description of why your school has nominated this student.

Each school shall be allowed one recipient during the school year. Schools which have fall commencements/awards ceremonies shall make their presentations during the fall, while schools having spring commencements/awards ceremonies shall make their presentations during the spring.

The award and certificate shall be presented by an OSSTF member from your Branch Executive.

Please return this form at least 3-4 weeks prior to the presentation date in order to allow for the preparation of the cheque and certificate. Fax or email this form to the attention of Marion Reid at 416-393-8912 or mreid@osstftoronto.ca



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: