



AMPA

March 13–15, 2021

Volume 2.2:
Resolutions



Remote Annual Meeting of the Provincial Assembly (AMPA) 2021

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VOLUME TWO CONTAINS RESOLUTIONS.

This Volume is distributed to the district and bargaining unit presidents by email and can be found on the OSSTF/FEESO website at www.osstf.on.ca.

AMPA materials will be posted on our website.

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IMPACT OF RESOLUTIONS

IMPACT OF CERTAIN RESOLUTIONS ON OTHER RESOLUTIONS

CON 204-21

If CON 204-21 is carried, AMPA steering recommends that CON 207-21 be ruled out of order as already dealt with.

If CON 207-21 is carried, AMPA steering recommends that CON 204-21 be ruled out of order as already dealt with.

If CON 204-21 is defeated, AMPA steering recommends that CON 207-21 be ruled out of order as already dealt with.

If CON 207-21 is defeated, AMPA steering recommends that CON 204-21 be ruled out of order as already dealt with.

CON 207-21

If CON 204-21 is carried, AMPA steering recommends that CON 207-21 be ruled out of order as already dealt with.

If CON 207-21 is carried, AMPA steering recommends that CON 204-21 be ruled out of order as already dealt with.

If CON 204-21 is defeated, AMPA steering recommends that CON 207-21 be ruled out of order as already dealt with.

If CON 207-21 is defeated, AMPA steering recommends that CON 204-21 be ruled out of order as already dealt with.

If CON 206 is defeated, AMPA steering recommends that BYL 226-21 and MAC 230-21 be ruled out of order.

CON 210-21

If CON 210-21 is defeated, AMPA Steering recommends that COMP 210-21 and COMP 211-21 be ruled out of order as already dealt with.

If COMP 210-21 is defeated, AMPA Steering recommends that CON 210-21 be ruled out of order as already dealt with.

BYL 223-21

AMPA Steering recommends that BYL 223-21 be ruled out of order as contrary to Bylaw 16.1.1.7.1.

BYL 226-21

If CON 207-21 is defeated, AMPA steering will recommend that BYL 226-21 be ruled out of order.

COMP 208-21

AMPA Steering recommends that COMP 208-21 be ruled out of order as redundant to Article 8.4.4.

COMP 209-21

AMPA Steering recommends that COMP 208-21 be ruled out of order as redundant to Article 8.4.4.

COMP 210-21

If CON 210-21 is defeated, AMPA Steering recommends that COMP 210-21 be ruled out of order as already dealt with.

If COMP 210-21 is defeated, AMPA Steering recommends that CON 210-21 and COMP 211-21 be ruled out of order as already dealt with.

COMP 211-21

If CON 209-21 is defeated, AMPA Steering recommends that COMP 211-21 be ruled out of order as already dealt with.

If COMP 210-21 is defeated, AMPA Steering recommends that COMP 211-21 be ruled out of order as already dealt with.

INTP 203-21

AMPA Steering recommends that INTP 203-21 be ruled out of order as contrary to the rules of order and as redundant to Procedure 12.1.7.

INTP 204-21

AMPA Steering recommends that INTP 204-21 be ruled out of order as redundant to Procedure 12.1.4.

MAC 206-21

AMPA Steering recommends that MAC 206-21 be ruled out of order as contrary to the structure of OSSTF/FEESO workgroups.

MAC 214-21

AMPA Steering recommends that MAC 214-21 be ruled out of order as contrary to Bylaw 10.2.

MAC 225-21

AMPA Steering recommends that MAC 225-21 be ruled out of order as contrary to Procedure 9.1.2 and Bylaw 16.1.1.7, the Staff Collective Agreement and as beyond the authority of OSSTF/FEESO.

If CON 209 is defeated, AMPA Steering recommends that MAC 225 be ruled out of order as the Provincial Disrupting Anti-Black Racism Advisory Committee will not have been created.

MAC 228-21

AMPA Steering recommends that MAC 228-21 be ruled out of order as contrary to the rules of order.

MAC 230-21

If CON 207-21 is defeated, AMPA steering will recommend that MAC 230-21 be ruled out of order.

POL 201-21

If POL 201-21 is carried, AMPA Steering recommends that POL 202-21 be ruled out of order as already dealt with.

If POL 202-21 is carried, AMPA Steering recommends that POL 201-21 be ruled out of order as already dealt with.

POL 202-21

If POL 202-21 is carried, AMPA Steering recommends that POL 201-21 be ruled out of order as already dealt with.

If POL 201-21 is carried, AMPA Steering recommends that POL 202-21 be ruled out of order as already dealt with.

102nd (REMOTE) ANNUAL MEETING OF THE PROVINCIAL ASSEMBLY TENTATIVE AGENDA March 13–15, 2021

NOTE: Items marked with the number signs (# - timed item) or (## - definite timed item) will be dealt with at the times indicated.

During AMPA, the videos are captioned to accommodate our members who require it.

All technical links for house business were provided previously to AMPA 2021 attendees via email. Unless otherwise stated, items listed below are delivered using Union Calling and XXXX platforms.

ANTI-HARASSMENT OFFICERS – TO BE ANNOUNCED FRIDAY, MARCH 12, 2021

7:00 p.m. – 10:00 p.m. **Zoom Campaign Suites**

DAY 1

Saturday, March 13, 2021

8:00 a.m. – 8:50 a.m.

Equity Caucus TBD #1 Zoom Room

9:00 a.m.

#

Call to Order
Indigenous Welcome
National Anthem

- The General Secretary
- (a) The Federation Pledge
 - (b) Reading of the Anti-Harassment and Equity Declaration
 - (c) In Memoriam
 - (d) Announcements of:
 - Credentials Committee
 - Steering Committee
 - Speakers of the House

- (e) Interim Report of the Credentials Committee [PROC 201]
- (f) Adoption of Standing Rules [PROC 202]
- (g) Adoption of the Agenda [PROC 203]
- (h) Adoption of the Minutes of the 2020 Annual Meeting of the Provincial Assembly [PROC 204]

9:30 a.m. – 10:15 a.m. #

The President's Address – Harvey Bischof

10:15 a.m. – 10:30 a.m.

BREAK

10:30 a.m. – 11:00 a.m. ##

Guest Speaker, Carol Wall, Social Justice and Labour Activist

11:00 a.m. – 11:30 a.m. #

**Equity Action Plan
(Questions of Clarification)**

11:30 a.m. – 12:00 p.m. #

**Addressing Systemic Racism in Ontario Schools
(Proposed Policy Motions for OSSTF/FEESO)**

12:00 p.m. – 1:00 p.m.

LUNCH

12:05 p.m. – 12:55 p.m.

Equity Caucus TBD #2 Zoom Room

1:00 p.m. – 1:45 p.m. #

**Strategic Action Plan 2021 – 2022
Report of the Provincial Executive on Federation
Strategic Action Plan
(Questions of Clarification)**

1:30 p.m. ##

- (a) **Closing of Nominations**
- (b) **Announcements of Nominations**

1:45 p.m.

Resolutions recommended by the Steering Committee

2:00 p.m. – 2:15 p.m.

BREAK

2:15 p.m. ##

Candidates' Speeches
Chairperson: Kerri Ferguson
Timer: Randi Macdonald

Candidates who are running for elected office may speak for periods indicated:

President: 10 minutes each
Vice-President: 5 minutes each
Treasurer: 5 minutes each
Executive Officer: 5 minutes each
OTF Table Officer: 3 minutes each
OTF Governor: 3 minutes each

3:30 p.m.	##	Resolutions recommended by the Steering Committee Mike Schreiner, Leader, Ontario Green Party
3:45 p.m.	#	Committee to Review Committees (Report, Questions of Clarification and Related Resolutions) Resolutions recommended by the Steering Committee
4:30 p.m.		RECESS
6:30 p.m.	#	Q & A Sessions for Candidates: (a) Provincial Executive (b) OTF Table Officer (c) OTF Governors
9:30 p.m. – 10:30 p.m.		Zoom Campaign Suites

DAY 2

Sunday, March 14, 2021

8:00 a.m. – 8:50 a.m.	Equity Caucus TBD #3 Zoom Room
9:00 a.m.	Call to Order – Meeting Resumes

Final Report of the Credentials Committee [PROC 205]

REMINDER: Deadline for Proposed Amendments to the Strategic Action Plan

	#	REMINDER: Deadline for BUDG 201-20 Amendments and Submission of Resolutions with Cost Estimates						
9:05 a.m.	##	Demonstration of Electronic Voting						
9:15 a.m.	##	Elections (Balloting Begins): <table border="0" style="width: 100%;"> <tr> <td>(a) President</td> <td>(d) Executive Officer</td> </tr> <tr> <td>(b) Treasurer</td> <td>(e) OTF Table Officer</td> </tr> <tr> <td>(c) Vice President</td> <td>(f) OTF Governor</td> </tr> </table>	(a) President	(d) Executive Officer	(b) Treasurer	(e) OTF Table Officer	(c) Vice President	(f) OTF Governor
(a) President	(d) Executive Officer							
(b) Treasurer	(e) OTF Table Officer							
(c) Vice President	(f) OTF Governor							
10:30 a.m. – 10:45 a.m.		BREAK						
10:45 a.m.	#	(a) Report of the Treasurer: Earl Burt (b) Report of the Finance Committee (c) Presentation of the Interim Budget (d) Clarification and Questions to the Interim Budget (e) Budget Resolutions [BUDG]						
12:00 p.m. – 1:00 p.m.		LUNCH						
12:05 p.m. – 12:55 p.m.		Equity Caucus TBD #4 Zoom Room Remaining Resolutions – With Cost Estimates And BUDG Amendments						
1:00 p.m.	##	Steven Del Duca, Leader, Ontario Liberal Party						
1:30 p.m.								
1:45 p.m.	#	Related Resolutions to the Strategic Action Plan 2021-2022						
		Report of the Chairperson of Provincial Council: Glen Hodgson Interim Policy Motions Compensation Report – Executive Session						
2:30 p.m. – 2:45 p.m.		BREAK						

Resolutions recommended by the Steering Committee

4:45 p.m.

RECESS

DAY 3

Monday, March 15, 2021

8:00 a.m. – 8:50 a.m.

Equity Caucus TBD #5 Zoom Room

9:00 a.m.

Call to Order – Meeting Resumes

9:05 a.m.

#

Final Budget Report [BUDG 201-20]

Resolutions recommended by the Steering Committee

10:30 a.m. – 10:45 a.m.

BREAK

10:45 a.m. – 11:30 a.m.

#

Presentation of the Student Achievement Awards in Honour of Marion Drysdale

11:30 a.m.

Resolutions recommended by the Steering Committee

12:00 p.m. – 1:00 p.m.

LUNCH

12:05 p.m. – 12:55 p.m.

Equity Caucus TBD #6 Zoom Room

1:00 p.m. – 1:30 p.m.

Resolutions recommended by the Steering Committee

1:30 p.m.

##

Andrea Horwath, Leader, Ontario New Democratic Party

1:45 p.m.

#

- (i) **MAC 202-20 Ad Hoc Work Group to Review Equity Mentorship Initiative (Timing in agenda TBD in consultation with PCC/Steering)**
- (ii) **MAC 216-19 (Continuation of MAC 203-17) Governance Review Committee (Defer to AMPA 2021)**
- (iii) **MAC 218-19 Addressing Corporate Intrusion in Public Education Task Force**

(iv)

**Local Staff and Elected Officials' Working
Conditions**

Reports, Questions of Clarification and Related Resolutions

2:00 p.m.

Resolutions recommended by the Steering Committee

2:30 p.m. – 2:45 p.m.

BREAK

2:45 p.m.

Resolutions recommended by the Steering Committee

4:00 p.m.

ADJOURNMENT

AMPA 2021 ON-TIME RESOLUTIONS

The 'green pages' are the only official pages that will be used at AMPA.
(The .pdf file on the OSSTF/FEESO website, although accurate, is not an official document.)

PROC - Procedural:

PROC 201-21

Provincial Executive (2.1.55)
1/2ass

BE IT RESOLVED THAT the report of the Credentials Committee be approved.

Rationale: Standard Motion

PROC 202-21

Provincial Executive (2.1.59)
1/2

BE IT RESOLVED THAT the Standing Rules for the 2021 Annual Meeting of the Provincial Assembly (AMPA) be approved as follows:

STANDING RULES

1. **Credentials and Voting**
- 1.1 For the purposes of PROC 202, "delegate" means a voting member of the Provincial Executive, an OTF Governor, OTF Table Officer, or a member of a District delegation.
 - 1.1.1 Only delegates may vote; delegates may vote using their phone.
 - 1.1.1.2 If a delegate anticipates not being able to participate for the full meeting of AMPA 2021, the delegate shall have arranged for an alternate through the Delegation Leader in advance of AMPA 2021.
 - 1.1.1.2.1 Request to swap alternates and delegates must be submitted to the AMPA coordinator at ampa@osstf.ca.
 - 1.1.1.2.2 Should an alternate need to attend in the place of a delegate for a partial day, the swap may be made during the lunch break only.
- 1.2 All delegates shall be registered prior to the start of AMPA 2021.
- 1.3 Only delegates may contact the Resolutions and Steering Committees through the designated steering email address.
- 1.4 Voting shall be conducted according to the OSSTF/FEESO Rules of Order, Rule 6 - Voting Procedures.
 - 1.4.1 There shall be no roll call vote. If technical difficulties are encountered during a vote, delegates shall inform the operators by pressing *3. If necessary, a re-count on a vote shall be taken.

1.4.2 Any appeals must be made by pressing *3 before the next vote tally, or before the final disposition is announced.

1.4.2.1 In all matters of dispute, the tally announced by the Speaker shall prevail.

1.4.2.2 The Speaker shall announce the final vote count and the disposition of the resolution.

2. **Reports**

2.1 Reports may be

2.1.1 “adopted” which has the effect of approving every word in the report;

2.1.2 “endorsed” which means the approval of the general directions of the report without adopting the recommendations; or

2.1.3 “received” which indicates only that the report has been read. No motion is required.

2.2 All reports will be received at the call of the Speaker.

2.3 Following the presentation of each report there will be an opportunity for delegates to ask questions of clarification of the report and of the requested budget allocation.

2.3.1 Questions to reports will have a time limit of 30 seconds. A time limit of 90 seconds applies for the answer to each question.

2.4 Recommendations contained in a report will only be acted upon by the House if they are submitted as resolutions.

2.4.1 Related resolutions are defined as those resolutions submitted by the originating body.

2.5 All reports not received by the House prior to adjournment shall be considered at adjournment as received.

2.6 Only reports that are to be issued or published in the name of OSSTF/FEESO require a resolution for adoption.

3. **Debate**

3.1 Indicator Cards

3.1.1 There shall be 4 coloured indicator cards used during debate:

3.1.1.1 WHITE: speaking in favour of the motion (90 second time limit)

3.1.1.2 BLUE: speaking against the motion (90 second time limit)

3.1.1.3 YELLOW: used for other actions including calling for an amendment to the motion on the floor, motions to refer, postpone, limit or extend limits of debate, call the question, or lay on the table and parliamentary questions to the Speaker, or questions to the mover through the Speaker (30 second time limit). A time limit of 90 seconds applies for the answer to the question.

3.1.1.4 RED: used for Questions of Privilege (i.e. stating an urgent request), Points of Order, Challenges to the Chair, Suspension of the Rules, or Rising Votes, and may interrupt debate upon recognition by the Speaker (90 second time limit). Red cards shall not be used for announcements and shall not be used to rise on the same point that has already been made and addressed by the speaker. When required, a time limit of 90 seconds applies to the Speaker to respond to the red card.

3.1.2 To speak in debate on a card, delegates shall call the operators using *3 and identify which card they wish to speak on; the delegate shall then be placed in queue to speak in order of debate.

3.2 When speaking, debaters shall first state their name, their representation and whether their intention is to speak in favour or against the motion, or to use a YELLOW or RED card.

- 3.3 The mover of the resolution shall be heard first, followed by the first BLUE card. Subsequent debaters shall alternate among YELLOW, WHITE, BLUE cards.
- 3.4 If there are debaters in queue and at least 4 WHITE cards have been heard, the Speaker shall judge that the debate is exhausted whenever the remaining persons on the Spotter's list are all WHITE cards. Similarly, if there are debaters in queue and at least 4 BLUE cards have been heard, the Speaker shall judge that the debate is exhausted whenever the remaining persons on the Spotter's list are all BLUE cards.
- 3.5 The mover shall be allowed to close debate, subject to the Rules of Order, and the question shall be put.
- 3.6 On the final day of AMPA, the Speaker shall have the option of proceeding to hear only the mover who shall open debate, one more WHITE card and two BLUE cards before calling for the mover to close debate (30-second time limit) and then calling the question. The use of YELLOW and RED cards would not be restricted. Cards will be recognized in the order as in 3.3. Once invoked, this procedure applies for the remainder of AMPA.
- 3.7 The order of precedence of any type of motion not covered in PROC 202 shall follow *Robert's Rules of Order Newly Revised*.
- 3.8 Both English and French may be used in debate. When calling in to the meeting, delegates shall have the option of choosing the French line or the English line.
- 3.8.1 If a delegate wishes to ask a question or speak in debate in French, they will state their question or comment, which will then be translated and read out by the Speaker.

4 **Resolutions**

- 4.1 The following definitions are applied to resolutions:
 - 4.1.1 "on-time" are all INPO resolutions and those resolutions received on-line by the General Secretary on or before the 3rd working Tuesday in January;
 - 4.1.2 "late" are those resolutions received on-line by the General Secretary later than the deadline in 4.1.1 but not later than 4:00 p.m., Thursday, March 11; and
 - 4.1.3 "from the floor" are those resolutions received in writing by the General Secretary after the deadline in 4.1.2 and those resolutions received by AMPA Steering during AMPA 2021.
 - 4.1.4 resolutions other than procedural resolutions and amendments to resolutions will not be accepted by the AMPA Steering Committee on the final day of AMPA.
- 4.2 Whenever possible, the Speaker or the Reader shall state the effect of the passage of a resolution on succeeding related resolutions.

4.3 **Procedures**

- 4.3.1 Procedural resolutions will normally be dealt with at the time that they are properly presented.
 - 4.3.1.1 A 2/3 vote is required for all procedural resolutions which suspend the Rules of Order or which change the sequencing of resolutions.
 - 4.3.2 "On-time" resolutions will be presented during the regular business section of the agenda.
 - 4.3.3 "Late" and "from the floor" resolutions will be presented during the appropriate section of the agenda, except when the Speaker decides otherwise.
 - 4.3.4 No substantive resolution will be dealt with until it is available visually to the Delegates.

- 4.3.5 **Splitting of Resolutions**
- 4.3.5.1 When resolutions have been moved en bloc, a single member may request the removal of one or more motions from the bloc.
- 4.3.5.1.1 Any resolution(s) removed from a bloc shall be dealt with immediately after the en bloc resolutions have been dealt with.
- 4.3.5.2 When a resolution is made up of a series of independent motions dealing with different subjects, a single member may request the removal of one or more motions from the group.
- 4.3.5.3 When the resolution contains several parts, each of which is capable of standing as a complete proposition if the others are removed, the parts can be separated by the adoption of the motion for “Division of a Question.”
- 4.3.6 **Withdrawal of Resolutions**
- Delegates wishing to withdraw resolutions shall email the Steering Committee to do so. The email shall contain the motion name and number in the subject line. The name of two delegates are required for withdrawal. Acceptable delegates for the withdrawal of resolutions are as follows:
- 4.3.6.1 If the resolution is from a District, withdrawal email requires both the delegation leader and another member of that delegation to be the sender or carbon copy (CC) recipient of the withdrawal email.
- 4.3.6.2 If the resolution is from a Bargaining Unit, the withdrawal email requires the 2 delegates of the Bargaining Unit names on the email, one of which shall be the sender and the other, which shall be CC'd on the email.
- 4.3.6.2.1 Where a Bargaining Unit has only one delegate at AMPA, the second name on the email shall come from another member of the district delegation.
- 4.3.6.3 If the resolution is from a Committee or Council, withdrawal requires the Chair, if in attendance at AMPA, and another member of the Committee/Council to be the sender of the email and recipient of the CC'd email. Chairs who are non-voting delegates must submit the Withdrawal Email prior to the call to order or have a voting delegate submit the email.
- 4.3.6.4 For other resolutions, withdrawal requires an email from the Mover, with the Seconder CC'd.
- 4.3.6.5 Any resolution that has not been withdrawn, and has not been moved and seconded on the floor, will be designated "Not Dealt With".
- 4.4 **Amendments to Resolutions**
- 4.4.1 When reading a resolution, the Speaker shall announce to the House, for information, the number of any proposed amendments submitted in writing to the AMPA Steering Committee before such resolutions come up for debate on the floor.
- 4.4.2 Movers of such amendments must call *3 to get in queue with their YELLOW cards and be recognized by the Speaker in the regular order of debate.
- 4.4.3 An amendment affecting a dollar amount, number, or percent must be between the status quo and the main resolution. A secondary amendment affecting a dollar amount, number, or percent, must be between that in the amendment and that in the main resolution.
- 4.4.3.1 If there is no status quo, any amendment is in order.

- 4.5 **BUDG 201**
- 4.5.1 The Proposed Budget is presented, followed by a question and answer period for clarification on the Proposed Budget. After the question and answer period, BUDG 201 is moved and seconded, and shall be immediately tabled and lifted from the table as required.
- 4.5.2 **Amendments to BUDG 201**
- 4.5.2.1 Resolutions with cost estimates and amendments to BUDG 201 must be submitted by 9:00 a.m. on the second day of AMPA.
- 4.5.2.2 Resolutions with cost estimates or affecting BUDG 201 and amendments to BUDG 201 shall be dealt with before the second afternoon break on the second day of AMPA.
- 4.5.2.3 After the second afternoon break on the second day of AMPA, only the Finance Committee, through the Treasurer, may propose amendments to BUDG 201, in accordance with Bylaw 9.
- 4.5.3 Any resolution with a cost estimate, which is approved by the House, shall be reflected in the final Budget report of the Finance Committee.
- 4.5.4 Prior to the end of AMPA the Finance Committee, through the Treasurer in accordance with Bylaw 9, shall present as part of its report the changes, identified by line item, required to the proposed Budget on the basis of resolutions approved in 4.5.3. At this time, further amendments to the budget are permitted only by the Finance Committee, through the Treasurer.
- 4.5.5 After the second afternoon break on the second day of AMPA, any questions of clarification to the Finance Committee regarding the proposed final budget may be addressed only to the changes made pursuant to 4.5.3.
- 4.5.6 In accordance with Bylaw 11.1.2.3.1.6 the House shall, prior to its conclusion, approve the OSSTF/FEESO Budget for the following fiscal year.
5. **Strategic Action Plan Document**
- 5.1 After the Strategic Action Plan is presented to the House, only questions of clarification will be considered.
- 5.1.2 PLAN 201 will be dealt with on the second day, when debate will occur.
- 5.2 The Preamble to the Strategic Action Plan is not amendable.
- 5.3 Any amendments to the Strategic Action Plan Chart will be debated as amendments to PLAN 201.
- 5.4 Any resolutions for amendments referred to in 5.3 must be submitted to the AMPA Steering Committee at least 1 hour prior to the scheduled introduction of PLAN 201.
6. **Adjourned Meeting**
- 6.1 In the event that it is necessary to extend AMPA beyond the time frame of the Agenda, the Presiding Officer shall declare AMPA adjourned to continue at the call of the Chair, and delegates shall be given a minimum of 6 weeks' notice of the continuation of the adjourned meeting.
- 6.1.1
- 6.1.2
- 6.2 Resolutions received by the General Secretary at least 4 weeks prior to the continuation of the adjourned meeting shall be considered on time.
7. **Executive Session**
- 7.1 AMPA shall move into Executive Session by motion whenever it must consider either matters relating to personnel or matters of serious importance to AMPA.

- 7.1.1 Notwithstanding 7.1, the Speaker shall declare the house to be in Executive Session for the presentation of the Executive Compensation Package.
- 7.2 The standard resolution to move into Executive Session should be worded as follows: "BE IT RESOLVED THAT AMPA move into Executive Session, with the Speaker in the Chair, those holding voting credentials (i.e. a PIN), and minimal staff present."
- 7.2.1 Minimal staff shall be as defined by the Speaker.
- 7.3 All matters discussed in Executive Session shall remain absolutely confidential to those members present during the Session. Violation of this provision of confidentiality is punishable under the disciplinary procedures of OSSTF/FEESO. The Minutes of an Executive Session shall be read and acted upon only in an Executive Session.
- 7.4 The Minutes of an Executive Session shall be kept in a secure location for a period of 7 years, where after they shall become part of the body's public record unless AMPA specifically directs otherwise.
- 7.5 Within Executive Session the standard rules of order shall be followed unless AMPA specifically directs otherwise.
- 7.6 A resolution to rise and report from Executive Session shall be moved at the end of the Session.
- 7.7 Any resolution arising from the Executive Session, which requires public action, shall be considered in Open Session immediately upon rising and shall be non-debatable.
- 7.8 The resolutions directing AMPA to move into and rise from Executive Session are the only public record of the Executive Session.

8. **Committee of the Whole**

- 8.1 If free debate of a topic is desirable without the necessity of having a resolution on the floor or if free debate of a resolution or resolutions is required, the assembly may go into a Committee of the Whole. Procedures for Committee of the Whole are defined in the Constitution and Bylaws under Rules of Order section 5.8.
- 8.2 The main resolution to move into Committee of the Whole shall specify the term(s) of reference, restriction(s) for debate, and time frame. A resolution is not required to rise from Committee of the Whole should the time be exhausted.

9. **Notice of Motion**

- 9.1 Delegates may submit a Notice of Motion, which will be read into the record prior to adjournment.

10. **Agenda**

- 10.1 The Agenda and the Daily Sequencing Sheet constitute the Orders of the Day.
- 10.2 Regular timed items will be marked with a # symbol with the intention of allowing those items to interrupt the regular business on the agenda.
- 10.3 Priority timed items will be marked with a ## symbol with the intention of allowing for those items deemed important enough to interrupt any item, including regular timed items, for example a guest speaker or the Student Achievement Awards.

11. **Miscellaneous**

- 11.1 English is the working language for resolutions and amendments submitted to the AMPA Steering Committee and/or shown on the screen at AMPA.

- 11.2 Delegates shall not be permitted to make announcements.
- 11.3 Observing members shall observe the same rules and procedures that are observed in the House.
- 11.4. Members shall exercise decorum. Indecorous behaviour shall be dealt with in the following order:
 - 11.4.1 The Speaker will call the Member to order.
 - 11.4.2 After repeated warnings, the Speaker can NAME the offender. At this point objectionable or disorderly words used by the Member may be recorded to be entered in the Minutes.
 - 11.4.3 The case may be sufficiently resolved by an apology or a withdrawal of objectionable statements by the offender; if not,
 - 11.4.3.1 the Speaker can order one of the following penalties for removal:
 - 11.4.3.1.1 for a short (for example, 15 minute) break;
 - 11.4.3.1.2 for the remainder of the session;
 - 11.4.3.1.3 for the remainder of the day; or
 - 11.4.3.1.4 for the remainder of AMPA.
 - 11.4.3.2 Any Member, rising on a Point of Order, can request that one of the penalties in 10.4.3.1 be imposed.
 - 11.4.3.2.1 The Speaker may allow the Point of Order and order the requested penalty imposed; or,
 - 11.4.3.2.2 The Speaker may allow the Point of Order, and to ensure that the requested penalty reflects the will of the House, the House will move into Executive session, which shall exclude the Member named, to debate the requested penalty.
 - 11.4.3.2.2.1 Once debate on the requested penalty is exhausted; the Speaker may impose the requested penalty, or take a vote on the requested penalty, which shall require a majority vote.
 - 11.4.3.2.2.2 If a Delegate wishes to have a penalty imposed, but disagrees with the requested penalty; it shall be dealt with in the same manner, as an amendment to a motion would be.
 - 11.4.4 If either the Speaker or the House orders an offending member to leave the meeting and the Member refuses, the Speaker shall call for the member to be disconnected from the meeting.
- 11.5 Technical requirements and malfunctions. Members are responsible for their audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation

Rationale: Standard Motion

PROC 203-21

Provincial Executive (2.1.56)

1/2

BE IT RESOLVED THAT the Agenda be approved.

Rationale: Standard Motion

PROC 204-21

Provincial Executive (2.1.57)

1/2

BE IT RESOLVED THAT the minutes of AMPA 2020 be approved.

Rationale: Standard Motion

PROC 205-21

Provincial Executive (2.1.46)

1/2

BE IT RESOLVED THAT AMPA 2021 endorse the paper on *Addressing Systemic Racism in Ontario Schools —Proposed Policy Motions for OSSTF/FEESO*.

Rationale: OSSTF/FEESO is committed to addressing systemic racism in Ontario schools.

PROC 206-21

Provincial Executive (2.1.47)

1/2

BE IT RESOLVED THAT AMPA 2021 endorse the Report from the Ad Hoc Work Group to Review Equity Mentorship Program [MAC 202-20].

Rationale: Standard Motion

PROC 207-21

Provincial Executive (2.1.51)

1/2

BE IT RESOLVED THAT AMPA 2021 endorse the OSSTF/FEESO Action Plan to Support Equity and Anti-Oppression.

Rationale: Over the years, OSSTF/FEESO has taken many worthwhile steps to promote equity, inclusion, and anti-oppression within the union. These steps, however, needs to be augmented by having a comprehensive framework that is largely shared and accepted. This action plan is a framework of guiding principles and actions that will assist Federation to identify where change is needed (our goals) and how to implement those changes (our strategy).

PROC 208-21

Committee to Review Committees and Councils (CRCC) (2.3.19)

1/2

BE IT RESOLVED AMPA endorse the Committee to Review Committees and Councils Report.

Rationale: Standard Motion.

PROC 209-21

MAC 203-17 Workgroup (2.1.60)

1/2

BE IT RESOLVED AMPA endorse the MAC 203-17 Governance Review Committee Report.

Rationale: Standard Motion.

CON- Constitution:

CON 201-21

Provincial Executive (2.1.09)

2/3

BE IT RESOLVED THAT Articles 8.2.1 and 8.2.2 be amended by substitution to read:

"8.2.1 There shall be a Secretariat, the appointment of which shall be the responsibility of the General Secretary."

C&B, page 4

8.2 Secretariat

8.2.1 There shall be a Secretariat appointed by the voting members of the Provincial Executive. (A.02)

8.2.2 The General Secretary shall recommend to the Provincial Executive candidates for interviews for postings to the Secretariat. (A.13)

Rationale: The Provincial Executive does not assign or supervise staff. The General Secretary does. Discipline and terminations are also not their purview. Staff hiring and firing and assignments should be done by managers and supervisors to avoid political conflicts of interests. It follows, that the Provincial Executive should not be involved in hiring. They should, however, ensure that Senior Staff follow an appropriate process. Based on legal advice, it is very unusual for a Board of Directors like PE to be directly involved in interviews or in the selection process for staff that do not report directly to them. The proposed changes would further insulate individual Provincial Executive members from political recrimination and pressure as it relates to hiring. Candidate questions would be directed at Senior Staff, not PE.

CON 202-21

MAC 203-17 Workgroup (2.1.63)

1/2

BE IT RESOLVED THAT Article 8.3.3 and its subsections be amended by substitution to read:

“8.3.3 Chairperson and Vice-Chairperson

8.3.3.1 The Provincial Council shall elect from its members a Chairperson and Vice-Chairperson at the last meeting of the Council in accordance with procedures outlined in the Provincial Council Handbook.

8.3.3.2 The term of office for the newly elected Chairperson and Vice-Chairperson shall be one year and shall commence on July 1.

Rationale: Currently, these positions are elected at the end of the September Provincial Council meeting, resulting in a start date of November, 5 months after the year has started. Electing a Chairperson and Vice-Chairperson prior to the start of the Federation year ensures that business that is required in September is handled by the Chair and Vice-Chair for that year.

CON 203-21

District 12 Toronto – TBU (2.4.04)

2/3

BE IT RESOLVED THAT Article 8.1.1.2 be amended by the addition of “one of whom shall be a racialized person who self-identifies as Black and/or Indigenous,” after “Vice-Presidents,”

C&B. page 3

Article 8 Provincial Organization

8.1 Executive Body

There shall be a Provincial Executive consisting of:

8.1.1 Voting members as follows:

8.1.1.1 the President (Chief Executive Officer),

8.1.1.2 two Vice-Presidents,

Rationale: One crucial way to address systemic racism within our union is to ensure those with power in it have lived experience navigating the racist systems and structures within our union and society. While some efforts have been made to increase representation of Black and Indigenous members through various working groups, these are consultative and advisory positions, without decision-making authority. Without guaranteed positions on the Provincial Executive for Black or Indigenous members, PE lacks the perspectives it needs in order to make the best possible decisions for all members. Representation matters, and ensuring that Black and/or Indigenous voices are among those with the most power in our organization is a basic step in the work we must do as a union to address anti-Black and anti-Indigenous

racism within our union and society at large. Passing this motion institutionalizes this commitment within our highest elected leadership body.

CON 204-21

District 12 Toronto – TBU (2.4.05)

2/3

If CON 204-21 is carried, AMPA steering recommends that CON 207-21 be ruled out of order as already dealt with.

If CON 207-21 is carried, AMPA steering recommends that CON 204-21 be ruled out of order as already dealt with.

If CON 204-21 is defeated, AMPA steering recommends that CON 207-21 be ruled out of order as already dealt with.

If CON 207-21 is defeated, AMPA steering recommends that CON 204-21 be ruled out of order as already dealt with.

BE IT RESOLVED THAT Article 8.1.1.4 be amended by the addition of “one of whom shall be a racialized person who self-identifies as Black and/or Indigenous” after “three Executive Officers.”

C&B, page 8

Article 8 Provincial Organization

8.1 Executive Body

There shall be a Provincial Executive consisting of:

8.1.1 Voting members as follows:

- 8.1.1.1** the President (Chief Executive Officer),
- 8.1.1.2** two Vice-Presidents,
- 8.1.1.3** the Treasurer,
- 8.1.1.4** three Executive Officers.

Rationale: One crucial way to address systemic racism within our union is to ensure those with power in it have lived experience navigating the racist systems and structures within our union and society. While some efforts have been made to increase representation of Black and Indigenous members through various working groups, these are consultative and advisory positions, without decision-making authority. Without guaranteed positions on the Provincial Executive for Black or Indigenous members, PE lacks the perspectives it needs in order to make the best possible decisions for all members. Representation matters, and ensuring that Black and/or Indigenous voices are among those with the most power in our organization is a basic step in the work we must do as a union to address anti-Black and anti-Indigenous

racism within our union and society at large. Passing this motion institutionalizes this commitment within our highest elected leadership body.

CON 205-21

District 19 Peel – TBU (2.4.19)

2/3

BE IT RESOLVED THAT Article 5.7 be amended by the insertion of "and anti-oppression" after "anti-harassment."

C&B, page 3

Article 5 Ethics

The OSSTF/FEESO shall maintain under OSSTF/FEESO Internal Policies and Procedures:

5.7 an anti-harassment policy and procedure. (A.13)

Rationale: The current Anti-Harassment Policy acknowledges, “Inadvertent, hidden and systemic harassment and discrimination must be identified and addressed” and assures members that OSSTF/FEESO “takes seriously its own responsibility to ensure that members are treated with respect and dignity.” OSSTF/FEESO has a duty to ensure that all members are free from both harassment, discrimination, and systemic oppression within our union. This motion calls on OSSTF/FEESO to explicitly highlight and foreground the importance of anti-oppression within the broader context of anti-harassment, so that we can fulfil our promise “to speak out against this conduct and stand together to protect human rights.”

CON 206-21

District 19 Peel – TBU (2.4.20)

2/3

BE IT RESOLVED THAT Article 5.8 be amended by the insertion of “and anti-oppression” after "anti-harassment."

C&B, page 3

Article 5 Ethics

The OSSTF/FEESO shall maintain under OSSTF/FEESO Internal Policies and Procedures:

5.8 an anti-harassment statement. (A.17)

Rationale: The current Anti-Harassment Policy acknowledges, “Inadvertent, hidden and systemic harassment and discrimination must be identified and addressed” and assures members that OSSTF/FEESO “takes seriously its own responsibility to ensure that members are treated with respect

and dignity.” OSSTF/FEESO has a duty to ensure that all members are free from both harassment, discrimination, and systemic oppression within our union. This motion calls on OSSTF/FEESO to explicitly highlight and foreground the importance of anti-oppression within the broader context of anti-harassment, so that we can fulfil our promise “to speak out against this conduct and stand together to protect human rights.

CON 207-21

District 19 Peel.- TBU (2.4.23)

2/3

If CON 204-21 is carried, AMPA steering recommends that CON 207-21 be ruled out of order as already dealt with.

If CON 207-21 is carried, AMPA steering recommends that CON 204-21 be ruled out of order as already dealt with.

If CON 204-21 is defeated, AMPA steering recommends that CON 207-21 be ruled out of order as already dealt with.

If CON 207-21 is defeated, AMPA steering recommends that CON 204-21 be ruled out of order as already dealt with.

If CON 206 is defeated, AMPA steering recommends that BYL 226-21 and MAC 230-21 be ruled out of order.

BE IT RESOLVED THAT Article 8.1.1.4 be amended by substitution to read "five Executive Officers, two of whom self-identify as Black and/or Indigenous"

C&B, page 3

Article 8 Provincial Organization

8.1 Executive Body

There shall be a Provincial Executive consisting of:

- 8.1.1 Voting members as follows:
 - 8.1.1.1 the President (Chief Executive Officer),
 - 8.1.1.2 two Vice-Presidents,
 - 8.1.1.3 the Treasurer,
 - 8.1.1.4 three Executive Officers.

Rationale: A key factor in the perpetuation of white supremacy within our union structures is the absence of members with both lived experience and a finely tuned anti-oppressive lens, with demonstrated experience dismantling anti-Black and anti-Indigenous racism. The two executive officer positions are needed because the existing working groups have no authority or binding decision-making powers. Moreover, these working groups are problematic because this perpetuates the burden of unpaid labour

placed on Black, Indigenous, and racialized shoulders when doing this work. These two executive officer positions are essential if Provincial Executive is to become a key player and ally in the fight to dismantle anti-Black and anti-Indigenous racism.

CON 208-21

District 19 Peel – TBU (2.4.37)

2/3

BE IT RESOLVED THAT Article 1 of the Provincial Constitution and Bylaws be amended by the addition of subsections that read:

- “1.1.X “Oppressed group(s)” shall mean any group with a shared identity that has experienced historical and ongoing personal and systemic discrimination as a result of that identity in a way that has led to the unequal distribution of resources, power and opportunity in our society. Oppressed groups include those that experience anti-Black racism, anti-Indigenous racism, racism, misogynoir, ableism, anti-neurodivergent oppression, Islamophobia, Sikhophobia, antisemitism, homophobia, transphobia, and sexism. While women who are White, able-bodied, neuro-typical, Christian, heterosexual, and cisgender experience sexism, they shall not be understood to be oppressed in OSSTF/FEESO contexts due to their relative positional privilege and significant demographic presence in the field of education
- 1.1.X “Dominant group(s)” shall mean any group that has historical and ongoing advantage as a result of belonging to an identity, and where that advantage has led to greater access to resources, power and opportunity. Dominant groups include those that identify as White, able-bodied, neurotypical, Christian, heterosexual, cisgender and male. In areas where there is an over-representation of women that identify with the other identities listed, the title of dominant group will apply to them as well.
- 1.1.X “Equity” shall mean giving fair treatment to all people based on their individual or group needs, even when that treatment is not the same as what everyone else receives. The aim of equity is to reduce barriers that give differential access to resources, power and opportunity based on group belonging.

C&B, page 1

Article 1 Definitions

1.1 In this Constitution and Bylaws and in the Policies and Procedures (A.16)

Rationale: Having definitions that are specifically related to issues of equity and oppression are necessary to ensure that there is a common understanding of language that is being used during the process of addressing the differences that exist in the access to resources, power and opportunity. Resources can refer to instances such as where finances are allocated and what programs are supported, considering both finances, time and staffing. Power can refer to positional power, such as those that are in leadership positions within OSSTF/FEESO, including those in the provincial executive, and those that sit on committees. Opportunity can refer to both what circumstances (e.g. workshops) are made available based on priorities, and who has access to those circumstances.

CON 210-21

District 19 Peel – TBU (2.3.46)

2/3

If CON 210-21 is defeated, AMPA Steering recommends that COMP 210-21 and COMP 211-21 be ruled out of order as already dealt with.

If COMP 210-21 is defeated, AMPA Steering recommends that CON 210-21 be ruled out of order as already dealt with.

Cost Estimate: \$79,750

BE IT RESOLVED THAT Article 8.4.1 (Provincial Committees) be amended by the addition of a subsection to read:

"8.4.1.x Disrupting Anti-Black Racism Committee"

C&B, page 5

Article 8 Provincial Organization

8.4 Provincial Committees

8.4.1 There shall be the following provincial standing committees: (A.16)

Rationale: The establishment of this committee at the provincial level would provide the foundation for dismantling Anti-Black Racism in OSSTF/FEESO in a fundamental way. This committee will have the potential to look at province wide issues in education related to racism occurring in our union and school communities. This is a form of unity amongst the districts of black indigenous and racialized members that have long been unheard.

BYLS- Bylaws:

BYL 201-21

Provincial Executive (2.1.10)

1/2

BE IT RESOLVED THAT Bylaw 17.2.1 be amended by the deletion of the words: "The Provincial Executive, which includes."

C&B, page 35

17.2 Vacancies

17.2.1 The Provincial Executive, which includes the General Secretary, shall be responsible for the selection and interview process or for deciding that no suitable candidate is available.

Rationale: The Provincial Executive does not assign or supervise staff. The General Secretary does. Discipline and terminations are also not their purview. Staff hiring and firing and assignments should be done by managers and supervisors to avoid political conflicts of interests. It follows, that the Provincial Executive should not be involved in hiring. They should, however, ensure that Senior Staff follow an appropriate process. Based on legal advice, it is very unusual for a Board of Directors like PE to be directly involved in interviews or in the selection process for staff that do not report directly to them. The proposed changes would further insulate individual Provincial Executive members from political recrimination and pressure as it relates to hiring. Candidate questions would be directed at Senior Staff, not PE.

BYL 202-21

Judicial Council (JC) (2.3.139)

1/2

BE IT RESOLVED THAT Bylaw 18.2 be amended by the addition of a subsection to read:

“18.2.X establish a process for adhering to OSSTF/FEESO’s Judicial Council Formal Complaint Procedure;”

C&B page 36

Bylaw 18 Districts

18.1 The District shall provide for: (A.16)

18.2 The District shall:

Rationale: As the District Executive is the complainant in the Judicial Council process, as established in Bylaw 6.2.1.1., it is recommended each District have a clear and consistent process, similar to a grievance appeals process, when determining whether to refer Members to Judicial Council in relation to 6.2.1.1. This will ensure Members within a district have access to a clear and transparent process when requesting a Member(s) appear before Judicial Council.

BYL 203-21

Finance Committee (FC) (2.3.140)

1/2

BE IT RESOLVED THAT Bylaw 9.1.1.4.13 and its subsections be deleted.

C&B page 15

Bylaw 9 Federation Finances

9.1.1 Preparation of the General Account

- 9.1.1.4 The Budget shall include, but not be limited to the following items: (A.10)
 - 9.1.1.4.13 100th Anniversary Funding Reserve (A.15)
 - 9.1.1.4.13.1 Notwithstanding Bylaw 9.1, an annual amount shall be allocated within the General Account budget to a 100th Anniversary Funding Reserve (.15)
 - 9.1.1.4.13.2 The purpose of the 100th Anniversary Funding Reserve is to allow for the accumulation of funds and spread the costs associated with the events and activities planned for the 100th anniversary of OSSTF/FEESO. (A.15)
 - 9.1.1.4.13.3 The reserve shall not, at any point in time, be permitted to have a deficit balance. (A.15)
 - 9.1.1.4.13.4 This reserve shall expire on June 30, 2020 and any funds remaining at that time shall be transferred to the Member Protection Account. (A.17)

Rationale: Bylaw 9.1.1.4.13 and its subsections refer to a 100th Anniversary Funding Reserve, which according to bylaw 9.1.1.4.13.4 is to expire on June 30, 2020. The 100th Anniversary Funding Reserve was established at AMPA 2015 to accumulate funds for the 100th Anniversary events and activities, which were completed in the 2019 fiscal year. This bylaw language is not needed any longer and should be deleted.

BYL 204-21

Finance Committee (FC) (2.3.141)

1/2

BE IT RESOLVED THAT Bylaw 9.1.2.2 amended by substitution to read, “The Provincial Executive may delegate responsibility for approved General Account budget lines to staff signing authorities.”

C&B page 15

Bylaw 9 Federation Finances

9.1.2 Administration of the Budget

- 9.1.2.2 Responsibility for the initial approval of expenditures for any approved budget may be delegated to the authorized signing authority for that account.

Rationale: This is a housekeeping change in wording for bylaw 9.1.2.2. The proposed new wording is clearer and more concise than the existing bylaw and does not change the intent or practical effect of the existing bylaw.

BYL 205-21

Judicial Council (JC) (2.3.141)

1/2

BE IT RESOLVED THAT Bylaw 19.2 be amended by the addition of a subsection to read:

“19.2.X establish a process for adhering to OSSTF/FEESO’s Judicial Council Formal Complaint Procedure;”

C&B page 36

Bylaw 19 Bargaining Units

19.1 The Bargaining Unit shall provide for:

19.2 The Bargaining Unit shall:

Rationale: As the Bargaining Unit is the complainant in the Judicial Council process, as established in Bylaw 6.2.1.1., it is recommended each Bargaining Unit have a clear and consistent process, similar to a grievance appeals process, when determining whether to refer Members to Judicial Council in relation to 6.2.1.1. This will ensure Members within a Bargaining Unit have access to a clear and transparent process when requesting a Member(s) appear before Judicial Council.

BYL 206-21

Finance Committee (FC) (2.3.143)

1/2

BE IT RESOLVED THAT Bylaw 9.3.1.14 be amended by the deletion of "in Bylaw 11.2.2.11" and the insertion of "under Bylaw 11 Legislative Bodies."

C&B page 16

Bylaw 9 Federation Finances

9.3 **Member Protection Account**

9.3.1 **Objects**

9.3.1.14 provide funds for the Resumption of Bargaining, the Resumption of Pay Equity, for strikes and related activities, and lockouts, as identified in Bylaw 11.2.2.11.

Bylaw 11 Legislative Bodies

11.2 **Provincial Council**

11.2.2 **Duties of Provincial Council**

11.2.2.11 Bargaining with OSSTF/FEESO Employee Groups

Rationale: This is a housekeeping change. Bylaw 9.3.1.14 refers to funding from the Member Protection Account for resumption of bargaining and pay equity and for strikes and related activities. The proposed change substitutes the specific reference to Bylaw 11.2.2.11 with a reference to the heading “Legislative Bodies” where further information related to resumption of bargaining and pay equity is located. The specific bylaw reference is not needed and this change avoids the problem of keeping such bylaw references accurate, when bylaw-numbering changes occur in other parts of the bylaws.

BYL 207-21

Finance Committee (FC) (2.3.144)

1/2

BE IT RESOLVED THAT Bylaw 9.3.1.15 be amended by the deletion of "in Bylaw 16.1.1.8" and the insertion of "under Bylaw 16 The Provincial Organization."

C&B page 16

Bylaw 9 Federation Finances

9.3 **Member Protection Account**

9.3.1 **Objects**

9.3.1.15 provide funds for strike and lockout relief payments as identified in Bylaw 16.1.1.8

Bylaw 16 The Provincial Organization

16.1 **Provincial Executive**

16.1.1 **Functions**

16.1.1.8 **Negotiations**

It shall be the duty of the Provincial Executive to:

Rationale: Bylaw 9.3.1.15 refers to funding from the Member Protection Account for strike and lockout relief payments. This is a housekeeping change that deletes the specific reference to bylaw 16.1.1.8 and substitutes a reference to the heading "The Provincial Organization" where further information related to strike and lockout relief payments is located. The specific bylaw reference is not needed, and this change avoids the problem of keeping such bylaw references accurate, when bylaw numbering changes occur in other parts of the bylaws.

BYL 208-21

Finance Committee (FC) (2.3.145)

1/2

BE IT RESOLVED THAT Bylaw 9.1.1.3 be amended by the addition of a subsection to read:

"9.1.1.3.X Notwithstanding 9.1.1.3, the Finance Committee may, at AMPA, transfer up to half of the accumulated General Account surplus, when the proposed budget at the start of AMPA includes a reduction in District rebates from the previous budget. This transfer cannot exceed the amount of the reduction to District Rebates, as proposed by the Finance Committee at the start of AMPA."

C&B page 16

Bylaw 9 Federation Finances

9.1 **General Account**

9.1.1 **Preparation for the General Account**

9.1.1.3 The General Account Budget shall be a balanced budget. (A.14)

Rationale: The pandemic has created an environment in which the activities of the Federation have been significantly impacted. It has resulted in additional uncertainty and instability in our budgeting process, making it more difficult to predict fee income and numerous areas of expenditure. The Finance Committee expects that the Proposed Budget for AMPA 2021 will include a significant cut to District Rebates. This proposed bylaw change if passed will allow the Finance Committee to utilize prior year reserves that have been established to address budget shortfalls created by situations of uncertainty and will allow a transfer from reserves to restore the reduction in District Rebates, if the accompanying Miscellaneous Action Motion for it to take effect immediately also passes. This is an extraordinary short-term action to address the impact that persistent flat and declining fee income will have on Basic District rebates in the Proposed Budget for AMPA 2021.

BYL 209-21

Finance Committee (FC) (2.3.147)

1/2

BE IT RESOLVED THAT Bylaw 2.1.1.2.1 be amended by the deletion of “1.3%” and the insertion of “1.5%.”

C&B page 8

Bylaw 2 Membership

2.1 **Types of Membership**

2.1.1 **Active Members**

2.1.1.2 **Dues**

2.1.1.2.1 The dues for Active Members shall be 1.3% for total annual salary earned through an OSSTF/FEESO employer-collective agreement. (A.15)

Rationale: For several years, the Finance Committee has presented concerns surrounding the increasing level of activity and the increasing costs of operations for the General Account. These increasing costs have been managed by reducing the annual transfer to the Member Protection Account, which restricts our ability to grow this fund to a level that provides the protections that members demand. We have now reached a point where there is no further ability to reduce the annual transfer and, hence, the only means available to balance the budget are significant cuts to programs, significant cuts to District Rebates or a fee increase. This proposed fee increase will generate an additional approximately \$7.5M in revenue for the General Account and addresses the persistent flat and declining fee income that General Account has been experiencing since 2012.

BYL 210-21

Finance Committee (FC) (2.3.148)

1/2

BE IT RESOLVED THAT Bylaw 2.1.1.2.1 be amended by the deletion of “1.3%” and the insertion of “1.4%” and that Bylaw 2.1.1.2.5 be amended by the deletion of “0.3%” and the insertion of “0.2%”

C&B page 8

Bylaw 2 Membership

2.1 **Types of Membership**

2.1.1 **Active Members**

2.1.1.2 **Dues**

2.1.1.2.5 Notwithstanding Bylaw 2.1.1.2.1, Active Members shall pay a 0.3% dedicated Member Protection Fee, when the projected balance of the Member Protection Account at year-end will be less than \$140 million. (A.16)

Rationale: The intent of this motion is to move 0.1% from the dedicated Member Protection fee to the dues paid by Active Members, so that more funding is available for the General Account, while keeping the overall dues paid by each member (1.6% total) the same. The above motion will allow for additional funding of approximately \$3.8M for the General Account, which will allow the Finance Committee to balance the budget without significant cuts to programs and/or significant cuts to District Rebates. The reduction to the dedicated Member Protection fee results in no financial impact to members. The impact on members is a slowing of the accumulation of \$140 million in the Member Protection Account, which lengthens the time that this fee remains active.

BYL 211-21

Finance Committee (FC) (2.3.149)

1/2

BE IT RESOLVED THAT Bylaw 6.3.4 be amended by the addition of a subsection to read:

“6.3.4.X when a complaint is brought to Judicial Council regarding alleged violations found in Bylaw 2.2.3, the Active Member who gave rise to the complaint shall be informed when the Judicial process has concluded.”

C&B page 14

Bylaw 6 Judicial Council

6.3 **Formal Hearings**

6.3.4 A copy of the Judicial Council decision, including reasons, shall be forwarded to the Provincial Executive for implementation of the decision. Judicial Council shall advise the Provincial Executive on the implementation of the decision. (A.15)

Rationale: This motion will allow Members, otherwise not part of the Judicial Council process, to have closure in cases concerning 2.2.3 as a Member who gives rise to a complaint is not the complainant and therefore does not have access to information during a hearing. Judicial Council hearings are held in executive session and as such, information cannot currently be shared with members who may have a role in the original complaint.

BYL 212-21

District 12 Toronto – TBU (2.4.09)

1/2

BE IT RESOLVED THAT Bylaw 15.2.1 be amended by the addition of a new subsection to read

“15.2.1.X The Provincial Executive will provide a report of the results of the survey of local leaders conducted to determine issues to go to the central bargaining table prior to entering into discussions about central table discussion issues.”

C&B, page 26

15.2 Central Brief Approval

- 15.2.1 In preparation for each round of Central Bargaining, and prior to creating a draft version of the Central Bargaining brief, the Provincial Executive will survey affected Bargaining Units through the Bargaining Unit Presidents to determine issues to go to the Central Bargaining table. (A.14)
- 15.2.2 In preparation for central bargaining, the Provincial Executive will present a draft version of the central bargaining brief at an initial meeting of Presidents and Chief Negotiators (or designate(s) from the same Bargaining Unit as determined by the Bargaining Unit) of all affected Bargaining Units. The members of the Protective Services Committee will also be invited to attend this meeting. (A.18)
- 15.2.3 A final version of the central bargaining brief endorsed by the Provincial Executive will be presented for approval through a vote at a second special meeting of the affected Bargaining Unit Presidents and Chief Negotiators (or designate(s) from the same Bargaining Unit as determined by the Bargaining Unit) only. (A.15)
- 15.2.3.1 Approval of the central bargaining brief shall require both a majority of the Bargaining Units eligible to vote and that those Bargaining Units represent a majority of the membership affected. The votes shall be cast by the President or Chief Negotiator (or designate from the same Bargaining Unit) as determined by the Bargaining Unit. (A.14)

Rationale: Currently there is a requirement to ascertain the position of local leads on central vs local bargaining items, but no requirement to report on the results. This would ensure that the circle is closed by requiring a report of the survey results.

BYL 213-21

District 12 Toronto – TBU (2.4.10)

1/2

BE IT RESOLVED THAT Bylaw 15.2 be amended by addition of a new subsection to read

“15.2.X In preparation for central bargaining, and prior to the development of a central bargaining brief, the Provincial Executive shall conduct a survey of the affected Members to establish bargaining priorities prior to the development of a central table opening brief.”

C&B, page 26

15.2 Central Brief Approval

- 15.2.1 In preparation for each round of Central Bargaining, and prior to creating a draft version of the Central Bargaining brief, the Provincial Executive will survey affected Bargaining Units through the Bargaining Unit Presidents to determine issues to go to the Central Bargaining table. (A.14)
- 15.2.2 In preparation for central bargaining, the Provincial Executive will present a draft version of the central bargaining brief at an initial meeting of Presidents and Chief Negotiators (or designate(s) from the same Bargaining Unit as determined by the Bargaining Unit) of all affected Bargaining Units. The members of the Protective Services Committee will also be invited to attend this meeting. (A.18)
- 15.2.3 A final version of the central bargaining brief endorsed by the Provincial Executive will be presented for approval through a vote at a second special meeting of the affected Bargaining Unit Presidents and Chief Negotiators (or designate(s) from the same Bargaining Unit as determined by the Bargaining Unit) only. (A.15)
- 15.2.3.1 Approval of the central bargaining brief shall require both a majority of the Bargaining Units eligible to vote and that those Bargaining Units represent a majority of the membership affected. The votes shall be cast by the President or Chief Negotiator (or designate from the same Bargaining Unit) as determined by the Bargaining Unit. (A.14)

Rationale: This reflects current practice and if passed will make a central bargaining priorities survey of the membership a requirement.

BYL 214-21

District 12 Toronto – TBU (2.4.11)

1/2

BE IT RESOLVED THAT Bylaw 15.2 be amended by the addition of a subsection to read

“15.2.X In preparation for central bargaining, prior to presenting a draft version of the central bargaining brief, the Provincial Executive shall provide to Bargaining Unit Presidents and Chief Negotiators a report of the results of the bargaining priorities survey of affected Members.”

15.2 **Central Brief Approval**

- 15.2.1 In preparation for each round of Central Bargaining, and prior to creating a draft version of the Central Bargaining brief, the Provincial Executive will survey affected Bargaining Units through the Bargaining Unit Presidents to determine issues to go to the Central Bargaining table. (A.14)
- 15.2.2 In preparation for central bargaining, the Provincial Executive will present a draft version of the central bargaining brief at an initial meeting of Presidents and Chief Negotiators (or designate(s) from the same Bargaining Unit as determined by the Bargaining Unit) of all affected Bargaining Units. The members of the Protective Services Committee will also be invited to attend this meeting. (A.18)
- 15.2.3 A final version of the central bargaining brief endorsed by the Provincial Executive will be presented for approval through a vote at a second special meeting of the affected Bargaining Unit Presidents and Chief Negotiators (or designate(s) from the same Bargaining Unit as determined by the Bargaining Unit) only. (A.15)
- 15.2.3.1 Approval of the central bargaining brief shall require both a majority of the Bargaining Units eligible to vote and that those Bargaining Units represent a majority of the membership affected. The votes shall be cast by the President or Chief Negotiator (or designate from the same Bargaining Unit) as determined by the Bargaining Unit. (A.14)

Rationale: Local leaders are expected to vote on an opening brief but do not see the results of the Member priority survey prior to that vote. This motion is to ensure that the circle is closed.

BYL 215-21

District 32 – U 64 (2.4.14)

1/2

BE IT RESOLVED THAT Bylaw 16.1.7.1.13 be amended by the insertion of “A bilingual Anti-harassment officer shall be appointed at Conferences, Leadership, AMPA and Provincial Council meetings” after “or provincial councils.”

16.1.7 **General Secretary**

- 16.1.7.1 The General Secretary shall be in charge of the Secretariat and, with such assistance and definition of duties of the Secretariat as may be provided by the Provincial Executive, it shall be their duty:
- 16.7.1.13 to ensure that an Anti-Harassment Officer is appointed and announced at meetings of the OSSTF/FEESO Provincial Assembly and Provincial Council, and for all meetings of and events organized by OSSTF/FEESO advisory work groups, provincial standing or ad hoc committees or provincial councils. (A.17)

Rationale: For equity purposes and to have all members to be able to express their concerns and feelings when they feel they are victims of harassment.

BYL 216-21

District 32 – U64 (2.4.15)

1/2

BE IT RESOLVED THAT Bylaw 4.3 be amended by the addition of: “A bilingual Anti-Harassment officer shall be appointed at Conferences, Leadership, AMPA and Provincial Council meetings” after “in Bylaw 4.1.”

C&B, page 13

Bylaw 4 Anti-Harassment Policy and Procedure

4.3 An Anti-Harassment Officer shall be appointed for all the OSSTF/FEESO functions listed in Bylaw 4.1.

(A.16)

Rationale: For equity purposes and to have all members to be able to express their concerns and feelings when they feel they are victims of harassment.

BYL 218-21

District 19 Peel – TBU (2.4.22)

1/2

BE IT RESOLVED THAT Bylaw 18.1.2 be amended by the addition of a subsection to read:

“18.1.2.x a Member Engagement and Community Outreach Officer.”

C&B, page 35

Bylaw 18 Districts

- 18.1 The District shall provide for: (A.16)
- 18.1.2 The appointment or election of the following District Officers, who shall be subject to the authority of the District Executive: (A.16)
 - 18.1.2.1 a Communications/Excellence in Education Officer; (A.16)
 - 18.1.2.2 a Constitutional Officer; (A.16)
 - 18.1.2.3 an Educational Services Officer; (A.16)
 - 18.1.2.4 a Health and Safety Officer(s); (A.16)
 - 18.1.2.5 a Human Rights Officer; (A.16)
 - 18.1.2.6 a Labour Council Liaison; (A.16)
 - 18.1.2.7 a Political Action Officer; (A.16)
 - 18.1.2.8 a Status of Women Officer; (A.16)
 - 18.1.2.9 the Chairpersons of District standing committees; (A.16)
 - 18.1.2.10 other Officers of the District according to the District constitution; (A.16)

Rationale: The objective is to empower our Members and to build local Community Relationships in all districts by electing a dedicated member engagement and community outreach officer. The officer would be responsible to develop a plan and implement activities to promote member participation, activism, and knowledge of the OSSTF/FEESO. In addition, the Officer would be responsible to develop a plan to work with local community organizations. Districts would have the flexibility to define the duties, priorities, and organization depending on their needs and goals. The officer duties could include leading the Mapping and Mobilization Action Plan initiative.

BYL 219-21

District 19 Peel – TBU (2.4.35)

1/2

BE IT RESOLVED THAT Bylaw 4 be amended by the addition of a subsection to read:

“4.X Any member serving as Anti-Harassment Officer must undergo anti-harassment and equity training in order to serve in the role.”

C&B, page 13

Bylaw 4 Anti-Harassment Policy and Procedure

Rationale: The current anti-harassment policies put the onus on the individual targeted by harassment to take action to ensure the harassment stops. While this is a difficult action for many members, this expectation places an undue burden on those that are being targeted where the perpetrator is a member of (a) dominant group(s), and the target is a member of (an) oppressed group(s). These motions seek to proactively address instances of oppression by having a trained representative of OSSTF/FEESO directly responsible for interrupting instances of oppression and discrimination when they occur, while still allowing the target or bystander a space to speak if they desire. These motions also seek to ensure that the person acting as the Anti-Harassment officer has training so that they are able to reduce the harm caused to others, rather than potentially inflicting more harm through well-intentioned actions that may replicate oppressive systems and structures.

BYL 220-21

District 19 Peel – TBU (2.4.39)

1/2

BE IT RESOLVED THAT Bylaw 20.1.1 be amended by the deletion of "and of District, Branch" after "Provincial Council.

C&B, page 39

Bylaw 20 Rules of Order and Procedures

20.1 **Rules of Order**

20.1.1 Meetings of the OSSTF/FEESO Provincial Assembly and Provincial Council, and of District, Branch or Staff organizations and of provincial standing committees, special or ad hoc committees and councils shall be conducted in accordance with Rules of Order adopted by the Annual Meeting of the Provincial Assembly (1974), and as amended from time to time by the Provincial Council or the Annual Meeting of the Provincial Assembly. (A.12)

Rationale: A union is only as strong as the people who step up to participate in the democratic process of decision-making within the union. To encourage member engagement, districts and bargaining units should have the flexibility of establishing the manner in how they would like to conduct meetings (e.g., committee meetings, bargaining unit meetings, executive meetings, and annual general meeting.) Following Robert's Rules of Order Newly Revised (12 edition) is a steep learning curve for many members who would like to be involved and bring their passion, knowledge, and expertise to the union. The complexity of the current Rules of Order may be a barrier. Welcoming participation in union ensures our commitment to protecting and enhancing public education. Together we stand in solidarity!

BYL 221-21

District 19 Peel – TBU (2.4.40)

1/2

BE IT RESOLVED THAT Bylaw 20.1 be amended by the addition of a subsection to read:

"20.1.X Meetings of the OSSTF/FEESO District, Bargaining Unit or Branch may be conducted in a manner established at the District or Branch level, or in accordance with Rules of Order adopted by the Annual Meeting of the Provincial Assembly (1974) and as amended from time to time by the Provincial Council or the Annual Meeting of the Provincial Assembly"

C&B, page 39

Bylaw 20 Rules of Order and Procedures

20.1 **Rules of Order**

20.1.1 Meetings of the OSSTF/FEESO Provincial Assembly and Provincial Council, and of District, Branch or Staff organizations and of provincial standing committees, special or ad hoc committees and councils shall be conducted in accordance with Rules of Order adopted by the Annual Meeting of the Provincial Assembly (1974), and as amended from time to time by the Provincial Council or the Annual Meeting of the Provincial Assembly. (A.12)

Rationale: A union is only as strong as the people who step up to participate in the democratic process of decision-making within the union. To encourage member engagement, districts and bargaining units should have the flexibility of establishing the manner in how they would like to conduct meetings (e.g., committee meetings, bargaining unit meetings, executive meetings, and annual general meeting.)

Following Robert's Rules of Order Newly Revised is a steep learning curve for many members who would like to be involved and bring their passion, knowledge, and expertise to the union. The complexity of the current Rules of Order may be a barrier. Welcoming participation in union ensures our commitment to protecting and enhancing public education. Together we stand in solidarity!

BYL 222-21

District 19 Peel – TBU (2.4.41)

1/2

BE IT RESOLVED THAT Bylaw 2.3.3.1.2.1 be amended by the addition of a subsection to read:

"2.3.3.1.2.1.X Matters related to sexual or racial harassment or violence, the use of oppressive language or acts of intimidation"

C&B, page 10

Bylaw 2 Membership

2.3 **Duties of Members**

2.3.3 **Duties of Members to Other Members**

2.3.3.1 A members shall: (A.15)

2.3.3.1.1 avoid interfering in an unwarranted manner between other members and pupils; (A.15)

2.3.3.1.2 on making an adverse report on another member, furnish that member with a written statement of the report at the earliest possible time and not later than three days after making the report. (A.15)

2.3.3.1.2.1 Notwithstanding Bylaw 2.2.3.1.2, this obligation shall not apply to: (A.19)

Rationale: It is unlikely that a teacher that has experienced racism, sexism, homophobia, transphobia, Islamophobia, Sikophobia, antisemitism, ableism or any other form of oppression would be comfortable having to recount the emotional impact of that oppression to the person to cause the harm in order to put forward an adverse report or make a complaint of harassment or bullying. This is what is currently outlined, and only serves to potentially re-traumatize those harmed and decrease the likelihood of these incidents being addressed. In the private sector, generally, the accuser does not need to directly communicate with the accused, and the accuser is made aware only after an investigation is underway. Our members do not deserve less than the rights and freedoms of those in private sector professions.

BYL 223-21

District 19 Peel – TBU (2.4.47)

1/2

AMPA Steering recommends that BYL 223-21 be ruled out of order as contrary to Bylaw 16.1.1.7.1.

BE IT RESOLVED THAT Bylaw 12.1 be amended by the addition of a subsection to read:

"12.1.x To second members from local districts for the purpose of organizing and implementing special projects."

C&B, page 22

Bylaw 12 Provincial Committees and Advisory Work Groups

12.1 Duties of Standing Committees

Rationale: Committees should be given power to second positions from local districts in order to effectively administer and implement strategies developed by the committee. Seconded positions are more effective in implementing each committee's mandate through their capacity to engage, mobilize and build community with local members in a focused manner.

BYL 225-21

District 19 Peel – TBU (2.4.44)

2/3

BE IT RESOLVED THAT Bylaw 19 be amended by the addition of a subsection to read:

"19.X Time-released members of the Bargaining Unit Executive must engage in training on recognizing and interrupting harassment, discrimination, and systemic oppression through an equity and anti-oppression lens."

C&B, page 37

Bylaw 19 Bargaining Units

Rationale: The bargaining unit (BU) executives are often the individuals responsible for the enforcement of the constitution, bylaws, policies and procedures of the BU. As each of these documents will still require an interpretation in their reading for that enforcement, it is essential that those doing the work have an understanding of equity and oppression, and work to develop an awareness of how bias and privilege may impact that interpretation and enforcement. The development of this understanding is essential to ensuring that the union truly does represent all of its members and not just those whose identities are most commonly represented among the BU executive. It is also essential that the executives are supported in their development of this understanding by having centralized training provided, so that they may understand equity and oppression in the context of the roles they occupy.

BYL 226-21

District 19 Peel - TBU (2.4.23)

1/2

If CON 207-21 is defeated, AMPA steering will recommend that BYL 226-21 be ruled out of order.
--

BE IT RESOLVED THAT Bylaw 16.1.4 be amended by the addition of a subsection to read "The two Executive Officers who identify as Black and/or Indigenous have the additional duty of dismantling anti-Black racism and anti-Indigenous racism and erasure. Their duties will include, but not be limited to, providing an anti-racist and anti-oppressive lens to the committees they sit on, the policies and procedures they review and write, and to their dealings with all members, but racialized ones, in particular.

16.1.4 Vice-Presidents and Executive Officers

16.1.4.1 In the absence of the President, his/her duties shall be performed by either Vice-President or in their absence by one of the Executive Officers

Rationale: A key factor in the perpetuation of white supremacy within our union structures is the absence of members with both lived experience and a finely tuned anti-oppressive lens, with demonstrated experience dismantling anti-Black and anti-Indigenous racism. The two executive officer positions are needed because the existing working groups have no authority or binding decision-making powers. Moreover, these working groups are problematic because this perpetuates the burden of unpaid labour placed on Black, Indigenous, and racialized shoulders when doing this work. These two executive officer positions are essential if Provincial Executive is to become a key player and ally in the fight to dismantle anti-Black and anti-Indigenous racism.

BUDG- Budget:

BUDG 201-21

Provincial Executive (2.1.52)

1/2

BE IT RESOLVED THAT the proposed budget be adopted as printed for the fiscal year 2021-2022.

Rationale: Standard Motion

BUDG 202-21

Provincial Executive (2.1.53)

1/2

BE IT RESOLVED THAT AMPA approve the audited Consolidated Financial Statements for the year ended June 30, 2020.

Rationale: Standard Motion

BUDG 203-21

Provincial Executive (2.1.54)

1/2

BE IT RESOLVED THAT the firm Grant Thornton LLP be appointed auditors for the fiscal year 2020-2021.

Rationale: During the past year, the audit services for OSSTF/FEESO was tendered and Grant Thornton was successful in retaining the work.

BUDG 204-21

Provincial Executive (2.1.50)

1/2

Cost Estimate: \$37,000

BE IT RESOLVED THAT AMPA 2021 approve the creation of an Account 2000 series with a budget line of \$37,000.00 to help defray any costs for the Women's Advocacy program. Each District would be eligible to apply for matching funds up to a maximum of \$1,000.00.

Rationale: These funds would help facilitate local implementation of the Women's Advocacy program.

BUDG 205-21

MAC 203-17 Workgroup (2.1.50)

1/2

Cost Estimate: \$15,000

BE IT RESOLVED THAT a new budget line entitled "Funding for Bargaining Units that Have Voluntarily Merged" be established with an allocation of \$15,000.

Rationale: The MAC 203-17/MAC 216-19 Governance Review Committee report, which will be presented at AMPA 2020, provides the context for this motion. The Committee report highlights the possibility that some bargaining units may voluntarily merge. Each bargaining unit that merges with another unit will no longer send representatives to Provincial Council, AMPA, and Conferences and would thereby generate approximately \$7,500 in reduced provincial expenses. Those savings can be made available to the newly merged unit through this new account. The \$15,000 of funding in this new account only provides for two such voluntary mergers. If more than two voluntary mergers were to occur, the Provincial Executive would have the authority under bylaw 9.1.3.2.1 to approve an over-expenditure of this account, as long as such over-expenditure is subsequently reported in writing to Provincial Council.

BUDG 206-21

MAC 203-17 Workgroup (2.1.62)

1/2

Cost Estimate: \$10,000

BE IT RESOLVED THAT a new budget line entitled “Voluntary Merger Assistance” with an allocation of \$10,000 be established to provide funding to assist any Bargaining Units that wish to voluntarily merge.

Rationale: The MAC 203-17/MAC 216-19 Governance Review Committee report, which will be presented at AMPA 2020, provides the context for this motion. The Committee report highlights the possibility that some bargaining units may voluntarily merge. The \$10,000 of funding identified in this motion is to assist units that wish to merge with the costs associated with the process of merging—for example, to support local membership meetings, or local constitution committee meetings, if they are needed.

BUDG 207-21

District 12 Toronto – TBU (2.4.07)

1/2

Cost Estimate: \$10,000

BE IT RESOLVED THAT OSSTF/FEESO establish a \$10,000 fund for districts to develop local campaigns, in collaboration with community organizations, to terminate local School Resource Officer Programs, or the local equivalent of police officers being stationed inside schools.

Rationale: School Boards across North America - from Oakland and Portland, to Hamilton and Toronto - have decided to close their School Resource Officer (SRO) programs because of the well-documented evidence that Police in schools pose a danger to Black, Indigenous, racialized and undocumented students. The Ontario Federation of Labour (OFL) has joined Black Lives Matter and Indigenous movements, in the call to defund, demilitarize and disarm the police and “redistribute overfunded police budgets towards public services in communities” (OFL). As part of this movement, anti-Racist organizers have launched a campaign calling for Police Free Schools Province-wide and called on organized labour, in particular education worker unions, to support this movement. As an organization that says it is committed to anti-Racism work in general, and anti-Black and anti-Indigenous racism in particular, it’s important we work in solidarity with this campaign in our local communities.

BUDG 209-21

District 32 – U64 (2.4.16)

1/2

Cost Estimate: \$35,000

BE IT RESOLVED THAT OSSTF/FEESO establish a \$35,000 fund for local Districts/Bargaining Units to provide virtual translation services at local meetings where a participant(s) requires the services to fully participate.

Rationale: Throughout the years we have experienced leaders that are running for office to represent the whole membership and are given the duty of liaison to different groups and committees—unfortunately our executive officers do not always understand the language of business of these members and it is imperative that our PE have the tools to fully participate and fulfill their duties in order to represent the whole membership and it is also very important that the membership can communicate with the elected representative to voice their challenges and concerns.

CBES- Collective Bargaining – Employment Status:

CBES 201-21

Protective Services Committee (PSC) (2.3.02)

1/2

BE IT RESOLVED THAT Policy 4.1 be amended by the addition of a subsection that reads:

“4.1.X all collective agreements should contain provisions to ensure all occasional educational workers have the right to have date of hire as an occasional education worker used as a factor in determining eligibility for long term occasional positions”.

P&P page 43

Policy 4 Collective Bargaining Employment Status (CBES)

4.1 Tenure/Job Security

It is the policy of OSSTF/FEESO that:

Rationale: This policy expired in 2019-2020 but it is still relevant.

CBW- Collective Bargaining – Working Conditions:

CBW 201-21

Provincial Executive (2.1.16)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that employers should acknowledge the need for representation of Black, Indigenous, and racialized groups among the educators who are teaching and supporting the anti-racism curriculum and timetable accordingly while avoiding tokenizing Black, Indigenous, and racialized teachers and education workers and putting all of the responsibility of anti-racism and anti-oppression education on them.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, representation of Black, Indigenous, and racialized groups is important in all educator job classes.

CBW 202-21

Provincial Executive (2.1.30)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that employers should ensure that pathways to leadership positions must be transparent, readily available, and widely advertised.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions*, racialized and other equity seeking individuals are not sufficiently represented in leadership roles within the education community. Individuals applying for positions fall trapped to systemic biases preventing equity seeking individuals from being encouraged or selected for opportunities. Ensuring pathways to leadership positions remains transparent, readily available and widely advertised provides a greater chance for candidates to apply and access career opportunities.

CBW 203-21

Provincial Executive (2.1.32)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that in order to successfully recruit and diversify employee groups, a systematic, multilevel process should be created and implemented by school boards/employers that include: redefining skill sets; mentorship; and human resource supports. This multilevel process should involve foregrounding voices of oppressed peoples, as well as partnering and collaborating with racialized and other equity seeking communities and groups.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, in order to create an environment in which employee groups will become more diversified, a reassessment needs to occur of the processes used for hiring and promotions at all levels. Any restructuring or revision to current processes must involve rich consultation to remove systemic biases and oppressive practices. This will likely involve non-traditional formats for selecting recruits and successful candidates.

CBW 204-21

Provincial Executive (2.1.34)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that equitable hiring and promotional practices should involve consideration of the whole cycle of hiring pre and post hiring, including diverse panels and taking into consideration the diversity of experiences from differing backgrounds.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions*, given that current hiring and promotional practices are creating barriers for racialized and other equity seeking individuals, the entire processes used by boards and employers should be audited for systemic, procedural and personal biases. Panels should be diversified to understand the rich backgrounds and experiences of diversified candidates.

CBW 205-21

Provincial Executive (2.1.35)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that class sizes for de-streamed classes should be kept small.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, for teachers and education workers to devote enough time to ensure successful learning for students of varying abilities, it is crucial that the class size be kept small in a de-streamed environment.

CBW 206-21

Protective Services Committee (PSC) (2.3.03)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that Occasional Teachers should be subject to assignments before or after the regular scheduled timetable only if those assignments were assignments for that day for the teacher(s) being replaced and if the Occasional Teacher was informed of this prior to accepting the position.

Rationale: This policy expired in 2019-2020 but it is still relevant.

CBW 207-21

Protective Services Committee (PSC) (2.3.06)

1/2

BE IT RESOLVED THAT Policy 5.7.1 be amended by the deletion of the word “handicapped” and the addition of the word “disabled” and the deletion of the word “teacher” and insertion of the word “Member”.

P&P page 48

Policy 5 Collective Bargaining Conditions of Work (CBW)

5.7 In-School Medical Procedures

It is the policy of OSSTF/FEESO that:

- 5.7.1 each employer should establish policies relating to the administration of medication, medical procedures and physical procedures such that no teacher shall be required to do any medical or physical procedure for pupils that might in any way endanger the safety or

well-being of the pupil or subject the member to risk of injury or liability for negligence; such procedures include but are not limited to administration of medication, catheterization, lifting a pupil, physiotherapy, feeding handicapped pupils, postural drainage, manual expression of the bladder, and toileting assistance (R.11)

Rationale: This is an expiring policy that is still relevant and requires the language to be updated.

CBW 208-21

Protective Services Committee (PSC) (2.3.08)

1/2

BE IT RESOLVED THAT Policy 5.11.2 be amended by the deletion of the words “the introduction of.”

P&P page 49

Policy 5 Collective Bargaining Conditions of Work (CBW)

5.11 Impact of Technology

It is the policy of OSSTF/FEESO that:

5.11.2 the introduction of digital communications, digital technology and digital literacy should take place in a manner that ensures that there are no reductions in the number of jobs for educational workers; (A.11)

Rationale: This is an expiring policy that is still relevant, and the language is required to be updated. We are past the era of introducing technology.

CBW 209-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.103)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that prior to the transition process, employers shall obtain and share all information with workers related to a risk of workplace violence from a person with a history of violent behaviour.

Rationale: We want to ensure that all OSSTF/FEESO members are fully informed of the risk of violence from any person starting at one of our sites before entering the building. This would be included as part of the transition plan along with the Ontario Student Record, and other relevant information, including but not limited to, the Individual Education Plan, Intermediate Alternative Plan, safety plans/truncated safety plans, Ministry of Labour risk assessment, etc. The full safety plan and notification of risk of injury should be shared with the classroom team, and the truncated safety plan and notification of risk of injury with all other staff that may encounter the person during their regular workday.

CBW 210-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.105)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that during any pandemic or health emergency declared by Public Health Ontario (or other appropriate legal authority), Joint Health and Safety Committee (JHSC) meetings at workplaces where OSSTF/FEESO members are employed should increase in frequency to a minimum of once per month for the duration of the pandemic or health emergency.

Rationale: the current COVID-19 pandemic has clearly demonstrated the need for more regular engagement between employers and workers to deal with workplace health and safety and the JHSC is the appropriate committee to undertake that work.

CBW 211-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.106)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that employers should provide potable water for drinking and food preparation on every floor and within 50 meters of where work is regularly performed, which does not exceed a concentration of 0.005 milligrams per liter for lead.

Rationale: OSSTF/FEESO members are concerned about the quality of drinking water at their worksites, and especially about lead content. The legal requirements in Ontario are not strong enough to protect our members, since Regulation 169/03 under the Safe Water Drinking Act sets a limit for municipal water authorities of 0.01 milligrams of lead per liter, while Regulation 243/07 requires testing and flushing of drinking water by school boards, but only for drinking fixtures used by children under 18 years of age. HS/WSIAC recommends policy requiring a limit of 0.005 mg/l, which is the federal limit, as outlined in the Guidelines for Canadian Drinking Water Quality. Concerned for OSSTF/FEESO members with mobility restrictions, HS/WSIAC also recommends policy exceeding the current regulatory limit for the distance of potable water from a worker, set at 100 meters by Regulation 851 of the *Occupational Health and Safety Act*.

CBW 213-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.108)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the employer policies identified in 5.7.1 should include the requirement for the provision of training, information and instruction to a member before any procedure(s) are established as part of a member's required duties.

P&P page 48

Policy 5 Collective Bargaining Conditions of Work (CBW)

5.7 **In-School Medical Procedures**

It is the policy of OSSTF/FEESO that:

- 5.7.1 each employer should establish policies relating to the administration of medication, medical procedures and physical procedures such that no teacher shall be required to do any medical or physical procedure for pupils that might in anyway endanger the safety or well-being of the pupil or subject the member to risk of injury or liability for negligence; such procedure include but are not limited to administration of medication, catheterization, lifting a pupil, physiotherapy, feeding handicapped pupils, postural drainage, manual expression of the bladder, and toileting assistance.

Rationale: Members must receive proper training before any medical procedures are added to their job duties.

CBW 214-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.109)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that no Member should be required to conduct medical diagnostic testing, screening, or interpret the results of any testing or screening conducted on students for the purposes of determining their fitness to attend school.

Rationale: Members should not be responsible for determining students fitness to attend school or be put at increased risk of exposure to any hazards.

CBW 215-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.110)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that all education facilities should be equipped with Automatic Defibrillators as part of the first aid equipment.

Rationale: Former external policy 5.7.22 expired in 2020, policy is still relevant.

CBW 216-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.111)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that all protections of Workplace Safety and Insurance Board and employer liability insurance should be extended to Members who respond to inappropriate student behaviour as required under Ministry and related policies and guidelines, and are injured or incur damages as a result.

Rationale: Former external policy 5.7.23 expired in 2020, policy is still relevant.

CBW 217-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.115)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that collective agreements should contain provisions for the protection of Members with respect to the *Occupational Health and Safety Act (OHSA)* and its Regulations.

Rationale: the policy is relevant and needs to highlight the need for improved health and safety standards in our workplaces (PRN 5.7.1. from Policy Renewal AMPA 2020)

CBW 218-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.116)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that employers should provide information to enable Members to work in a safe and healthy manner.

Rationale: the policy is relevant and needs to highlight the need for improved health and safety standards in our workplaces (PRN 5.7.3. from Policy Renewal AMPA 2020)

CBW 219-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.117)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that employers should inform Members about potential threats or hazards in the workplace.

Rationale: the policy is relevant and needs to highlight the need for improved health and safety standards in our workplaces (PRN 5.7.4. from Policy Renewal AMPA 2020)

CBW 220-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.118)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that workplace inspections should be conducted by a certified worker member of the Joint Health and Safety Committee in accordance with the OHSA.

Rationale: the policy is relevant and needs to highlight the need for improved health and safety standards in our workplaces (PRN 5.7.12. from Policy Renewal AMPA 2020)

CBW 221-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.119)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the minimum training for Health and Safety Representatives should be certification from the Workers' Health and Safety Centre.

Rationale: the policy is relevant and needs to highlight the need for improved health and safety standards in our workplaces (PRN 5.7.13. from Policy Renewal AMPA 2020)

CBW 222-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.120)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that employers, in consultation with the local Bargaining Units, should develop, or review annually, emergency response procedures and alert systems.

Rationale: the policy is relevant and needs to highlight the need for improved health and safety standards in our workplaces (PRN 5.7.16. from Policy Renewal AMPA 2020)

CBW 223-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.121)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that construction or maintenance procedures that produce noise, airborne particles and/or gases, which may result in adverse health effects to Members should be performed outside normal working hours whenever possible.

Rationale: the policy is relevant and needs to highlight the need for improved health and safety standards in our workplaces (PRN 5.7.17. from Policy Renewal AMPA 2020)

CBW 224-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.122)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that when construction and maintenance procedures must be carried out during normal working hours, appropriate safeguards should be undertaken to eliminate excess noise, airborne particles and/or gases.

Rationale: the policy is relevant and needs to highlight the need for improved health and safety standards in our workplaces (PRN 5.7.18. from Policy Renewal AMPA 2020)

CBW 225-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.123)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that if a Member suffers adverse effects as a result of construction and maintenance procedures, suitable alternate work should be assigned or a suitable replacement worksite should be arranged.

Rationale: the policy is relevant and needs to highlight the need for improved health and safety standards in our workplaces (PRN 5.7.19. from Policy Renewal AMPA 2020)

COMP- Committee Procedures:

COMP 201-21

Committee to Review Committees and Councils (CRCC) (2.3.14)

1/2

BE IT RESOLVED THAT Procedure 10.5.9.1 be amended by substitution to read: “The Provincial Executive may remove a member of MSRB.”

P&P page 35

Procedure 10 – Membership and Constitutions/Terms of Reference of Councils

10.5 **MEDIATION SERVICES RESOURCES BANK (MSRB)**

10.5.9 **MSRB Article 9 – Removal of MSRB Member**

10.5.9.1 Based on the recommendation of MSRB, the Provincial Executive may remove a member of MSRB who is not regularly available to provide mediation. (A. 16)

Rationale: Members of the MSRB are appointed by the PE and subsequently can be removed by the PE. The current language is misleading making it seem that the removal of a member is dependent on their attendance only. This new language clarifies this.

COMP 202-21

Committee to Review Committees and Councils (CRCC) (2.3.15)

1/2

BE IT RESOLVED THAT Procedure 10.5.4.1 be amended by the insertion of “up to” between “composed of” and “13 members”.

P&P page 34

Procedure 10 – Membership and Constitutions/Terms of Reference of Councils

- 10.5 **MEDIATION SERVICES RESOURCES BANK (MSRB)**
- 10.5.4 **MSRB Article 4 – Membership**
- 10.5.4.1 MSRB shall be composed of 13 members as follows: (A. 16)

Rationale: The frequency of requests for mediation is not always consistent and a full complement of 12 mediators is not always necessary. Also, when there are multiple resignations from MSRB, the intake mentorship and training of multiple new mediators can be expensive and time-consuming. This change allows the MSRB to be flexible in its numbers in order to accommodate such changes.

COMP 203-21

Committee to Review Committees and Councils (CRCC) (2.3.16)

1/2

BE IT RESOLVED THAT Procedure 10.5.4.1.1 be amended by the insertion of “up to” before “12 members of OSSTF/FEESO”.

P&P page 34

Procedure 10 – Membership and Constitutions/Terms of Reference of Councils

- 10.5 **MEDIATION SERVICES RESOURCES BANK (MSRB)**
- 10.5.4 **MSRB Article 4 – Membership**
- 10.5.4.1.1 12 members of OSSTF/FEESO, broadly representative of the membership and with due regard to expertise in mediation, who shall be appointed by the Provincial Executive; (A. 16)

Rationale: The frequency of requests for mediation is not always consistent and a full complement of 12 mediators is not always necessary. Also when there are multiple resignations from MSRB, the intake mentorship and training of multiple new mediators can be expensive and time-consuming. This change allows the MSRB to be flexible in its numbers in order to accommodate such changes.

COMP 204-21

Committee to Review Committees and Councils (CRCC) (2.3.17)

1/2

BE IT RESOLVED THAT Procedure 10.5.4 be amended by the addition of subsections to read:

- “10.5.4.X Members are appointed to MSRB for 5-year terms.
- 10.5.4.Y The Provincial Executive may reappoint a member of the MSRB whose term has expired for additional terms.”

P&P page 34

Procedure 10 – Membership and Constitutions/Terms of Reference of Councils

10.5 **MEDIATION SERVICES RESOURCES BANK (MSRB)**

10.5.4 **MSRB Article 4 – Membership**

Rationale: Currently there are no term limits on members of the MSRB as it encourages long-term commitment allowing members to accumulate training and experience in addressing conflict between members of OSSTF/FEESO. This change brings MSRB in line with other committees while preserving the ability for members to make a long-term commitment to the MSRB.

COMP 205-21

Committee to Review Committees and Councils (CRCC) (2.3.18)

1/2

BE IT RESOLVED THAT Procedure 9.3.3 be amended by the addition of a subsection to read:

“9.3.3.x to establish and maintain an effective communication network between the CSLF Committee and membership through the provincial organization with regards to the needs of francophone issues and French language services.”

P&P page 24

Procedure 9 – Membership and Terms of Reference of Standing Committees

9.3 **Comité des services en langue française (CSLF)**

9.3.3 **Terms of Reference**

Rationale: The addition of this clause to the terms of reference of the CSLF would align it with the communication expectations of other committees within OSSTF/FEESO.

COMP 206-21

Comité des services en langue française (CSLF) (2.3.114)

1/2

BE IT RESOLVED THAT Procedure 9.3.3.2 be amended by the insertion “and inform” after “consult”.

P&P page 24

Procedure 9 – Membership and Terms of Reference of Standing Committees

9.3 Comité des services en langue française (CSLF)

9.3.3 Terms of Reference

9.3.3.2 To consult Districts and Bargaining Units on matters related to the special needs of Francophone Members and Members who speak French as part of their role within OSSTF/FEESO and to French Education. (A.16)

Rationale: Cette résolution de politique de longue date qui est échue l'année passée est encore pertinente en raison du nombre important de citoyens francophones en Ontario qui ont besoin d'avoir des services en français dans l'ensemble de la province. À l'heure actuelle, là où le nombre de francophones n'est pas suffisant dans une communauté, il y a un besoin d'offrir des services en français à la population minoritaire. Cela conduit à une plus grande assimilation au groupe de la prépondérance linguistique et a aussi un impact sur la mobilité des francophones pour vivre, travailler et étudier dans toutes les régions de l'Ontario.

COMP 207-21

District 12 Toronto – OTBU (2.4.17)

1/2

BE IT RESOLVED THAT Procedure 9.2.1.1.2.1 be amended by the addition of a subsection that reads:

“9.2.1.1.2.1.X at least one member of the Protective Services Committee Central Advisory Work Group shall be currently employed as an Occasional Teacher.”

P&P, page 21

Procedure 9 – Membership and Terms of Reference of Standing Committees

9.2 Protective Services Committee (PSC)

9.2.1 Membership

9.2.1.1.2 20 members appointed by the Provincial Executive as follows: (A.18) 10 designated Support

Staff members and 10 designated T/OT members who shall form the basis of the Central Bargaining Advisory Work Group; (A.18)

Rationale: Occasional Teachers are an underrepresented group within the context of central bargaining, with distinct issues of concern related to their status as precarious workers. For these reasons, Occasional Teachers should be guaranteed a minimum level of representation on the Protective Service Committee's Central Advisory Work Group.

COMP 208-21

District 19 Peel – TBU (2.4.42)

1/2

AMPA Steering recommends that COMP 208-21 be ruled out of order as redundant to Article 8.4.4.
--

BE IT RESOLVED THAT Procedure 9.8.1.1 be amended by the addition of subsections to read:

- “9.8.1.1.x A minimum of half of the committee membership will be composed of members from oppressed groups.
- 9.8.1.1.x.1 The HRC membership outlined in 9.8.1.1.x must include a minimum of half of the members identifying as Black, Indigenous, or another non-White racialized group.
- 9.8.1.1.x.2 The HRC membership outlined in 9.8.1.1.x must also consist of half of the voting members on the Committee.

P&P, page 28

9.8 Human Rights Committee (HRC)

9.8.1 Membership

9.8.1.1 The Human Rights Committee shall consist of up to 12 members as follows: (A.16)

Rationale: It is essential that any committee that is meeting with a focus on discussing and addressing Human Rights, including those from the standpoint of Women, include perspectives from oppressed groups. Without having a diverse set of lived experiences, the ability of those committees to accurately and authentically accomplish their purposes will not be possible. From the SWC: “to recommend...goals to...implement the OSSTF/FEESO affirmative action statements highlighting the importance of intersectionality, creating safe spaces and a culture of consent, and ways to remove barriers to participation.” From HRC: “to recommend...goals...to safeguard all of the human rights of members... to ensure equity and inclusiveness.” Neither of these objectives will be able to be accomplished without the substantial inclusion of oppressed voices, as their inclusion is necessary to understanding how these foci show up differently for a diverse set of identities.

COMP 209-21

District 19 Peel – TBU (2.4.43)

1/2

AMPA Steering recommends that COMP 208-21 be ruled out of order as redundant to Article 8.4.4.
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BE IT RESOLVED THAT Procedure 9.9.1.1 be amended by the addition of subsections to read:

- “9.9.1.1.x A minimum of half of the committee membership will be composed of members from oppressed groups.
- 9.9.1.1.x.1 The SWC membership outlined in 9.9.1.1 must include a minimum of half of the members identifying as Black, Indigenous, or another non-White racialized group.
- 9.9.1.1.x.2 The SWC membership outlined in 9.9.1.1 must also consist of half of the voting members on the Committee.”

P&P, page 29

9.9 Status of Women Committee (SWC)

9.9.1 Membership

9.9.1.1 The Status of Women Committee shall consist of up to 12 members as follows

Rationale: It is essential that any committee that is meeting with a focus on discussing and addressing Human Rights, including those from the standpoint of Women, include perspectives from oppressed groups. Without having a diverse set of lived experiences, the ability of those committees to accurately and authentically accomplish their purposes will not be possible. From the SWC: “to recommend...goals to...implement the OSSTF/FEESO affirmative action statements highlighting the importance of intersectionality, creating safe spaces and a culture of consent, and ways to remove barriers to participation.” From HRC: “to recommend...goals...to safeguard all of the human rights of members... to ensure equity and inclusiveness.” Neither of these objectives will be able to be accomplished without the substantial inclusion of oppressed voices, as their inclusion is necessary to understanding how these foci show up differently for a diverse set of identities.

COMP 210-21

District 19 Peel – TBU (2.4.58)

1/2

If CON 210-21 is defeated, AMPA Steering recommends that COMP 210-21 be ruled out of order as already dealt with.

If COMP 210-21 is defeated, AMPA Steering recommends that CON 210-21 and COMP 211-21 be ruled out of order as already dealt with.

BE IT RESOLVED THAT Procedure 9 be amended by the insertion of a subsection to read:

9.X Dismantling Anti-Black Racism Committee (DABRAC)

9.X.1 Membership

9.x.1.1 The Committee will be composed of 25 members who identify as Black, African Black or Caribbean Black, indigenous and/or racialized.

9.x.1.2 Members who identify as Black, African Black or Caribbean Black that are full time-released members of their local executive can automatically be on the Dismantling Anti-Black Racism Committee.

9.x.1.3 At least 13 members will identify as Black, Indigenous Black, African Black, or Caribbean Black.

9.x.2 Meetings

9.x.2.1 The Dismantling Anti-Black Racism Committee’s funding will be based on 5 meetings per Federation year.

9.x.3 Terms of Reference

9.x.3.1 The Dismantling Anti-Black Racism Committee shall have as its purpose:

9.x.3.1.1 the organization of efforts to dismantle anti-Black and anti-Indigenous racism;

9.x.3.1.2 the implementation of solutions through an anti-oppressive anti-racist lens;

- 9.x.3.1.3 the approval of any transactions and communications sent out to the public or membership dealing with race, after being advised of them.
- 9.x.3.1.4 To advise Provincial Executive, the Provincial Council, and the Provincial Assembly on matters and needs relating to the members who identify as Black, Indigenous Black, African Black, or Caribbean Black as part of their role within OSSTF/FEESO and to anti-Black racism in education.
- 9.x.3.1.5 To consult Districts and Bargaining Units on matters related to the special needs of members who identify as Black, Indigenous Black, African Black, or Caribbean Black as part of their role within OSSTF/FEESO and to anti-Black racism in education.
- 9.x.3.1.6 To recommend, to conduct, to facilitate and/or to advise, Districts and Bargaining Units in the coordination of anti-black racism disruption training.
- 9.x.3.1.7 To encourage, support, and/or provide professional development activities in Districts and Bargaining Units for OSSTF/FEESO
- 9.x.3.1.8 To advise the Provincial Executive on liaison opportunities with community partners who provide advocacy for disruption of Anti-Black Racism issues.
- 9 x.3.1.9 To nominate time release organizers from local districts for the specific purpose of dismantling anti-Black and anti-Indigenous racism by engaging, mobilizing, and building with local members and community;
- 9.x.3.1.10 To conduct research, collect race based qualitative narrative and quantitative member census data, analyze to take action in union structures.

Rationale: The establishment of this committee at the provincial level will provide the foundation for dismantling Anti-Black Racism in OSSTF/FEESO in a fundamental way. It is also necessary that the committee is composed of individuals that have had the lived experience navigating racist structures. A unified approach to dismantling anti-Black racism through the leadership of Black, Indigenous and racialized members at the provincial level is required more than ever to address the province wide issues in education related to racism occurring in our union and school communities.

COMP 211-21

District 19 Peel – TBU (2.4.58)

1/2

If CON 209-21 is defeated, AMPA Steering recommends that COMP 211-21 be ruled out of order as already dealt with.

If COMP 210-21 is defeated, AMPA Steering recommends that COMP 211-21 be ruled out of order as already dealt with.

BE IT RESOLVED THAT Procedure 9.1.2.1 be amended by the insertion of a subsection to read: “Notwithstanding Procedure 9.1.2.1, the selection process for members who want to be on the Dismantling Anti-Black Advisory Committee shall be completed by executives who are in local executive roles who identify as Black, African Black, Caribbean Black. The selected members will have to show that they have disrupted anti-black racism, anti-indigenous racism or racism in their district.”

Procedure 9 Membership and Terms of Reference of Standing Committees

9.1.2 Appointments and Co-options

9.1.2.1 Full-term appointments to each committee shall be determined by the Nominations Committee. (A.16)

Rationale: The establishment of this committee at the provincial level will provide the foundation for dismantling Anti-Black Racism in OSSTF/FEESO in a fundamental way. It is also necessary that the committee is composed of individuals that have had the lived experience navigating racist structures. A unified approach to dismantling anti-Black racism through the leadership of Black, Indigenous and racialized members at the provincial level is required more than ever to address the province wide issues in education related to racism occurring in our union and school communities.

CPA - Communications/Political Action:

CPA 201-21

Provincial Executive (2.1.01)

1/2

BE IT RESOLVED THAT It is the policy of OSSTF/FEESO that all levels of government in Canada should dedicate resources to assist the integration of refugees and immigrants displaced by climate change.

Rationale: Many analysts have documented the displacement of refugees and migrants as a result of climate change. Much of this displacement is occurring in the global south in countries that contributed very little to GHG emissions compared to wealthy industrialised northern countries. In the next 50 years, even with concerted attempts to mitigate global warming, analysts predict that millions more will be displaced. Developed and wealthy countries like Canada, which have the resources to do so, have an ethical responsibility to assist refugees and immigrants who are being displaced by climate change. Unions and the labour movement must call on governments at all levels to embrace this moral imperative.

CPA 202-21

Provincial Executive (2.1.02)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that all levels of government in Canada should act to reduce Greenhouse Gas emissions through legislation, regulation and public investments, which establish programs supporting the rational use of energy and which facilitate improvements in energy efficiency in technical designs and processes for consumers and firms.

Rationale: It is not sufficient to wait for the private sector and market based carbon-pricing systems to develop solutions that will reduce GHG emissions. Unions and the labour movement must call on all levels of government to introduce legislation and regulations that will alter consumer and business

behaviour. Governments must proactively invest in new rational energy use programs. In *This Changes Everything: Capitalism Versus the Climate*, Naomi Klein states: "... it's safe to assume that if fossil fuel companies are going to help pay for the shift to renewable energy, and for the broader costs of a climate destabilized by their pollution, it will be because they are forced to do so by law" (p. 112).

CPA 203-21

Provincial Executive (2.1.03)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that all workplaces, where feasible, should have joint employer and union environmental committees with a mandate to identify actions and programs that facilitate the environmental sustainability of the workplace.

Rationale: The 2017 OFL Convention passed resolutions to call upon affiliates to work toward the establishment of joint employer and union environmental committees. This policy resolution supports OFL policy. Unions and the labour movement must attempt to get governments to legislate such joint committees and /or work towards establishing such committees through collective bargaining.

CPA 204-21

Provincial Executive (2.1.04)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that all future conferences of the United Nations Framework Convention on Climate Change should establish firm financial commitments from national governments to support Just Transition programs for workers displaced by climate change.

Rationale: OSSTF/FEESO should support the efforts of National and International Labour bodies, which are calling on future United Nations Conventions on Climate change to establish firm financial commitments from national governments to support Just Transition Programs. Millions of workers worldwide, who work in fossil fuel intensive industries, will be displaced as each country transitions to completely new renewable energy systems. Governments must provide retraining and re-employment guarantees. Extended income support programs and relocation supports will be necessary for many workers. Older workers will need early retirement supports and newer workers need priority access to green industry and green technology training programs. Just Transition will not happen if the transition to renewable energy systems is left just to private sector innovation. Without robust government support programs with firm financial commitments many workers are at risk.

CPA 205-21

Provincial Executive (2.1.05)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Canadian and provincial governments should legislate Climate Change Accountability Acts to ensure that the *2015 Paris Climate Change Agreement* targets are met, and that adequate programs for a Just Transition for workers, as defined by the Canadian Labour Congress, are established in each province.

Rationale: Unions and the Labour movement must call on the Canadian government to put legislation in place that will ensure that the country meets the 2015 Paris Climate change targets. The existential risks associated with climate change are too great to be left to aspirational targets. Real action plans that put the right amount of resources behind the necessary programs to achieve reductions in GHG emissions will not be established without an accountability mechanism such as that called upon in this policy.

CPA 206-21

Provincial Executive (2.1.06)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that any income or cost savings realized from government investments for energy efficiency upgrades and power generation in schools should be reinvested in public education.

Rationale: Savings to school boards that result from improvements in energy efficiency upgrades should be reinvested in public education and not be clawed back by the government for general revenues.

CPA 207-21

Provincial Executive (2.1.07)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that all governments should invest in policies and programs consistent with the *Green New Deal* program of the United Nations Environment Programme.

Rationale: The concept of a Green New Deal has been promoted by UN Environment Programme since 2009. In recent years, the concept has garnered much media attention in the United States (championed by the youth led Sunrise Movement and congresswoman Alexandria Ocasio-Cortez) and Canada. The GND calls for governments to commit to coordinated large-scale stimulus packages and policy measures to revive the economy, to reduce carbon dependence, to reduce ecosystem degradation and to build new sustainable economies that promote inclusive growth. The GND calls on governments to introduce policies such as:—support retrofitting of public buildings, homes and offices;—develop energy efficient public transportation networks;—invest in renewable energy sources and in “smart grids” that conserve energy;—invest in sustainable agriculture, including improved irrigation and protection of freshwater sources;—eliminate subsidies to fossil fuel industries;—incentivize responsible environmental practices through subsidies, taxes, and regulations.

CPA 208-21

Provincial Executive (2.1.08)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Canadian government should establish a national climate action plan with clearly defined targets and timelines for emissions reductions, and public investments sufficient to secure a Just Transition for all workers and communities.

Rationale: OSSTF/FEESO and the broader Labour movement should be calling on the Canadian government to design a national climate action plan with clearly defined targets. The existential risks associated with climate change are too great to be left vague calls for future emissions reductions. A successful national plan must include public investments to secure a Just Transition for Canadian workers. The Government must provide retraining and re-employment guarantees. Extended income support programs and relocation supports will be necessary for many workers. Older workers will need early retirement supports and newer workers need priority access to green industry and green technology training programs. Just Transition will not happen if the transition to renewable energy systems is left just to private sector innovation. Without robust government support programs with firm financial commitments many workers are at risk.

CPA 209-21

Comité des services en langue française (CSLF) (2.3.101)

1/2

BE IT RESOLVED THAT Policy 8 be amended by the insertion of a section that reads:

“8.X **Bilingualism**

It is the policy of OSSTF/FEESO that:

- 8.X.1 the Province of Ontario should declare itself officially bilingual by stating its intention to adhere to Sections 16 to 20 of the Canadian Charter of Rights and Freedoms.”

P&P page 59

Policy 8 Communications/Political Action (CPA)

Rationale: Cette résolution de politique de longue date qui est échue l'année passée est encore pertinente en raison du nombre important de citoyens francophones en Ontario qui ont besoin d'avoir des services en français dans l'ensemble de la province. À l'heure actuelle, là où le nombre de francophones n'est pas suffisant dans une communauté, il y a un besoin d'offrir des services en français à la population minoritaire. Cela conduit à une plus grande assimilation au groupe de la prépondérance linguistique et a aussi un impact sur la mobilité des francophones pour vivre, travailler et étudier dans toutes les régions de l'Ontario.

CPA 210-21

Status of Women Committee (SWC) (2.3.102)

1/2

BE IT RESOLVED THAT It is the policy of OSSTF/FEESO that Canada should create and implement a National Action Plan to end gender-based violence.

Rationale: Advocates have been calling for a federal strategy; the need is greater than ever. We must lend our collective voice to the call to action to end GBV.

CPA 211-21

Communications and Political Action Committee (CPAC) (2.3.125)

1/2

BE IT RESOLVED THAT Policy 8.6 be amended by the addition of a subsection to read:

“8.6.X the federal government should establish a permanent House of Commons committee on economic policy, whose function would include conducting an annual national forum on economic policy on education;”

P&P page 60

Policy 8 Communications/Political Action (CPA)

8.6 Federal/Provincial Government

It is the policy of OSSTF/FEESO that:

Rationale: This is part of a policy that expired in 2020 with a proposed amendment to recognize that education should be viewed as an economic driver and government policy should reflect that. (Former External Policy 8.9.1)

CPA 212-21

Communications and Political Action Committee (CPAC) (2.3.126)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the federal government should provide transfer payments to provinces for the funding of programs including, but not limited to, autism, language Instruction for Newcomers to Canada, skilled trades, accessibility for people with disabilities or special needs, and early learning and childcare.

Rationale: The federal government should be encouraged to provide adequate financial support to provinces in these areas in order to improve the quality of life for all.

CPA 213-21

Communications and Political Action Committee (CPAC) (2.3.127)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the federal government should provide transfer payments to provinces for the special education funding of every student.

Rationale: The federal government should provide adequate financial support to provinces for special education through transfers as this is in the best interests of all Canadians.

CPA 214-21

Communications and Political Action Committee (CPAC) (2.3.133)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the federal government should continue to provide transfer payments to the provinces for post-secondary education, with built in guarantees that the funding will be used by the provinces for post-secondary education.

Rationale: Renewal of a policy that expired in 2020.

CPA 215-21

Communications and Political Action Committee (CPAC) (2.3.134)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that there should be no trade arrangements made by the federal government of Canada that increase unemployment and/or jeopardize Canada's political or cultural sovereignty, social programs or the rights of unions and other employee organizations and groups.

Rationale: Renewal of a policy that expired in 2020.

CPA 216-21

Communications and Political Action Committee (CPAC) (2.3.135)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that federal and provincial taxation policies should be based on progressive corporate and personal income taxes, which result in an equitable distribution of taxation.

Rationale: Renewal of a policy that expired in 2020.

CPA 217-21

Communications and Political Action Committee (CPAC) (2.3.136)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the government of Ontario and the government of Canada should implement fair and progressive tax policies.

Rationale: Renewal of a policy that expired in 2020.

CPA 218-21

Communications and Political Action Committee (CPAC) (2.3.137)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that a revised Canadian constitution should declare that all persons have the right to a job, an education, health care, and a clean environment.

Rationale: Renewal of a policy that expired in 2020.

CPA 219-21

District 12 Toronto – TBU (2.4.01)

1/2

BE IT RESOLVED THAT it is the Policy of OSSTF/FEESO that there should be no field trips to Quebec until Bill 21 is rescinded.

Rationale: Bill 21 severely restricts freedom of religious expression in Quebec. OSSTF/FEESO is committed to human rights and equity. We want members and students to feel safe and welcome. We should not be supporting field trips to this part of Canada, where the freedom of religious expression is openly flaunted.

CPA 220-21

Communications and Political Action Committee (CPAC) (2.3.129)

1/2

BE IT RESOLVED THAT Policy 8 be amended by the addition of a subsection to read:

- “8.X Federal/Provincial Government
It is the policy of OSSTF/FEESO that:
- 8.X.1 the federal government should establish a permanent House of Commons committee on economic policy, whose function would include:
 - 8.X.1.1 conducting public pre budget hearings;
 - 8.X.1.2 conducting an annual national forum on economic policy; and

8.X.1.3 conducting studies to show the impact of federal economic policy on equality of educational opportunity.

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Policy 8 Communications/Political Action (CPA)

Rationale: Bringing back policies that were to be renewed in 2020.

EAO - Educator Associated Organization:

EAO 201-21

Educational Services Committee (ESC) (2.3.46)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that:

- X.1 no Member of OSSTF/FEESO should undertake, or cause to be undertaken, any function that, according to the current practice of the place of employment, is regularly undertaken by a member of the striking group.
- X.2 notwithstanding Policy 10.X.1, when elementary teachers are on strike at a school where there are also OSSTF/FEESO Members, the principal should be permitted to re-timetable classes for the duration of the strike so that the remaining OSSTF/FEESO Members teach solely the remaining secondary students;
- X.3 notwithstanding Policy 10.X.1 and Policy 10.X.2, collective agreements should contain language that says “no Member of OSSTF/FEESO should cross a picket line of another Bargaining Unit where an employer has caused to be undertaken by another person any function that, according to the current practice of the place of employment, is regularly undertaken by a Member of the striking group.”

Rationale: Former external policy 10.4 expired in 2020; supports other education unions.

EAO 202-21

Educational Services Committee (ESC) (2.3.48)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that there should be no legislation or government regulation removing from secondary school principals and vice-principals their right to determine their membership in OSSTF/FEESO.

Rationale: Former policy 10.1.1 expired in 2020; allows continued membership of administrators in OSSTF/FEESO if they choose.

EAO 203-21

Educational Services Committee (ESC) (2.3.59)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the *Ontario College of Teachers Act 1996* should be repealed.

Rationale: Former external policy 10.6.1 expired in 2020; important to maintain as part of guiding principles.

EAO 204-21

Educational Services Committee (ESC) (2.3.60)

1/2

BE IT RESOLVED THAT It is the policy of OSSTF/FEESO that:

- X.1 there should be cooperation among Affiliates of OTF;
- X.2 staff appointments to OTF should be made with due regard to the principle of bilingualism; and
- X.3 teachers should be Members of OSSTF/FEESO if they teach all or a major portion of their assignment in the secondary panel of a school board, which is recognized in the *Education Act* as having the obligation or having the privilege to elect to perform the duties of a secondary school board.”

Rationale: Former external policy 10.3 statements expired in 2020; important to maintain as part of guiding principles.

EAO 205-21

Educational Services Committee (ESC) (2.3.61)

1/2

BE IT RESOLVED THAT Policy 10.1.1 be amended by the insertion of “holds an approved teaching certificate valid in the Province of Ontario; is or has been a member in good standing of an OTF Affiliate, or is or has been a qualified member in good standing of a CTF Affiliate; or is a signed-up Member of an OSSTF/FEESO Bargaining Unit duly constituted under the *Ontario Labour Relations Act*.” after “unless such a person:”

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Policy 10 Educator Associated Organizations (EAO)

10.1 Non-Members

Rationale: Former external policy 10.2 statements expired in 2020; important to maintain as part of guiding principles.

EDFI- Educational Finance:

EDFI 201-21

Provincial Executive (2.1.31)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that school boards should be held accountable through collecting and communicating disaggregated student and teacher data on de-streaming.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, when it comes to accountability, monitoring and evaluation are critical. In order to address issues of inequity in schooling, including systemic racism and streaming, disaggregated student and teacher/education worker data collection is a powerful tool.

EDFI 202-21

Provincial Executive (2.1.37)

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry should provide appropriate funding to support any de-streaming initiatives.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, the importance of committed government leadership and funding cannot be stressed enough for de-streaming to be successful in public education.

EDFI 203-21

District 12 Toronto – TBU (2.4.03)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry of Education should fund students and teachers in Adult Day School according to the same funding model afforded to regular day schools in Ontario.

Rationale: Current policy language speaks to receiving the same salary. This is a step in the right direction but salary is not the only inequity faced in Adult Day Schools. Being equally funded would solve most if not all of these issues.

EDFI 204-21

District 9 Greater Essex – OTBU (2.4.12)

1/2

BE IT RESOLVED THAT Policy 6.3.2 be amended by the substitution of “teacher or education worker” for “OSSTF/FEESO.”

P&P, page 49

6.3. Publicly-Funded School Boards

It is the policy of OSSTF/FEESO that:

6.3.1. there should be only one publicly-funded school system for each official language; and

(A.13)

6.3.2. no OSSTF/FEESO jobs should be lost as a result of moving to one publicly-funded school system for each official language. (A.13)

Rationale: The threat of layoffs of teachers and education workers in the Catholic system if one publicly-funded system was established is used to divide all educators pitting us against one another to the detriment of all of us. Governments may pursue the creation of such a system with the aim to reduce the amount they have to invest in public education including reduction in teachers and education workers, which they consider a cost. However, irrespective of the reasons a government may have, changes to the education system of this nature should only be done to improve the publicly-funded education system by reducing class sizes and increasing student support. This requires existing teacher and education workers in both systems. Our advocacy for one school system is in fact to improve the teaching conditions of all teachers and education workers in Ontario, which are the learning conditions of all Ontario students.

EDIS- Educational Issues:

EDIS 201-21

Provincial Executive (2.1.11)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry should ensure that curriculum is inclusive (rather than exclusive) and that it emphasizes the lived experiences and histories of marginalized people, empowering students to think critically and challenge injustices, promoting respectful relationships and holding high expectations for all of its students.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, all Ontario curriculum should strive to engage students in addressing historical inaccuracies and avoiding those exclusions in the future.

EDIS 202-21

Provincial Executive (2.1.12)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry of Education should create curriculum that is evidence-based, that is free from bias and discrimination that promotes equity and inclusivity and is developed through partnership with teachers and education workers at every stage of the development process.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, all Ontario curriculum should be developed to the highest of standards and in collaboration with Ontario teachers and education workers.

EDIS 203-21

Provincial Executive (2.1.13)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that all future school board policies, programs, or procedures, should be required to demonstrate and reflect a fundamental understanding of the contemporary and historical realities of the subjugation of Black, Indigenous, racialized, marginalized students as well as students living with disabilities and those of the LGBTQ2SI communities.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, policing in schools is not an isolated phenomenon, and it cannot be removed from the deep histories of oppression of both the policing and the educational institutions without a thorough understanding and commitment to remove all forms of systemic racism from all current and future school board policies, programs, or procedures.

EDIS 204-21

Provincial Executive (2.1.14)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that teachers and education workers should be provided quality resources and support by the school boards or Ministry of Education rather than being left to seek out accurate and detailed sources themselves.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools— Proposed Policy Motions for OSSTF/FEESO*, in order to deliver the highest quality curriculum, teachers and education workers should be provided highest quality supports.

EDIS 205-21

Provincial Executive (2.1.15)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that any protocols created or adopted by any employer should respect, acknowledge, and include the lived experiences and input from the parents, students, educators and community members from racialized, marginalized, and historically oppressed groups.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions*, governments and school boards should consult and collaborate with community groups in a manner that acknowledges and respects the contemporary and historical realities of the subjugation of Black, Indigenous, racialized, marginalized students as well as students with disabilities and those of the LGBTQ2SI communities prior to the creation of system protocols. Failing to do so will only exacerbate the existing disparity and disproportionality created by systemic racism and white supremacy in schools.

EDIS 206-21

Provincial Executive (2.1.17)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry of Education should provide the resources required to create a robust and comprehensive protocol guiding all police-student interactions that occur in or on school property, or in relation to events that occur in schools.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions*, ending all School Resource Officer, or similar programs, in schools will not address the systemic racism entrenched in publicly-funded education. Therefore, new protocols are required for all police-student interactions in schools and these protocols must be evidence-informed and respect the identities and experiences of oppressed and marginalized groups, specifically Indigenous, Black, and racialized students as well as those living with disabilities and those of the LGBTQ2SI communities. Resources, including but not limited to training, for all school board staff related to new protocols should be provided.

EDIS 207-21

Provincial Executive (2.1.18)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that employers should properly train and educate all teachers and education workers so that they have the confidence, sensitivity, and knowledge to accurately and respectfully provide anti-racism education to students in Ontario.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, in order to deliver the highest quality curriculum, teachers and education workers should be provided the highest quality training.

EDIS 208-21

Provincial Executive (2.1.19)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry of Education should update the content, pedagogy, and development of anti-racism and anti-oppression education in Ontario.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, all Ontario curriculum should be continually updated with an equity lens.

EDIS 209-21

Provincial Executive (2.1.20)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry of Education should conduct an immediate, independent, third party review of every “Police-School Board Protocols” document for all schools in Ontario.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, SRO activities in Ontario are governed by the Ministry of Education but developed at the local level between school boards and police departments and guided by “Police-School Board Protocols.” Therefore, until a third-party review of all documents has been completed, documents that are one component of the entrenched systems of racism, white supremacy and privilege in schools, the harm caused by this discriminatory practice cannot be fully disrupted and dismantled.

EDIS 210-21

Provincial Executive (2.1.21)

1/2

BE IT RESOLVED THAT Policy 7.5.12 be deleted.

P&P, page 52

Policy 7 Educational Issues (EDIS)

7.5. Curriculum Implementation and Delivery

7.5.12. there should be no de-streaming; (A.17)

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools— Proposed Policy Motions for OSSTF/FEESO*, de-streaming should be understood as one component of a broader approach and commitment to anti-oppression recommended by researchers and education advocates.

EDIS 211-21

Provincial Executive (2.1.22)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that any research that fails to take an anti-oppression approach, should not be considered credible or relevant for new or revised publicly-funded school/board policy, procedure, and/or program that involves the use of police.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions*, the use of research that does not account for the identities and experiences of Indigenous, Black, racialized, oppressed and marginalized students as well as those living with disabilities and those of the LGBTQ2SI communities, should not be used to justify and/or defend racist and discriminatory policies and procedures in any publicly-funded school board.

EDIS 212-21

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that there should be communication and consultation between the Ministry of Education, OSSTF/FEESO, the school boards and Black, Indigenous, racialized students, as well as students living with disabilities in all matters related to de-streaming.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, all parties should be consulted and collaborated with to ensure equity in relation to de-streaming.

EDIS 213-21

Provincial Executive (2.1.24)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that recommendations to help with the success of de-streaming should be evidence-based.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, de-streaming initiatives should be evidence-based to ensure success in the classroom.

EDIS 214-21

Provincial Executive (2.1.25)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that any and all policies and programs that have discriminatory effects on racialized students, particularly Black, Indigenous, racialized, marginalized students as well as students living with disabilities and those of the LGBTQ2SI communities should be rescinded and not be permitted in any Ontario school or board of education.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, School Resource Officer (SRO) and/or similar programs have been supported by school board policies. These policies have discriminatory effects on groups of students, particularly Black, Indigenous, racialized, marginalized students as well as those living with disabilities and those of the LGBTQ2SI communities. Therefore, any programs and/or related policies should end immediately in all publicly funded schools.

EDIS 215-21

Provincial Executive (2.1.26)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that there should be a commitment by the Ministry to further investigation into teaching, learning, and curriculum studies required to determine more specific and effective instruction methods that would support a de-streamed learning environment.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, research and evidence is needed to ensure specific and effective methods of teaching and learning in a de-streamed learning environment.

EDIS 216-21

Provincial Executive (2.1.27)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that all School Resource Officer (SRO) or other similar programs and related policies that have led to the securitization and surveillance paradigm in Ontario schools should end immediately.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, it has been found that SRO policing and other zero tolerance-based policies not only produce negligible effects as a strategy for improving school safety in general but have also exacted a severe and often disastrous toll on certain youth—specifically Black, Indigenous and racialized students.

EDIS 217-21

Provincial Executive (2.1.28)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that professional development programs should be provided about the authentic historical experiences of Black and racialized people from their perspective.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions*, for change to occur, PD must move beyond surface responses to racism and include an

understanding of the deeper historic, and social impacts of racism and ethnicity. The expertise of members of Black and racialized communities must be included in the development of these programs.

EDIS 218-21

Provincial Executive (2.1.29)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry of Education should create specific programming to serve and support student needs.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, all student needs must be supported.

EDIS 219-21

Provincial Executive (2.1.33)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that any new curriculum developed for de-streaming should provide clear assessment benchmarks and guidance for teachers and education workers.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, it is crucial to the success of teachers and education workers in implementing de-streamed curricula that de-streaming initiatives consider what is being asked of them and find ways to continually support them through this process.

EDIS 220-21

Provincial Executive (2.1.36)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that employers ensure that training intended for individuals in decision-making positions should contain explicitly anti-racist and anti-oppressive content.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions*, the retention of Black, Indigenous, and racialized employees, and the stress upon these workers, is significant because many do not see themselves as part of a school community. It is incumbent upon those in decision-making positions to consider actions from an anti-racist and anti-oppressive lens, as well as taking into consideration personal and systemic biases. Training would assist providing a more equitable outlook by those actioning these decisions.

EDIS 221-21

Provincial Executive (2.1.38)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that teachers and education workers should be provided with appropriate training and access to additional resources prior to the implementation of de-streamed classrooms.

Rationale: As per the paper on *Addressing Systemic Racism in Ontario Schools—Proposed Policy Motions for OSSTF/FEESO*, it has been found that when teacher and education worker beliefs do not align with the beliefs underlying de-streaming initiatives, it hinders their ability to adopt practices that will help them better teach and support a de-streamed classroom.

EDIS 222-21

Educational Services Committee (ESC) (2.3.38)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that school boards should not permit any monopolizing/exclusivity or promotion of corporate media in the classrooms of Ontario's Education System.

Rationale: This is an update of former policy 7.2.3 (expired 2020) with an edit to generalize the intent so that it can be applied to several modes of delivery. Original motion referred to television programs such as Youth News Network.

EDIS 223-21

Educational Services Committee (ESC) (2.3.39)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that teachers should have the responsibility and the right to adapt and in special cases amend curriculum policy to the advantage of students.

Rationale: Former policy 7.4.5 expired in 2020; supports professional judgement.

EDIS 224-21

Educational Services Committee (ESC) (2.3.40)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the scheduling, organization, and execution of programs of study, and inquiry into controversial, difficult, and disturbing issues should be a fundamental right of teachers in the schools of Ontario.

Rationale: Former policy 7.5.5 expired in 2020; supports professional judgement.

EDIS 225-21

Educational Services Committee (ESC) (2.3.41)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the content and format of Professional Development Days should be determined by the Bargaining Unit.

Rationale: This is an update of former external policy 7.8.2 (expired 2020) with an edit to include “content and format”; members should be able to determine their PD needs.

EDIS 226-21

Educational Services Committee (ESC) (2.3.42)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Province of Ontario should establish bursaries for all educational workers for purposes of updating or retraining.

Rationale: Former external policy 7.8.11 expired in 2020; supports professional development.

EDIS 227-21

Educational Services Committee (ESC) (2.3.43)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that professional development days should be implemented in a way that includes and does not reduce working days for permanent and occasional/casual education workers.

Rationale: Former external policy 7.8.11 expired in 2020; supports professional development.

EDIS 228-21

Educational Services Committee (ESC) (2.3.44)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that educational workers should be informed, on a confidential basis, of the identity of the exceptional students in their classrooms and the nature of the exceptionalities to enable the educational workers to meet the needs of those exceptional students.

Rationale: Former external policy 7.12.13 expired in 2020; promotes adequate information to support programming for exceptional students.

EDIS 229-21

Educational Services Committee (ESC) (2.3.45)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that junior high schools should meet or be working towards the achievement of the requirements of 'secondary education,' which in this context implies the following minimum requirements: sufficient, qualified support staff to meet student needs.

Rationale: Former external policy 7.18.3.5 expired in 2020 with an update to include the words "sufficient, qualified" instead of "appropriate".

EDIS 230-21

Educational Services Committee (ESC) (2.3.50)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that teachers should have the responsibility and the right to adapt and in special cases amend curriculum policy to the advantage of students.

Rationale: Former policy 7.4.5 expired in 2020; supports professional judgement.

EDIS 231-21

Educational Services Committee (ESC) (2.3.62)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that any electronic and distance education in Ontario should be delivered by certified, fully salaried teachers, using curriculum developed in Ontario, and with controlled class sizes no larger than comparable courses in a regular secondary school.

Rationale: Former external policy 7.21.1 expired in 2020; important to maintain as part of guiding principles.

EDIS 232-21

Educational Services Committee (ESC) (2.3.63)

1/2

BE IT RESOLVED THAT Policy 7.19 be amended by the insertion of the following subsections that read:

- "7.18.X the school year should consist of a maximum of 194 school days, and that no fewer than 9 school days should be designated as paid Professional Activity Days, at least 2 of which be used for professional development purposes;
- 7.18.X no fewer than 15 instructional days should be designated as examination days;
- 7.18.X there should be no change in the college/university year that would adversely affect the employment opportunities if students and the scholastic opportunities of members;"

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Policy 7 Educational Issues (EDIS)

7.18 Academic Year

It is the policy of OSSTF/FEESO that:

Rationale: Former external policy 7.20 statements expired in 2020; important to maintain as part of guiding principles.

EDIS 233-21

Educational Services Committee (ESC) (2.3.64)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that an articulation agreement between an Ontario community college and a district school board should guarantee that OSSD credit courses or their equivalent offered under programs covered by the agreement be provided by qualified secondary school teachers employed by the district school board.

Rationale: Former external policy 7.19 statement expired in 2020; important to maintain as part of guiding principles.

EDIS 234-21

Educational Services Committee (ESC) (2.3.65)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that:

- X in order to ease the transition from grade 8 to 9, the Ministry of Education should provide increased resources that would allow for improvement in a wide range of services such as the following:
 - X.1 increased collaboration between secondary and elementary staff in areas such as curriculum, evaluation, counselling, staff development, community-school activities and co-operative strategies to address the special needs of individual students; and
 - X.2 voluntary staff transfer and exchange opportunities.”

Rationale: Former external policy 7.18.4 statements expired in 2020; important to maintain as part of guiding principles.

EDIS 235-21

Educational Services Committee (ESC) (2.3.66)

1/2

BE IT RESOLVED THAT Policy 7.16 be amended by the addition of subsections that read:

- "7.16.X junior high schools and senior public schools should be recognized as secondary schools;
- 7.16.X junior high schools should meet or be working towards the achievement of the requirements of "secondary education," which in this context implies the following minimum requirements:
 - 7.16.X.1 a rotary system, which makes it possible to provide curricula suited to the needs of individual students;
 - 7.16.X.2 guidance counselling provided by trained personnel;
 - 7.16.X.3 organized departments headed by the holder of a Subject Specialist Certificate;
 - 7.16.X.4 fully equipped libraries under the direction of professional teacher librarians;
 - 7.16.X.5 the availability of suitable staff, facilities, and equipment for the teaching of a broad range of subjects;"

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Policy 7 Educational Issues (EDIS)

- 7.16 **Junior High Schools and Intermediate Division**
It is the policy of OSSTF/FEESO that:
 - 7.16.1 secondary education should encompass programs from grades 7 through 12; (R.14)

Rationale: Former external policy 7.18 statements expired in 2020; important to maintain as part of guiding principles.

EDIS 236-21

Educational Services Committee (ESC) (2.3.67)

1/2

BE IT RESOLVED THAT Policy 7.15 be amended by the addition of subsections that read:

- " 7.15.X all teachers who teach credit courses in Ontario should be required to hold an Ontario Teacher's Certificate or equivalent qualifications as allowed by the Ontario College of Teachers;
- 7.15.X the qualifications and training of teachers should be relevant to the development and needs of the students in the divisions in which they are teaching;
- 7.15.X consecutive pre-service teacher education required to earn a Bachelor of Education degree and a teaching certificate should be limited to one full school year;
- 7.15.X faculties/schools of education should ensure that admission practices and policies permit equality of access for all teacher education candidates;
- 7.15.X the pre-service curriculum should include a professional issues component;

- 7.15.X all costs associated with the piloting and full implementation of any induction program should be borne by the Government of Ontario;
- 7.15.X induction/mentorship programs:
 - 7.15.X.1 should be accessible to all new teachers and new occasional teachers;
 - 7.15.X.2 should be fully funded by the Ministry of Education, and include funding to allow new teachers to engage in reflective practice activities and to meet with their mentors; and
 - 7.15.X.3 assigned to a new teacher, should be two-thirds teaching load and one-third time for reflective practice without any reduction in salary for the reflective practice portion;
- 7.15.X there should be no reduction or substitution for wage-earning experience requirements for technical teachers as presently required for the admission to faculties/schools of education; associate and mentor teachers:
 - 7.15.X.1 participation should be voluntary;
 - 7.15.X.2 stipends for duties should be paid to the teacher, and be considered pensionable;
 - 7.15.X.3 should be responsible for 1 teacher candidate per placement;
 - 7.15.X.4 members who serve as associate teachers should give priority to teacher candidates enrolled in teacher education programs at publicly-funded Ontario universities;
 - 7.15.X.5 should be identified, selected and trained following guidelines developed in consultation with OSSTF/FEESO and other affiliates;
 - 7.15.X.6 should have access to ministry-allocated funding for time release in order to be able to meet with their teacher candidate/mentees; and
 - 7.15.X.7 should have access to grants provided by the Ministry of Education specifically designated for teacher education practicum and internship programs to cover the costs of reduced workloads;
- 7.15.X faculties of education should encourage the active involvement of students and staff with local Districts;
- 7.15.X adult education should be a 3-Part Specialist course;
- 7.15.X all consultants, coordinators, and master teachers with duties and responsibilities relating to the secondary panel should be required to have secondary school qualifications and experience”

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Policy 7 Educational Issues (EDIS)

7.15 Teacher Qualifications and Training

It is the policy of OSSTF/FEESO that:

Rationale: Former external policy 7.17 statements expired in 2020; important to maintain as part of guiding principles.

EDIS 237-21

Educational Services Committee (ESC) (2.3.68)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that:

- “X the Ministry of Education and employers should provide significant and official representation based on the principle of equal partnership on all committees established to identify, develop, implement, and monitor policy and make recommendations regarding materials related to anti-discrimination education;
- X.1 employers should examine curricula and practices in workplaces with the object of eliminating stereotyping in all facets of the learning process, including role modelling, classroom management practices, resource materials, use of technology, curricula and guidance programs;
- X.2 all employers, in co-operation with OSSTF/FEESO Bargaining Units, should develop, implement and monitor policies on equity and diversity; governments should provide adequate time, funds and resources for educators to implement anti-discriminatory curriculum, policies, practices and in-service;
- X.3 the cultural and racial identities of students should be affirmed in an equitable and appropriate way through learning experiences in schools;
- X.4 employers, in cooperation with each Bargaining Unit, should identify and eliminate bias and discriminatory barriers in existing curriculum programs, school structures and learning materials.”

Rationale: Former external policy 7.16 statements expired in 2020; important to maintain as part of guiding principles.

EDIS 238-21

Educational Services Committee (ESC) (2.3.69)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that:

- “X.1 the Ministry of Education should develop curriculum guidelines and programs on peace and nuclear disarmament and conventional disarmament and global education, in consultation with OTF and the Affiliates; and
- X.2 Global Education should be a cross-curriculum priority in all public secondary schools and should incorporate the critical examination of the following:
 - X.2.1 the impact of militarism and war on the planet and its inhabitants, including strategies for the promotion and maintenance of peace; in particular, conflict resolution as it applies to the human condition;
 - X.2.2 the imperatives of environmental awareness, ecological balance, energy conservation and sustainable development within the context of global interdependency;
 - X.2.3 the universal requirements for constitutional provisions and guarantees for human rights based on the principles of justice and equity for all;
 - X.2.4 the causes and impact of underdevelopment in countries containing the majority of the world's population; and
 - X.2.5 other concepts and developments, which have an impact on the quality of human existence.”

Rationale: Former external policy 7.15 statements expired in 2020; important to maintain as part of guiding principles.

EDIS 239-21

Educational Services Committee (ESC) (2.3.70)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that:

- X.1 skills training should be developed within the context of the goals of education in Ontario;
- X.2 skills training programs should:
 - X.2.1 be open to all students;
 - X.2.2 be designed to embody the generic skills built into the regular school program;
 - X.2.3 incorporate information that enables the trainees to work safely;
 - X.2.4 incorporate information to help trainees understand their rights both individually and collectively;
and
 - X.2.5 flow from teacher-based identification of skills needs, and should be developed in conjunction with labour as well as with employers or consultants;
- X.3 skills training programs appropriate for the age and developmental level of the trainees should be offered through public secondary schools; and
- X.4 school workplace apprenticeship programs should be designed so that:
 - X.4.1 successful graduates have the same options available to them as do graduates of the regular program;
 - X.4.2 they have additional options, which result from completing a considerable portion of an apprenticeship program; and
 - X.4.3 they allow for the easy transition of students to and from the regular program.”

Rationale: Former external policy 7.14 statements expired in 2020; important to maintain as part of guiding principles.

EDIS 240-21

Educational Services Committee (ESC) (2.3.71)

1/2

BE IT RESOLVED THAT Policy 7.13 be amended by the addition of subsections that read:

- "7.13.X for each secondary school credit offered as part of a co-operative education program, the sum of the actual hours of in-school instruction and off-school site placement should be at least 110 hours;
- 7.13.X co-operative education programs should contain the following components:
 - 7.13.X.1 a training profile for each student, specifying the relationship between the co-operative education placement and the in-school component, and identifying the specific educational objectives of the placement;
 - 7.13.X.2 evaluation by the supervising teacher of the student's experience and performance in the placement on the basis of the objectives stated in the profile and the training profile should be made available to the school, the student and the employer; and

- 7.13.X.3 the monitoring and staffing of co-operative education programs should be on a regular and consistent basis;
- 7.13.X students placed in co-operative education should be monitored by the teacher every forty hours worked by each student or every 2 weeks, whichever comes first;
- 7.13.X appropriate in-service programs should be provided for all teachers of co-operative education;
- 7.13.X teachers of subject-related co-operative education programs should meet the qualifications requirements of Regulation 298; and
- 7.13.X no employer should use a volunteer or co-operative program to replace or to diminish the number of employee positions available in that workplace.”

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Policy 7 Educational Issues (EDIS)

7.13 Co-operative Education

It is the policy of OSSTF/FEESO that:

- 7.13.1.1 the identification of potential placements and the placement, supervision and evaluation of students should be the responsible of the co-operative education teacher; (A.14)
- 7.13.2. every period or section of co-operative education on-site learning on a student’s timetable should be covered by assigned teacher time, as specified in Regulations under the *Education Act*, and further that each co-operative education period or section should generate no-more than 16 credits for which an assigned teacher is responsible; (R.11)

Rationale: Former external policy 7.13 statements expired in 2020; important to maintain as part of guiding principles.

EDIS 241-21

Educational Services Committee (ESC) (2.3.72)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that there should be a positive and ongoing liaison and co-operation between the elementary and secondary schools to ensure that the process of an exceptional student’s education is not interrupted.

Rationale: Former external policy 7.12.12 expired 2020; still a relevant policy.

EDIS 242-21

Educational Services Committee (ESC) (2.3.73)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry of Education should create a central data bank, which would be easily available to all members, of different methodologies, resources, curriculum guides, and program models for the various exceptionalities.

Rationale: Former external policy 7.12.9 expired 2020; still a relevant policy.

EDIS 243-21

Educational Services Committee (ESC) (2.3.74)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that special education should be administered through a departmental structure complete with positions of responsibility.

Rationale: Former external policy 7.12.7 expired 2020; still a relevant policy.

EDIS 244-21

Educational Services Committee (ESC) (2.3.75)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that integration of an exceptional student into regular classes should be a flexible goal, which means to the greatest degree possible; the degree of integration should change as the child's needs change.

Rationale: Former external policy 7.12.4 expired 2020; still a relevant policy.

EDIS 245-21

Educational Services Committee (ESC) (2.3.76)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that integration of an exceptional student into regular classes should be recognized as a "process" to allow exceptional students to reach their fullest potential and not just as a matter of placement.

Rationale: Former external policy 7.12.3 expired 2020; still a relevant policy.

EDIS 246-21

Educational Services Committee (ESC) (2.3.77)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that every student with an exceptionality should be identified by an Identification, Placement, and Review Committee.

Rationale: Former external policy 7.12.3 expired 2020; still a relevant policy.

EDIS 247-21

Educational Services Committee (ESC) (2.3.78)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that an appropriate education program should be offered in all adult provincial correctional facilities, taught by certified teachers and/or instructors employed under a teacher's and/or instructor's contract.

Rationale: Former external policy 7.11.6 expired 2020; Privatization of adult credit education should not be permitted. This is a potential issue if adult credit programs are being offered outside of a school board.

EDIS 248-21

Educational Services Committee (ESC) (2.3.79)

1/2

BE IT RESOLVED it is the policy of OSSTF/FEESO that secondary school graduation diplomas and/or their equivalency in adult and continuing education should be granted by secondary school principals of publicly-funded school boards.

Rationale: Former external policy 7.11.5 expired 2020; Privatization of adult credit education should not be permitted.

EDIS 249-21

Educational Services Committee (ESC) (2.3.80)

1/2

BE IT RESOLVED it is the policy of OSSTF/FEESO that adult and continuing education secondary school credits should be taught by qualified secondary school teachers through publicly-funded school boards.

Rationale: Former external policy 7.11.4 expired 2020; All credit courses should be taught by members of the Ontario College of Teachers. Privatization of adult credit education should not be permitted.

EDIS 250-21

Educational Services Committee (ESC) (2.3.81)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry of Education in conjunction with teacher federations should develop and promote prior learning assessment programs to assist adult learners in achieving an Ontario Secondary School Diploma.

Rationale: Former external policy 7.11.2 expired 2020; Many adult learners have not been successful in school as teens. Doing the prior learning assessment programs can help determine areas of need for an adult learner so that they can get the necessary supports in order to achieve their OSSD.

EDIS 251-21

Educational Services Committee (ESC) (2.3.82)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that each school offering day school programs and continuing and adult education programs should be structured as an integrated administrative unit and should receive appropriate staff and budget allocation.

Rationale: Former external policy 7.11.1 expired 2020; Many continuing and adult ed. programs are run off-site of a main school but have both similar and different needs to a traditional school setting. However, the supports that are found in the traditional school setting don't follow to the continuing and adult programs.

EDIS 252-21

Educational Services Committee (ESC) (2.3.83)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that equality of educational opportunity should be a matter of right for all Ontario students.

Rationale: Former external policy 7.9 expired 2020; important policies for access, equity and protection of students.

EDIS 253-21

Educational Services Committee (ESC) (2.3.83)

1/2

BE IT RESOLVED THAT Policy 7.9 be amended by the addition of the following subsections after subsection 7.9.1 that read:

- “7.9.1.X students at risk and students identified by the IPRC;
- 7.9.1.X the need for work-study programs, co-operative education programs, linkage programs and apprenticeship programs, designed, coordinated, and evaluated by teachers and, where appropriate, in consultation with management and labour, to suit the vocational aims and expectations of students;
- 7.9.1.X the need for flexible and bias-free entry, re-entry and transfer policies in response to individual student needs; and
- 7.9.1.X the needs of students with regard to eliminating the effects of current and past gender role stereotyping, and the design of programs and resource materials to meet those needs;

- 7.9.X all students should be encouraged to take a well-rounded program composed of both compulsory and non-compulsory subjects;
- 7.9.X schools should be organized to provide:
 - 7.9.X.1 A variety of levels of instruction;
 - 7.9.X.2 appropriate groupings of students for instructional purposes;
 - 7.9.X.3 programs to assist students in selecting levels of instruction;
 - 7.9.X.4 programs to ease transition between levels of instruction; and
 - 7.9.X.5 safeguards, which ensure that working class and immigrant students are not penalized by being disproportionately streamed into lower levels of academic instruction;
- 7.9.X corporal punishment should not be used in the disciplining of a student;
- 7.9.X that program and curriculum reviews by the Ministry of Education should incorporate student feedback on the program and curriculum and that such feedback not be used to evaluate schools or staff;
- 7.9.X no student should be refused admission to a secondary school on the basis of linguistic background;
- 7.9.X the study of and inquiry into controversial, difficult, and disturbing issues should be a fundamental right of students;
- 7.9.X school advisory councils should include, but not be limited to, parents, teachers, support staff, and students; and that such councils should be governed by a constitution, which states clearly the goals, rights, and responsibilities of the council and recognizes the primacy of the Education Act and Regulations, and collective agreements;
- 7.9.X Ontario parents should have the right to have their children educated in the Canadian official language of their choice, and that educational authorities should have the duty to provide suitable facilities to do so at all levels of education;
- 7.9.X a parent's expression of concern about any aspect of a student's program and the suggestion of alternative contents and methods should be a fundamental right of the parents of the student;”.

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Policy 7 Educational Issues (EDIS)

7.9 Student and Parent Rights and Responsibilities

It is the policy of OSSTF/FEESO that:

- 7.9.1 all publicly funded educational institutions should make available to students, a variety of programs provided by the institution's personnel, to suit special needs. These programs should accommodate:

Rationale: Former external policy 7.9 expired 2020; important policies for access, equity and protection of students.

EDIS 254-21

Educational Services Committee (ESC) (2.3.84)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that:

- X it should be the professional responsibility of members to participate actively in professional development programs;
- X.1 professional development should be an activity that is designated specifically for the personal and professional growth of members and will be an activity that is initiated by, planned by, implemented by, and evaluated by member(s) and/or their elected or appointed representatives;
- X.2 a professional activity should be an activity that is considered to be essential to the functioning of the educational system;
- X.3 all members should have access to a variety of ongoing professional development growth opportunities to assist with the planning and implementation of effective and innovative educational practices;
- X.4 members should be provided with a variety of opportunities to collaborate, share ideas and reflect upon educational concerns;
- X.5 professional development should not be imposed on Members by the Ontario College of Teachers or any other body
- X.6 continuing education programs, designed in cooperation with teachers, should be available to all teachers;
- X.7 employers should provide ongoing in-service training programs designed in cooperation with OSSTF/FEESO members to improve the quality of education;
- X.8 each faculty of education should maintain a department of continuing teacher education in consultation with OSSTF/FEESO for the purpose of teacher retraining, upgrading, and professional development;”.

Rationale: Former external policy 7.8 statements expired 2020; important policies to maintain in face of attacks on professional learning.

EDIS 255-21

Educational Services Committee (ESC) (2.3.85)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that:

- X.1 members should have the right to make fair use of copyright materials including programs carried on commercial radio or television;
- X.2 fair use provision should be provided in law and that compensation to copyright holders should be provided by the Federal and/or Provincial Government(s);
- X.3 members should not be required to incorporate materials or information provided by business organizations into the curriculum to be used in their classrooms;
- X.4 there should be no arbitrary or unilateral removal of learning materials or units of study;

X.5 Members of the teaching profession should have a fundamental right to exercise professional judgement to select the approach and resources that they consider most appropriate in presenting potentially controversial materials and topics;”.

Rationale: Former external policy 7.7 statements expired 2020; important principles for us to keep regarding resources.

EDIS 256-21

Educational Services Committee (ESC) (2.3.86)

1/2

BE IT RESOLVED THAT Policy 7.6 be amended by the addition of the following subsections that reads:

- “7.6.X province-wide, system-wide, or international tests should not be used in the supervision or evaluation of teachers or to compare schools and/or district school boards;
- 7.6.X there should be no reintroduction of public, province-wide exit examinations;
- 7.6.X student assessment instruments should be developed by the Ministry of Education and/or district school boards in collaboration with the teaching federations during all stages of planning, development, implementation and review;
- 7.6.X if province-wide or system-wide tests are used, then they should:
 - 7.6.X.1 take into account the diversity of the student population in Ontario;
 - 7.6.X.2 be based on curriculum objectives;
 - 7.6.X.3 be used to make recommendations to improve student achievement;
 - 7.6.X.4 be used to make recommendations to improve teaching strategies and/or modify program;
 - 7.6.X.5 be free from discriminatory bias;
 - 7.6.X.6 be reported to the student and parent by appropriate personnel who have access to pertinent printed information;
 - 7.6.X.7 be accompanied by current information useful in interpreting scores from test programs;
- 7.6.X the classroom teacher should be the primary assessor/evaluator of student progress;
- 7.6.X any assessment/evaluation strategy should be of benefit to the students;
- 7.6.X student assessment/evaluation should be a significant aspect of the learning process;
- 7.6.X students should be assessed and evaluated through a variety of written and non-written strategies;”.

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Policy 7 Educational Issues (EDIS)

7.6 Student Assessment and Evaluation

It is the policy of OSSTF/FEESO that:

Rationale: Former external policy 7.6 statements expired 2020; important principles for us to stand by in the face of standardized testing

EDIS 257-21

Educational Services Committee (ESC) (2.3.87)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that there should be no teaching of denominational religious courses as options for credit in the public secondary schools of Ontario, but that the acquisition of information about and respect for all religions should be recognized as an objective of the educational system.

Rationale: Former external policy 7.5.6 expired 2020; important to maintain as part of guiding principles.

EDIS 258-21

Educational Services Committee (ESC) (2.3.88)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that learning expectations in secondary education should be organized and delivered through subject disciplines and subject-based credits, such that an adequate range of subject options should be offered, in addition to the core curriculum, in all secondary schools of Ontario, and that, if necessary, special funding arrangements should be made to enable such a range to be offered.

Rationale: Former external policy 7.5.2 expired 2020; important to maintain as part of guiding principles.

EDIS 259-21

Educational Services Committee (ESC) (2.3.89)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that Ministry curriculum writing teams should be composed of practicing Ontario teachers who have been recommended by the Affiliates of OTF or appropriate Subject Associations.

Rationale: Former external policy 7.4.3 expired in 2020; important to maintain as part of guiding principles.

EDIS 260-21

Educational Services Committee (ESC) (2.3.90)

1/2

BE IT RESOLVED THAT Policy 7.4 be amended by the addition of the following subsections after subsection 7.4.2 that read:

“7.4.X.1 a clear outline of the government’s commitment to provide sufficient time, finances, human and material resources, in-service and professional development;

- 7.4.X.2 provisions for conducting Ontario-based applied research in all areas related to student learning;
- 7.4.X.3 provisions for Ministry-funded pilot projects, which have an urban/rural and geographic distribution;
- 7.4.X.4 provisions for incentive funding for school-based pilot projects; and
- 7.4.X.5 provisions for research and pilot projects into curriculum development in alternative delivery systems;”.

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Policy 7 Educational Issues (EDIS)

7.4 Curriculum Review and Development

It is the policy of OSSTF/FEESO that:

- 7.4.2 the Ministry of Education, in conjunction with the teacher federations, should establish and maintain long-range planning policies and procedures for evidence-based curriculum development, implementation and review, which include:

Rationale: Former external policy 7.4.2 statements expired in 2020; important to maintain as part of guiding principles.

EDIS 261-21

Educational Services Committee (ESC) (2.3.91)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry of Education and the EQAO should examine the effects of socioeconomic conditions and family background on the education and achievement of all students with the aim of making relevant school program changes.

Rationale: Former external policy 7.3.7 expired in 2020; important to maintain as part of guiding principles.

EDIS 262-21

Educational Services Committee (ESC) (2.3.92)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that members should have meaningful involvement in the decision-making process affecting education at all organizational levels.

Rationale: Former external policy 7.3.5 expired in 2020; important to maintain as part of guiding principles.

EDIS 263-21

Educational Services Committee (ESC) (2.3.93)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the making of policy decisions within each school should be the joint responsibility of the principal and all the staff.

Rationale: Former external policy 7.3.4 expired in 2020; important to maintain as part of guiding principles.

EDIS 264-21

Educational Services Committee (ESC) (2.3.94)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the Ministry of Education should provide for significant and official OSSTF/FEESO representation on all advisory committees, which have a direct or indirect effect on publicly-funded education.

Rationale: Former external policy 7.3.2 expired in 2020; important to maintain as part of guiding principles

EDIS 265-21

Educational Services Committee (ESC) (2.3.95)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that:

- X any educational change should follow a Ministry of Education change protocol that:
 - X.1 enhances the principles of universality, comprehensiveness, proficiency and accountability;
 - X.2 clearly defines and articulates the purpose and goals of the reform; and
 - X.3 includes a clear vision of student outcomes for both students leaving school to enter the workforce directly and students proceeding to post-secondary education;”.

Rationale: Former external policy 7.3.1 expired in 2020; important to maintain as part of guiding principles.

EDIS 266-21

Educational Services Committee (ESC) (2.3.96)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that publicly funded schools in Ontario should not be funded by corporate partnerships and/or fundraising with private and/or business organizations.

Rationale: Former external policy 7.2.11 expired in 2020; important to maintain as part of guiding principles.

EDIS 267-21

Educational Services Committee (ESC) (2.3.97)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that there should be no introduction of privatized management of school boards, school board operations or schools.

Rationale: Former external policy 7.2.2 expired in 2020; important to maintain as part of guiding principles.

EDIS 268-21

Educational Services Committee (ESC) (2.3.98)

1/2

BE IT RESOLVED THAT Policy 7.1 be amended by the addition of the following subsections before subsection 7.1.1.1 that read:

- “7.1.X.X use language to think, learn and communicate effectively;
- 7.1.X.X use mathematical skills with confidence in practical situations;
- 7.1.X.X use science and technology to gain access to information and make decisions;
- 7.1.X.X understand how history, geography, cultural and environmental forces shape the Canadian identity and the world;
- 7.1.X.X actively appreciate the arts;
- 7.1.X.X learn in a self-directed manner;
- 7.1.X.X apply creative thinking skills to solve problems;
- 7.1.X.X assume responsibility for a healthy life style;
- 7.1.X.X understand group dynamics and decision-making;
- 7.1.X.X appreciate individual, religious and cultural diversity;”

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Policy 7 Educational Issues (EDIS)

7.1 Goals of Education

It is the policy of OSSTF/FEESO that:

- 7.1.1 the goals of education should, through the expansion of knowledge, enhance the student’s ability to: (A.18)
 - 7.1.1.1 understand the challenge human rights violations such as sexism, racism, homophobia and harassment and other forms of such injustice including violence;
 - 7.1.1.2 critically evaluate all forms of media; and (A.18)
 - 7.1.1.3 choose an appropriate career path; (R.14)

Rationale: Former external policy 7.1.2 expired in 2020; important to maintain as part of guiding principles.

EDIS 269-21

Educational Services Committee (ESC) (2.3.99)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that:

- “X The publicly funded PUBLIC school system should recognize the following principles:
- X.1 Universality - access for all;
 - X.2 Comprehensiveness - opportunity for all;
 - X.3 Proficiency - achievement for all; and
 - X.4 Accountability - value for all;”.

Rationale: Former external policy 7.1.1 expired in 2020; important to maintain as part of guiding principles.

EDIS 270-21

Communications and Political Action Committee (CPAC) (2.3.124)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that publicly-funded school boards in Ontario should not outsource e-Learning to private and/or business organizations.

Rationale: Any delivery of online learning courses for credits must stay in the public sphere and not be turned over to private, for-profit companies.

EDIS 271-21

District 12 Toronto – TBU (2.4.06)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that the School Resource Officer Program, or the local equivalent of police officers being stationed inside schools, should not exist.

Rationale: School Boards across North America—from Oakland and Portland, to Hamilton and Toronto—have decided to close their School Resource Officer (SRO) programs because of the well-documented evidence that Police in schools pose a danger to Black, Indigenous, racialized and undocumented students. The Ontario Federation of Labour (OFL) has joined Black Lives Matter and Indigenous movements, in the call to defund, demilitarize and disarm the police and “redistribute overfunded police

budgets towards public services in communities” (OFL). As part of this movement, anti-Racist organizers have launched a campaign calling for Police Free Schools Province-wide and called on organized labour, in particular education worker unions, to support this movement. As an organization that says it is committed to anti-Racism work in general, and anti-Black and anti-Indigenous racism in particular, it’s important we work in solidarity with this campaign in our local communities.

INPO - Interim Policy:

INPO 201-21

Provincial Council (2.2.01)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that no Member should be declared redundant for lack of bilingual ability.

INTP - Internal Procedure:

INTP 201-21

District 19 Peel – TBU (2.4.31)

1/2

BE IT RESOLVED THAT Procedure 12.1.2 be amended by substitution to read “An anti-harassment officer who believes a member has been the target of harassment, discrimination or oppression at a provincially sponsored OSSTF/FEESO meeting or event must take immediate action to ensure this behaviour is stopped.”

Procedure 12 Anti-Harassment Procedure

12.1. **Complaints and Resolution Procedure** (A.16)

12.1.1. A member who has been identified as an Anti-Harassment Officer under Bylaw 4.4 shall follow the

Anti- Harassment Complaints and Resolution Procedure. (A.16)

12.1.2. A member who believes s/he has been the target of harassment or discrimination at a provincially sponsored OSSTF/FEESO meeting or event is encouraged to take immediate action to ensure this behaviour is stopped. (A.15)

Rationale: The current anti-harassment policies put the onus on the individual targeted by harassment to take action to ensure the harassment stops. While this is a difficult action for many members, this expectation places an undue burden on those that are being targeted where the perpetrator is a member of (a) dominant group(s), and the target is a member of (an) oppressed group(s). These motions seek to proactively address instances of oppression by having a trained representative of OSSTF/FEESO directly responsible for interrupting instances of oppression and discrimination when they occur, while still

allowing the target or bystander a space to speak if they desire. These motions also seek to ensure that the person acting as the Anti-Harassment officer has training so that they are able to reduce the harm caused to others, rather than potentially inflicting more harm through well-intentioned actions that may replicate oppressive systems and structures.

INTP 202-21

District 19 Peel – TBU (2.4.32)

1/2

BE IT RESOLVED THAT Procedure 12.1.3 be amended by substitution to read “If the targeted member or any bystanders feel safe to do so, they may inform the perpetrator or the anti-harassment officer that they find the behaviour 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.”

Procedure 12 Anti-Harassment Procedure

- 12.1. **Complaints and Resolution Procedure** (A.16)
- 12.1.1. A member who has been identified as an Anti-Harassment Officer under Bylaw 4.4 shall follow the Anti-Harassment Complaints and Resolution Procedure. (A.16)
- 12.1.2. A member who believes s/he has been the target of harassment or discrimination at a provincially sponsored OSSTF/FEESO meeting or event is encouraged to take immediate action to ensure this behaviour is stopped. (A.15)
- 12.1.3. As a first step, the member should make it clear to the perpetrator that s/he finds the behaviour 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. (A.15)

Rationale: The current anti-harassment policies put the onus on the individual targeted by harassment to take action to ensure the harassment stops. While this is a difficult action for many members, this expectation places an undue burden on those that are being targeted where the perpetrator is a member of (a) dominant group(s), and the target is a member of (an) oppressed group(s). These motions seek to proactively address instances of oppression by having a trained representative of OSSTF/FEESO directly responsible for interrupting instances of oppression and discrimination when they occur, while still allowing the target or bystander a space to speak if they desire. These motions also seek to ensure that the person acting as the Anti-Harassment officer has training so that they are able to reduce the harm caused to others, rather than potentially inflicting more harm through well-intentioned actions that may replicate oppressive systems and structures.

INTP 203-21

District 19 Peel – TBU (2.4.33)

1/2

AMPA Steering recommends that INTP 203-21 be ruled out of order as contrary to the rules of order and as redundant to Procedure 12.1.7.

BE IT RESOLVED THAT Procedure 12.1.4 be amended by substitution to read “If the behaviour recurs or persists, the anti-harassment officer may remove the respondent temporarily from the meeting.”

Procedure 12 Anti–Harassment Procedure

12.1. Complaints and Resolution Procedure (A.16)

- 12.1.1. A member who has been identified as an Anti-Harassment Officer under Bylaw 4 shall follow the Anti- Harassment Complaints and Resolution Procedure. (A.16)
- 12.1.2. A member who believes s/he has been the target of harassment or discrimination at a provincially sponsored OSSTF/FEESO meeting or event is encouraged to take immediate action to ensure this behaviour is stopped. (A.15)
- 12.1.3. As a first step, the member should make it clear to the perpetrator that s/he finds the behaviour 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. (A.15)
- 12.1.4. If the behaviour recurs or persists, or if the member does not feel safe in approaching the perpetrator directly, s/he should speak with the designated officer(s) and ask her/him to act. (A.15)

Rationale: The current anti-harassment policies put the onus on the individual targeted by harassment to take action to ensure the harassment stops. While this is a difficult action for many members, this expectation places an undue burden on those that are being targeted where the perpetrator is a member of (a) dominant group(s), and the target is a member of (an) oppressed group(s). These motions seek to proactively address instances of oppression by having a trained representative of OSSTF/FEESO directly responsible for interrupting instances of oppression and discrimination when they occur, while still allowing the target or bystander a space to speak if they desire. These motions also seek to ensure that the person acting as the Anti-Harassment officer has training so that they are able to reduce the harm caused to others, rather than potentially inflicting more harm through well-intentioned actions that may replicate oppressive systems and structures.

INTP 204-21

District 19 Peel – TBU (2.4.34)

1/2

AMPA Steering recommends that INTP 204-21 be ruled out of order as redundant to Procedure 12.1.4.

BE IT RESOLVED THAT Procedure 12.1.5 be amended by substitution to read, “If no officer has been identified, the member should speak with the Secretariat in charge to address the behaviour.”

Procedure 12 Anti–Harassment Procedure

12.1. Complaints and Resolution Procedure (A.16)

- 12.1.1. A member who has been identified as an Anti-Harassment Officer under Bylaw 4.4 shall follow the Anti- Harassment Complaints and Resolution Procedure. (A.16)

- 12.1.2. A member who believes s/he has been the target of harassment or discrimination at a provincially sponsored OSSTF/FEESO meeting or event is encouraged to take immediate action to ensure this behaviour is stopped. (A.15)
- 12.1.3. As a first step, the member should make it clear to the perpetrator that s/he finds the behaviour 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. (A.15)
- 12.1.4. If the behaviour recurs or persists, or if the member does not feel safe in approaching the perpetrator directly, s/he should speak with the designated officer(s) and ask her/him to act. (A.15)
- 12.1.5. If no officer has been identified, the member should speak with the Secretariat in charge to ask that this be done. (A.16)

Rationale: The current anti-harassment policies put the onus on the individual targeted by harassment to take action to ensure the harassment stops. While this is a difficult action for many members, this expectation places an undue burden on those that are being targeted where the perpetrator is a member of (a) dominant group(s), and the target is a member of (an) oppressed group(s). These motions seek to proactively address instances of oppression by having a trained representative of OSSTF/FEESO directly responsible for interrupting instances of oppression and discrimination when they occur, while still allowing the target or bystander a space to speak if they desire. These motions also seek to ensure that the person acting as the Anti-Harassment officer has training so that they are able to reduce the harm caused to others, rather than potentially inflicting more harm through well-intentioned actions that may replicate oppressive systems and structures.

INTP 205-21

District 16 York – TBU (2.4.53)

1/2

BE IT RESOLVED THAT Procedure 3 be amended by the insertion of a subsection that reads:

“3.X candidates running for Provincial Executive election shall limit campaign spending outside of travel related costs to the following:

President	\$7,500
Vice President	\$7,500
Treasurer	\$7,500
Executive Officer	\$7,500
OTF Governor	\$800
OTF Table Officer	\$800”

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Procedure 2 – Campaign Regulations

[Determined under Bylaw 13.3]

MAC - Miscellaneous Action:

MAC 201-21

Provincial Executive (2.1.48)

1/2

Cost Estimate: \$85,200

BE IT RESOLVED THAT the Equity Mentorship Program be funded \$85,200 for the 2021-2022 Federation year for the first year of the new cycle of the program.

Rationale: This program has increased access and broken down some of the systemic barriers to participation for those groups that have been historically marginalized. Continuing the funding of this program will allow it to build on its successes and support Members from marginalized groups who aspire to take on leadership roles at all levels of Federation.

MAC 203-21

Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) (2.3.104)

1/2

Cost Estimate: \$15,000

BE IT RESOLVED THAT AMPA 2021 approve \$15,000 for training for the *Health and Safety/Workplace Safety and Insurance Act* Committee members.

Rationale: The *Health and Safety/Workplace Safety and Insurance Act* Committee is tasked with providing training to members of OSSTF/FEESO on a variety of topics related to workplace health and safety, through Regionals and provincial conferences. If the members of the committee do not already possess this training, the committee must ensure that they receive it. Specialized training courses from providers such as Workers Health & Safety Centre and Prevention Link, can exceed \$1,000 for enrollment alone. This separate funding would ensure that Account 2015, Union/Health & Safety Training Programs, remains available for local bargaining unit and district health and safety activists. Supporting this specialized training will ensure committee members are well positioned to share their expertise at the local level, and position our Federation as a leader in health and safety in the province of Ontario.

MAC 204-21

Finance Committee (2.3.146)

1/2

BE IT RESOLVED THAT if carried, BYL 209-21 shall take effect immediately.

Rationale: This motion proposes that BYL 209-21 take effect immediately at AMPA 2021 and if carried will allow the Finance Committee to restore the anticipated reduction in District Rebates by an amount of

up to half of the General Account Surplus. The bylaw must take effect immediately so that the Finance Committee is able to access this additional money at this AMPA.

MAC 205-21

District 12 Toronto – TBU (2.4.02)

1/2

BE IT RESOLVED THAT AMPA direct the Provincial Executive to create a new, clearer and more accessible infographic that outlines the structural organization of OSSTF/FEESO and share and/or distribute to members on an annual basis.

Rationale: The layers and organization of how OSSTF/FEESO is structured can be confusing to a member that wishes to engage. Providing an easy to understand infographic could allow members to more easily navigate the structures of OSSTF/FEESO and determine how they can best get involved. The purpose of this is to facilitate greater equitable access and to remove barriers to understanding the structure of the union. This has been a recurrent topic in various conversations about how to make the union more equitable and accessible. This conversation took place after AMPA last year. It also has taken place with members of D12's Black Indigenous and Workers of Colour Committee.

MAC 206-21

District 12 Toronto – TBU (2.4.08)

1/2

AMPA Steering recommends that MAC 206-21 be ruled out of order as contrary to the structure of OSSTF/FEESO workgroups.
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BE IT RESOLVED THAT the work groups created to represent the interests of equity seeking groups be led by representatives of that equity seeking group.

Rationale: OSSTF/FEESO has committed to addressing the needs of equity seeking groups and creating spaces for meaningful involvement of Black, Indigenous and People of Colour membership. As part of building this inclusivity, workgroups this year were developed to address racial injustice and its many intersections that are experienced by BIPOC communities. These teams included contributors of BIPOC communities, but the leadership did not. This motion seeks to address this structural omission by looking for members of BIPOC communities to lead these groups that directly reflect their lived experience and reflect a commitment to understanding the membership and to not abuse their emotional labor. This motion would hold OSSTF/FEESO to a higher equitable standard within its own structure in how workgroups are organized.

MAC 207-21

District 9 Greater Essex – OTBU (2.4.13)

1/2

BE IT RESOLVED THAT AMPA direct the Provincial Executive to investigate and report back to AMPA 2022 the possibility of commissioning and producing from OSSTF/FEESO members full course materials for mandatory high school courses to be made available to OSSTF/FEESO members.

Rationale: Teaching a new course without quality materials adversely effects the student’s education and the mental and physical health of teachers. For new and long-term occasional teachers especially, who may get put into a course the day it begins, having a full course provided to them from another experienced teacher can be the difference between a positive and a debilitating experience. OSSTF/FEESO has many experienced teachers who have accumulated a high level of experience and material when teaching a course multiple times. We are well positioned to investigate how we could support our members by providing such materials for existing mandatory courses for graduation. This motion would have OSSTF/FEESO investigate the costs, logistics and any other issues required to commission and offer such a service for members.

MAC 208-21

District 19 Peel – TBU (2.4.21)

1/2

BE IT RESOLVED THAT AMPA direct the Provincial Executive to revise the Anti-Harassment Advisor Training in consultation with the Equity Officer in order to include training on recognizing and interrupting harassment, discrimination and systemic oppression, and on viewing complaints of harassment, discrimination and systemic oppression through an equity and anti-oppression lens.

Rationale: Systemic oppression is successful because it disguises itself and makes itself invisible to those with positional privilege. In order to combat systemic oppression, those of us with privilege must be taught first to recognize it, and then, as said in the existing OSSTF/FEESO Anti-Harassment Policy, to “choose action” and “refuse to condone or tolerate these behaviours when we witness them.” We must also not call upon the harassed, the oppressed or those discriminated-against to explain why unwanted behaviour against them is oppressive: to do so causes additional harm. By revising the training in consultation with the Equity Office through an equity and anti-oppression lens, we can mitigate the harm of harassment, discrimination and systemic oppression and provide anti-harassment advisors greater knowledge of how systemic oppression operates, and greater understanding of the dignity of all members.

MAC 209-21

District 19 Peel – TBU (2.4.24)

1/2

BE IT RESOLVED THAT AMPA direct the Provincial Executive and OSSTF/FEESO OTF Governors and request the OTPP Board of Directors to direct Asset Managers to stop future investments in fossil fuel

public equities and corporate bonds and to actively invest in renewable and clean energy-based securities.

Rationale: The International Panel on Climate Change tells us that unless we cut our carbon emissions in half within the next 10 years, we face an irrevocable climate disaster. Our pension is quite literally an investment in the future, and fossil fuel extraction poses a direct threat to that future. While we don't control plan investment decisions, our values require us to "make every effort" to demand reinvestment in energy sources that may enable a livable planet for our students, our families, and future generations. Furthermore, the risk of financial losses from "stranded assets" has led more than 1000 institutional investors - including the national funds of Norway and Ireland - holding assets worth \$11 trillion to stop future investments in fossil fuel because of the risk they pose to the very benefits they promise. Charting a future without fossil fuels is a necessary, ethical and prudent imperative.

MAC 210-21

District 19 – Peel (2.4.25)

1/2

BE IT RESOLVED THAT AMPA direct the Provincial Executive and OSSTF/FEESO OMERS representatives to request the OMERS Board of Directors direct Asset Managers to stop future investments in fossil fuel public equities and corporate bonds and to actively invest in renewable and clean energy-based securities.

Rationale: The International Panel on Climate Change tells us that unless we cut our carbon emissions in half within the next 10 years, we face an irrevocable climate disaster. Our pension is quite literally an investment in the future, and fossil fuel extraction poses a direct threat to that future. While we don't control plan investment decisions, our values require us to "make every effort" to demand reinvestment in energy sources that may enable a livable planet for our students, our families, and future generations. Furthermore, the risk of financial losses from "stranded assets" has led more than 1000 institutional investors - including the national funds of Norway and Ireland - holding assets worth \$11 trillion to stop future investments in fossil fuel because of the risk they pose to the very benefits they promise. Charting a future without fossil fuels is a necessary, ethical and prudent imperative.

MAC 211-21

District 19 Peel – TBU (2.4.26)

1/2

BE IT RESOLVED THAT AMPA direct the Provincial Executive to stop future investments in fossil fuel public equities and corporate bonds from its Internal Investment fund and to actively invest in renewable and clean energy-based securities.

Rationale: OSSTF/FEESO members have called on all organizations to "make every effort to act in ways that are compatible with sustaining a healthy environment for all" (8.10.1), Inspired by Greta Thunberg, students are asking us, as loudly as they can, "How dare you think this [climate crisis] can be solved with

business as usual?" OSSTF/FEESO members care about and are invested in the youth we work with and support. How will we respond when they ask why we want to profit from the single biggest cause of catastrophic climate change? Voting to stop future investments in fossil fuels allows us to answer proudly "my union is doing everything it can" Furthermore, if our primary concern is "return on investment" a Corporate Knights investigation found that the Canada Pension Plans' continued exposure to fossil fuels in their portfolio has led to significant reduction in potential earnings. The status quo is not working.

MAC 212-21

District 19 Peel – TBU (2.4.36)

1/2

Cost Estimate: \$33,176

BE IT RESOLVED THAT AMPA direct the Provincial Executive to create a committee to actively engage with members from oppressed groups annually to review and recommend changes to its procedures, bylaws, and policies to address any oppressive structures that may exist within The Federation and make the union more equitable for its members.

The committee shall meet 4 times per year and consist of up to 12 members all of who shall must identify as a member from a stated oppressed group to be chosen as follows:

- 8 members appointed by PC
- One non-voting member appointed by the president to act as a liaison with Provincial Executive
- Up to 4 members to be co-opted by the committee

Rationale: For OSSTF/FEESO to make meaningful movement to eliminate anti-Black racism, anti-Indigenous racism and oppression from the organization, it is essential that members from oppressed groups be engaged in discussions around how current procedures, bylaws and policies may further create barriers to participation within the organization. Without engaging a variety of identities and having the unique perspectives that their lived experiences bring, it would be impossible for OSSTF/FEESO to know what changes are necessary to create a truly equitable union, and for the changes that are made to be authentic and move beyond anything that is performative. Performative actions are those that may make dominant groups feel like they are addressing issues within the organization without changing anything substantially to have a positive impact on the outcomes and experiences of members from oppressed groups.

MAC 213-21

District 19 Peel - TBU (2.4.38)

1/2

BE IT RESOLVED THAT OSSTF/FEESO encourage all districts to promote sustainable transportation options, including teaching remotely, for all its members when it is possible, safe and beneficial to do so.

Rationale: Whereas transportation is the single-biggest source of greenhouse gas emissions in Ontario, and longer and more frequent commutes are linked to poor outcomes in personal health and relationships, it is incumbent on this teacher federation to give our members greater access to sustainable transportation options. This can include, but is not limited to, electric vehicle (EV) charging infrastructure in secondary schools, an enhanced voluntary transfer process to facilitate shorter commutes, and compelling school boards to give our members the option of teaching remotely to classes that are entirely online, or on inclement weather days.

MAC 214-21

District 19 Peel – TBU (2.4.45)

1/2

AMPA Steering recommends that MAC 214-21 be ruled out of order as contrary to Bylaw 10.2.

Cost Estimate: \$365,000

BE IT RESOLVED THAT OSSTF/FEESO Provincial fully fund District 19's three TBU dismantling anti-Black racism executive officer positions for one year, starting September 2021. The cost of this commitment will be approximately \$365 000 to ensure that the dismantling anti-Black racism executive officers' salaries and benefits will be fully covered.

Rationale: OSSTF/FEESO District 19's TBU made an historical amendment to their constitution in June 2020 that created three executive positions devoted to dismantling anti-Black racism and all forms of intersectional oppression. However, the funding for these roles has come into question numerous times, leaving this district to attempt to problem-solve on their own. Drawing from reserves and levy increases must not be the only way to fund roles that are integral to OSSTF/FEESO becoming a leader in changing their institutional culture. Provincial must acknowledge that for the century that OSSTF/FEESO has been in existence, it has not explicitly funded work that has led to dismantling anti-Black racism within the organization (donating to Black organizations is not the same). By funding the dismantling anti-Black racism executive roles in district 19 for at least one year, OSSTF/FEESO will finally be on track to fight systemic anti-Black racism and white supremacy.

MAC 215-21

District 19 Peel – TBU (2.4.49)

1/2

BE IT RESOLVED THAT AMPA direct OSSTF/FEESO to establish Equity and Oppression training for bargaining unit executives in consultation with the Equity Officer. The training will focus on recognizing and interrupting harassment, discrimination and systemic oppression, and on viewing complaints and grievances related to harassment, discrimination and systemic oppression through an equity and anti-oppression lens.

Rationale: The bargaining unit (BU) executives are often the individuals responsible for the enforcement of the constitution, bylaws, policies and procedures of the BU. As each of these documents will still

require an interpretation in their reading for that enforcement, it is essential that those doing the work have an understanding of equity and oppression, and work to develop an awareness of how bias and privilege may impact that interpretation and enforcement. The development of this understanding is essential to ensuring that the union truly does represent all of its members and not just those whose identities are most commonly represented among the BU executive. It is also essential that the executives are supported in their development of this understanding by having centralized training provided, so that they may understand equity and oppression in the context of the roles they occupy.

MAC 216-21

District 16 York – TBU (2.4.50)

1/2

BE IT RESOLVED THAT OSSTF/FEESO create and launch a campaign focusing on the need for paid sick days in Ontario with a focus on Occasional Education Workers.

Rationale: While access to paid sick days have been a necessity for all workers; COVID has demonstrated just how dire the consequences are when workers do not have paid sick days. The lead up to the election presents an opportunity for OSSTF/FEESO to be part of the push to make paid sick days a reality for all workers.

MAC 217-21

District 16 York – TBU (2.4.51)

1/2

Cost Estimate: \$250,000

BE IT RESOLVED THAT OSSTF/FEESO change its name to the Ontario Support Staff & Teachers' Federation.

Rationale: Support Staff are equal members in the federation who deserve to see themselves represented in our name. The suggested name change does not impact our acronym, so we would remain OSSTF/FEESO, but the letters would better represent who we are as a federation. The \$10,000 would be made available to districts who need to replace materials with the old name on them.

MAC 218-21

District 16 York – TBU (2.4.52)

1/2

Cost Estimate: \$24,000

BE IT RESOLVED THAT AMPA 2021 create a workgroup to investigate and report back to AMPA 2022 with two costed solutions for Occasional Teacher/Education Worker benefit plans. The workgroup shall be comprised of a combination of 5 Occasional Education Worker Bargaining Unit Presidents and 5 other members as determined by the Provincial Executive.

Rationale: Workgroups have been struck in the past to determine the feasibility of including occasional workers in the ELHT. This workgroup would be different as it has the explicit mandate of costing out 2 options for benefits for our occasional workers. The options can exist in or outside of the trust and must be available to any occasional OSSTF/FEESO member.

MAC 219-21

District 34 IEP (2.4.54)

1/2

BE IT RESOLVED THAT AMPA 2021 direct the Provincial Executive and OSSTF/FEESO OTF Governors to request that the OTPP Board direct their asset manager to divest from all fossil fuel investments within the next 5 years.

Rationale: OSSTF/FEESO policy says, “Organizations, corporations, institutions and individuals should make every effort to act in ways that are compatible with sustaining a healthy environment for all.” There is a scientific consensus that continued fossil fuel extraction and use--encouraged and enabled by corporate investments--threatens life on Earth, as we know it. OTPP investments in the fossil fuel industry (either directly in specific corporations, or indirectly via investments in other funds) violate our policy and our values, and they undermine our public reputation as an organization that stands for basic justice and equity. While OSSTF/FEESO does not make investment decisions directly for the plan, we can make our principles known and direct needed change. Divestment is just one step in fulfilling our policy of making “every effort” to sustain healthy environments.

MAC 220-21

District 34 IEP (2.4.54)

1/2

Cost Estimate: \$2000

BE IT RESOLVED THAT OSSTF/FEESO make a donation of \$2,000 to a climate justice organization to be determined by the Environmental Advisory Workgroup every year up until the OTPP has fully divested from all fossil fuel investments.

MAC 221-21

District 34 IEP (2.4.55)

1/2

BE IT RESOLVED THAT AMPA 2021 direct the Provincial Executive and OSSTF/FEESO OMERS representatives to request that the OMERS Board of Directors direct their asset managers to divest from all fossil fuel investments within the next 5 years.

Rationale: OSSTF/FEESO policy says, “Organizations, corporations, institutions and individuals should make every effort to act in ways that are compatible with sustaining a healthy environment for all.” There

is a scientific consensus that continued fossil fuel extraction and use--encouraged and enabled by corporate investments--threatens life on Earth, as we know it. OTPP investments in the fossil fuel industry (either directly in specific corporations, or indirectly via investments in other funds) violate our policy and our values, and they undermine our public reputation as an organization that stands for basic justice and equity. While OSSTF/FEESO does not make investment decisions directly for the plan, we can make our principles known and direct needed change. Divestment is just one step in fulfilling our policy of making "every effort" to sustain healthy environments.

MAC 222-21

District 34 IEP (2.4.55)

1/2

Cost Estimate: \$2,000

BE IT RESOLVED THAT OSSTF/FEESO make a donation of \$2,000 to a climate justice organization to be determined by the Environmental Advisory Workgroup every year up until OMERS has fully divested from all fossil fuel investments.

MAC 223-21

District 34 IEP (2.2.56)

1/2

Cost Estimate: \$10,000

BE IT RESOLVED THAT OSSTF/FEESO make a \$10,000 contribution to a Chilean organization doing work on water rights, to be determined by the Provincial Executive in consultation with the Human Rights Committee.

Rationale: OSSTF/FEESO policy states that governments and government agencies "guarantee the achievement and maintenance of environmental conditions supportive of healthy living" and "the establishment and promotion of universal human rights, social equity, and public education." The privatization of Chile's water system under a fascist dictatorship has been widely condemned--both internationally and in Chile--as a violation of basic human rights. During the recent widespread popular resistance in Chile, ending private for-profit control of Chile's water system was one of the top demands. These investments undermine our reputation as a member of the international labour movement with a long tradition of international solidarity with Chile. While we do not control plan investments, other plan affiliates have set the precedent of publicly demanding divestment from companies that violate core policies and values. The financial donation is a form of reparations to our brothers and sisters fighting for basic rights in Chile.

MAC 224-21

District 34 IEP (2.2.56)

1/2

BE IT RESOLVED THAT AMPA 2021 direct the OSSTF/FEESO President to write the OTPP President and publicly demand that OTPP divest from Chile's private for-profit water companies Essbio S.A. and Esval S.A.

Rationale: OSSTF/FEESO policy states that governments and government agencies “guarantee the achievement and maintenance of environmental conditions supportive of healthy living” and “the establishment and promotion of universal human rights, social equity, and public education.” The privatization of Chile’s water system under a fascist dictatorship has been widely condemned--both internationally and in Chile--as a violation of basic human rights. During the recent widespread popular resistance in Chile, ending private for-profit control of Chile’s water system was one of the top demands. These investments undermine our reputation as a member of the international labour movement with a long tradition of international solidarity with Chile. While we do not control plan investments, other plan affiliates have set the precedent of publicly demanding divestment from companies that violate core policies and values. The financial donation is a form of reparations to our brothers and sisters fighting for basic rights in Chile.

MAC 225-21

District 19 Peel – TBU (2.4.57)

1/2

AMPA Steering recommends that MAC 225-21 be ruled out of order as contrary to Procedure 9.1.2 and Bylaw 16.1.1.7, the Staff Collective Agreement and as beyond the authority of OSSTF/FEESO.
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If CON 209 is defeated, AMPA Steering recommends that MAC 225 be ruled out of order, as the Provincial Disrupting Anti-Black Racism Advisory Committee will not have been created.
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Cost Estimate: \$500,000

BE IT RESOLVED THAT AMPA 2021 create 4 seconded positions appointed by the Provincial Disrupting Anti-Black Racism Advisory Committee, on a 2 year term basis to focus on organizing efforts to specifically dismantle anti-Black and anti-Indigenous racism through decolonizing the curriculum, reform the education act, fund education system navigators, police-free schools province wide, collection of race base qualitative and quantitative data, equity audits of school boards and equitable hiring practices to closely match the diversity of a district. Each of the four seconded would be assigned to work collaboratively to dismantle racism within the OSSTF/FEESO, our school communities, and surrounding communities, with a focus on anti-Black and anti-Indigenous racism.

Their roles would include, but not be limited to:

- Support all Black, Indigenous, and racialized members when racism and all forms of oppression occur and support is required for matters regarding Black, Indigenous and racialized staff across the province

- Support the Black, Indigenous and racialized members having issues/concerns with other members
- Support the investigation of claims of harm/workplace harassment and racism
- Collect qualitative and quantitative race based disaggregated data
- Collect reports of complaints made for/against racialized members and resolutions
- Analyse trends in data to determine any potential bias in reporting and resolutions
- Report any bias indicated in data to other union executive
- Work with provincial union executive with all committees listed below to improve equity by updating current policies and procedures
- Sit on all councils, including but not limited to: Collective Bargaining Committee; Comité des services en langue française; Communications/Political Action Committee; Educational Services Committee; Finance Committee; *Health and Safety/Workplace Safety and Insurance Act* Committee; Human Rights Committee; Parliamentary / Constitution Council; Status of Women Committee
- Support and work together with all districts to support dismantling ABR and supporting members
- Form part of the Provincial Bargaining Team to propose and develop a bargaining survey/ideas and formation of the bargaining brief
- Develop/organize dismantling anti-Black racism and Anti-Oppression training for members of the Provincial Executive
- Liaise and engage with community members and organizations, parents, and students to improve public education, making it more equitable for all;
- Work with provincial executives appointed to dismantle ABR as well as local Dismantling ABR committees to increase engagement and representation of Black, Indigenous and racialized members in local union executive positions;

Rationale: Seconding Black, Indigenous and Racialized leaders from local Districts will be instrumental for the strategic implementation of ideas and policy initiatives that will emerge from Provincial DABRAC. Time release organizers with a singular focus on dismantling racist structures are more effective (as we have seen in the case with Peel and York) in their capacity to engage, mobilize and build community with local members. Finally, the two-year terms will create a base for building leadership and capacity for Black, Indigenous and Racialized leaders within Districts across the province.

MAC 227-21

District 19 Peel – TBU (2.4.59)

1/2

BE IT RESOLVED THAT AMPA 2021 create an Equity Caucus (virtual or in person) for AMPA delegates that identify as Black, Indigenous Black, African Black or Caribbean Black named the BLACK CAUCUS.

Rationale: Including a Black Caucus as one of the equity seeking groups creates an affinity space for members who identify as Black, African or Caribbean. Anti-Black racism is different from racism as it harms the lived experiences of those members who identify as Black who want to share similar issues around race.

MAC 228-21

District 19 Peel – TBU (2.4.60)

1/2

AMPA Steering recommends that MAC 228-21 be ruled out of order as contrary to the rules of order.

BE IT RESOLVED THAT an open chat function be provided at 2021 AMPA for delegates to communicate and engage with each other to enable an effective online meeting.

Rationale: No rationale provided at time of submission.

MAC 229-21

District 32 – U64 (2.4.16)

1/2

Cost Estimate: \$75,000

BE IT RESOLVED THAT OSSTF/FEESO provide virtual translation services for committees, councils and conferences where a participant(s) requires the services to fully participate.

Rationale: Throughout the years we have experienced leaders that are running for office to represent the whole membership and are given the duty of liaison to different groups and committees—unfortunately our executive officers do not always understand the language of business of these members and it is imperative that our PE have the tools to fully participate and fulfill their duties in order to represent the whole membership and it is also very important that the membership can communicate with the elected representative to voice their challenges and concerns.

MAC 230-21

District 19 Peel - TBU (2.4.23)

1/2

If CON 207-21 is defeated, AMPA steering will recommend that MAC 230-21 be ruled out of order.

Cost Estimate: \$30,000

BE IT RESOLVED THAT a committee be created consisting of time-released executive officers from all bargaining units who identify as Black and/or Indigenous for the purposes of vetting candidates to run in the election for the two new executive officers created at AMPA 2021.

Rationale: A key factor in the perpetuation of white supremacy within our union structures is the absence of members with both lived experience and a finely tuned anti-oppressive lens, with demonstrated experience dismantling anti-Black and anti-Indigenous racism. The two executive officer positions are needed because the existing working groups have no authority or binding decision-making powers.

Moreover, these working groups are problematic because this perpetuates the burden of unpaid labour placed on Black, Indigenous, and racialized shoulders when doing this work. These two executive officer positions are essential if Provincial Executive is to become a key player and ally in the fight to dismantle anti-Black and anti-Indigenous racism.

MAC 231-21

MAC 203-17 Workgroup (2.1.50)

1/2

BE IT RESOLVED THAT if carried, CON 202-21 take effect immediately.

Rationale: The MAC 203-17/MAC 216-19 Governance Review Committee report, which will be presented at AMPA 2020, provides the context for this motion. The Committee report highlights the possibility that some bargaining units may voluntarily merge. Each bargaining unit that merges with another unit will no longer send representatives to Provincial Council, AMPA, and Conferences and would thereby generate approximately \$7,500 in reduced provincial expenses. Those savings can be made available to the newly merged unit through this new account. The \$15,000 of funding in this new account only provides for two such voluntary mergers. If more than two voluntary mergers were to occur, the Provincial Executive would have the authority under bylaw 9.1.3.2.1 to approve an over-expenditure of this account, as long as such over-expenditure is subsequently reported in writing to Provincial Council.

MAC 232-21

District 19 Peel – TBU (2.4.48)

1/2

Cost Estimate: \$19,140

BE IT RESOLVED THAT AMPA establish a work group to create a constitutional and technical framework for the effective transition to an online, all member secret ballot for the election of the Provincial Executive and OTF governors by the whole membership.

The work group will be responsible for proposing amendments to any OSSTF/FEESO Provincial constitution, By-laws and Procedures necessary to reflect the changes in the electoral process and bring forth motions to this end to AMPA 2022 and will outline and recommend the online platform(s) and other technical requirements necessary for the implementation of a provincial, online, all member vote.

This group will be composed of the following:

- Two members from the Parliamentary and Constitutional Council;
- One member from the Provincial Executive;
- One Provincial CPAC member;
- Support Staff

The work group will meet up to six times during the 2021/22 year, with a report, articulating specific recommendations and motions, to AMPA 2022.

Rationale: During this time of unprecedented challenges facing our union, it is essential to engage all members of OSSTF/FEESO by providing them with the right and ability to elect their leadership in a substantive manner. Furthermore, changing this process to an all-member vote for Provincial Leadership will simply be extending the democratic practiced at the District level to the Provincial level.

MISP - Miscellaneous

MISP 201-21

Educational Services Committee (ESC) (2.3.52)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that an employer should permit OSSTF/FEESO to use the employer's courier or mail service without charge for the delivery of OSSTF/FEESO information and materials to members.

Rationale: Former external policy 11.13.1 expired in 2020; important to maintain as part of guiding principles.

MISP 202-21

Educational Services Committee (ESC) (2.3.53)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that employers should provide annually to Members detailed information on the amounts and types of insurance coverage provided by the employer.

Rationale: Former external policy 11.12.1 expired in 2020; important to maintain as part of guiding principles.

MISP 203-21

Educational Services Committee (ESC) (2.3.54)

1/2

BE IT RESOLVED THAT It is the policy of OSSTF/FEESO that:

- X.1 when new programs or organizational structures are created to increase school-community interaction and when these affect the education of secondary school students, the responsibility for their direction and control should be assigned to certificated teachers;
- X.2 that there should be community schools insofar as they can be implemented within the limitations of physical and human resources required for the maintenance of the primary role of the school, and the education of their students; any increase in the utilization of school facilities, equipment, and other resources in the implementation of school-community programs should be accompanied by

an appropriate increase in funding, and should not result in any erosion of financial support or utilization of school facilities for existing programs;

- X.3 there should be the creation of specific community-based programs for secondary school credit, and the facilitation of such courses through timetable and administrative flexibility; school-community interactions should be viewed as an integral component in the educational program of a school, and these interactions should take their place in the considered priorities of every school;
- X.4 the development of community schools should be within the existing framework of powers of boards of education.”

Rationale: Former external policy 11.11 statements expired in 2020; important to maintain as part of guiding principles.

MISP 204-21

Educational Services Committee (ESC) (2.3.56)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that:

- X.1 members and all employees of OSSTF/FEESO should be free from sexual harassment;
- X.2 it is the policy of OSSTF/FEESO that “sexual harassment is defined as per the Ontario Human Rights Code;
- X.3 employers of Members should consult with employees to establish policies and strategies and implement professional development programs in order to eliminate sexual harassment.”

Rationale: Former external policy 11.8 expired in 2020; important to maintain as part of guiding principles.

MISP 205-21

Educational Services Committee (ESC) (2.3.57)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that pre-service and in-service education should be made available to Members concerning infectious blood or body fluid-borne diseases.

Rationale: Former external policy 11.5 expired in 2020; important to maintain as part of guiding principles.

MISP 206-21

Educational Services Committee (ESC) (2.3.58)

1/2

BE IT RESOLVED THAT it is the policy of OSSTF/FEESO that "Capitation" as a system of dental care in the Province of Ontario should be opposed.

Rationale: Former external policy 11.5 expired in 2020; important to maintain as part of guiding principles.

PLAN - Annual Action Plan:

PLAN 201-21

Provincial Executive (2.1.58)

1/2

BE IT RESOLVED THAT the Strategic Action Plan for 2021-2022 be approved.

Rationale: Standard Motion

POL - Internal Policy:

POL 201-21

Provincial Executive (2.1.49)

1/2

If POL 201-21 is carried, AMPA Steering recommends that POL 202-21 be ruled out of order as already dealt with.

If POL 202-21 is carried, AMPA Steering recommends that POL 201-21 be ruled out of order as already dealt with.

BE IT RESOLVED THAT Internal Policy 1.6 be amended by substitution to read:

“1.6 Provincial Equity Statement

- 1.6.1 OSSTF/FEESO is a democratic union that recognizes the importance of supporting diversity, equity, and inclusion in all levels of the membership. The organization is stronger when all identities and experiences are included, affirmed, and represented. While recognizing that some members have been and continue to be affected by ongoing colonization, oppression, and marginalization, OSSTF/FEESO is committed to dismantling barriers to participation so that all members see themselves reflected in its goals, structures and practices. OSSTF/FEESO commits to identify and eliminate barriers to participation through programs, procedures, bylaws, and policies supported by specified resources and education.
- 1.6.2 OSSTF/FEESO supports human rights, equity, diversity, and social justice within the union, the workplace, and in broader society.

- 1.6.3 OSSTF/FEESO condemns all forms of discrimination and harassment. Overt discrimination and harassment within the Federation must be challenged and eliminated. Not all discrimination is deliberate or visible; therefore, unintended, hidden, and systemic discrimination must also be identified, addressed and eliminated.
- 1.6.4 The oppression and marginalization of certain groups must be specifically recognized. For OSSTF/FEESO, these groups include, but are not necessarily limited to First Nations, Métis, Inuit, Black and racialized, lesbian, gay, bisexual, transgender, queer, intersex, questioning, Two spirit, people with disabilities, women, francophone, and those whose participation is impeded because of their creed, religion economic circumstances or family status.
- 1.6.5 Any opportunity to participate in the Federation does not mean treating all members the same. Equity, affirmation, and inclusion are individual to each member. OSSTF/FEESO will be guided in its efforts to eliminate barriers by valid research, regular review, and work with the membership.
- 1.6.6 Federation programs and policies designed to eliminate barriers must be concrete. They must also be widely communicated to the membership and implemented throughout the federation. OSSTF/FEESO is strongest when all members' identities and experiences are included, heard, and acted upon to create positive change."

1.6 PROVINCIAL EQUITY STATEMENT

- 1.6.1 OSSTF/FEESO is a democratic union that recognizes the importance of encouraging and supporting involvement by all members, while recognizing that some members have historically been marginalized. For the Federation to be at its best, all members must see themselves reflected in its goals, structures, and practices. OSSTF/FEESO will strive to identify and eliminate barriers to participation through programs, procedures, bylaws, and policies supported by specified resources and education. (A.12)
- 1.6.2 OSSTF/FEESO supports equity, diversity, and social justice within the union, the workplace, and in broader society. (A.12)
- 1.6.3. Not all discrimination is deliberate or visible. Inadvertent, hidden and systemic discrimination must be identified and addressed. (A.12)
- 1.6.4 Discrimination and harassment must not be ignored when we see it. Overt discrimination and harassment within the Federation must be challenged and rectified. (A.12)
- 1.6.5 The marginalization of certain groups must be specifically recognized. For OSSTF/FEESO, these group include, but are not necessarily limited to, women, people of colour, lesbian, gay, bisexual, transgendered, queer, intersexed, questioning, two-spirited, First Nations, Inuit, Métis, people with disabilities, Francophones, and those whose participation is impeded because of economic circumstances or family status. (A.12)
- 1.6.6. Equal opportunity to participate in the Federation does not mean treating all members the same. Within a democratic framework, promoting the engagement of members of equity-seeking groups is a valid and necessary approach to reaching equal outcomes. (A.12)
- 1.6.7 OSSTF/FEESO will be guided in its efforts to eliminate barriers by valid research, regular review, and consultation with the membership. (A.12)
- 1.6.8 Federation programs and policies designed to eliminate barriers must not only do so, they must be widely seen to do so. (A.12)

Rationale: The review of the OSSTF/FEESO Equity Statement reflects the union’s commitment to strengthening our principles of equity and anti-oppression.

POL 202-21

District 19 Peel – TBU (2.4.27)

1/2

If POL 202-21 is carried, AMPA Steering recommends that POL 201-21 be ruled out of order as already dealt with.

If POL 201-21 is carried, AMPA Steering recommends that POL 202-21 be ruled out of order as already dealt with.

BE IT RESOLVED THAT Internal Policy 1.6.1 be amended by substitution to read:

“1.6.1 OSSTF/FEESO is a democratic union that recognizes the importance of encouraging and supporting involvement by all members, while recognizing that some members have historically been marginalized and oppressed. For the Federation to be at its best, all members must see themselves reflected in its goals, structures, representatives, and practices. OSSTF/ FEESO will strive to identify and eliminate systemic barriers to participation through programs, procedures, bylaws, and policies supported by specific resources and education.”

1.6 PROVINCIAL EQUITY STATEMENT

1.6.1 OSSTF/FEESO is a democratic union that recognizes the importance of encouraging and supporting involvement by all members, while recognizing that some members have historically been marginalized. For the Federation to be at its best, all members must see themselves reflected in its goals, structures, and practices. OSSTF/FEESO will strive to identify and eliminate barriers to participation through programs, procedures, bylaws, and policies supported by specified resources and education. (A.12)

Rationale: Updating the current section in the Ethics Policy is important to make the policy more specific to the treatment of oppressed groups. Framing it as oppression is essential to highlight the difference in power between the dominant groups and those that are marginalized due to difference(s) in identity. It is essential to ensure that members also see themselves represented in those acting as representatives of OSSTF/FEESO, so that they can be more certain that their concerns are being represented in meetings, the planning of events, and the collective bargaining that OSSTF/FEESO undergoes. It is also important to note that the lack of this representation is a barrier to involvement for many members from marginalized and oppressed identities, and that this work must be actively engaged in to remove the barriers that exist from historical and current systems of racism and oppression.

POL 203-21

District 19 Peel – TBU (2.4.28)

1/2

BE IT RESOLVED THAT Internal Policy 1.8.1 be amended by the insertion of “and systemic oppression” after “harassment”.

1.8. PROVINCIAL ANTI-HARASSMENT & EQUITY DECLARATION

1.8.1. A member of OSSTF/FEESO has the right to an equitable work and union environment free from the destructive effects of discrimination and harassment. (A.17)

Rationale: The current anti-harassment policies put the onus on the individual targeted by harassment to take action to ensure the harassment stops. While this is a difficult action for many members, this expectation places an undue burden on those that are being targeted where the perpetrator is a member of (a) dominant group(s), and the target is a member of (an) oppressed group(s). These motions seek to proactively address instances of oppression by having a trained representative of OSSTF/FEESO directly responsible for interrupting instances of oppression and discrimination when they occur, while still allowing the target or bystander a space to speak if they desire. These motions also seek to ensure that the person acting as the Anti-Harassment officer has training so that they are able to reduce the harm caused to others, rather than potentially inflicting more harm through well-intentioned actions that may replicate oppressive systems and structures.

POL 204-21

District 19 Peel – TBU (2.4.29)

1/2

BE IT RESOLVED THAT Internal Policy 1.8.2 be amended by the insertion of “or oppression” after “discrimination”.

1.8. PROVINCIAL ANTI-HARASSMENT & EQUITY DECLARATION

1.8.1. A member of OSSTF/FEESO has the right to an equitable work and union environment free from the destructive effects of discrimination and harassment. (A.17)

1.8.2. Anyone 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 Policies and Procedures, which are available on the provincial website. (A.17)

Rationale: The current anti-harassment policies put the onus on the individual targeted by harassment to take action to ensure the harassment stops. While this is a difficult action for many members, this expectation places an undue burden on those that are being targeted where the perpetrator is a member of (a) dominant group(s), and the target is a member of (an) oppressed group(s). These motions seek to proactively address instances of oppression by having a trained representative of OSSTF/FEESO directly responsible for interrupting instances of oppression and discrimination when they occur, while still

allowing the target or bystander a space to speak if they desire. These motions also seek to ensure that the person acting as the Anti-Harassment officer has training so that they are able to reduce the harm caused to others, rather than potentially inflicting more harm through well-intentioned actions that may replicate oppressive systems and structures.

POL 205-21

District 19 Peel – TBU (2.4.30)

1/2

BE IT RESOLVED THAT Policy 1.8 be amended by the insertion of a new subsection to read:

- “1.8.X OSSTF/ FEESO recognizes that histories of discrimination and oppression can make it difficult for individuals from oppressed groups to speak up with targeted, particularly when targeted by those with social and positional privilege. OSSTF/ FEESO recognizes that it is the duty of those with positional privilege to interrupt oppressive actions when they are happening, and change oppressive procedures, bylaws, and policies.
- 1.8.X OSSTF/ FEESO must ensure its elected and appointed representatives are educated on topics of equity, privilege, and systemic oppression, as well as speakers, Secretariat and anti-harassment officers, to ensure the rights of all individuals are protected and that oppressive acts are interrupted when they occur.”

1.8. PROVINCIAL ANTI-HARASSMENT & EQUITY DECLARATION

- 1.8.1. A member of OSSTF/FEESO has the right to an equitable work and union environment free from the destructive effects of discrimination and harassment. (A.17)
- 1.8.2. Anyone 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 Policies and Procedures, which are available on the provincial website. (A.17)

Rationale: The current anti-harassment policies put the onus on the individual targeted by harassment to take action to ensure the harassment stops. While this is a difficult action for many members, this expectation places an undue burden on those that are being targeted where the perpetrator is a member of (a) dominant group(s), and the target is a member of (an) oppressed group(s). These motions seek to proactively address instances of oppression by having a trained representative of OSSTF/FEESO directly responsible for interrupting instances of oppression and discrimination when they occur, while still allowing the target or bystander a space to speak if they desire. These motions also seek to ensure that the person acting as the Anti-Harassment officer has training so that they are able to reduce the harm caused to others, rather than potentially inflicting more harm through well-intentioned actions that may replicate oppressive systems and structures.

PRN - Policy Renewal

PRN 2.1.1

Protective Services Committee (PSC) (2.3.01)

1/2

BE IT RESOLVED THAT Policy 2.1.1 be renewed.

P&P page 41

Policy 2 Collective Bargaining Leave and Gratuity (CBLG)

2.1. Emergency Family Care Leave

It is the policy of OSSTF/FEESO that:

- 2.1.1 each collective agreement should contain a negotiated number of leave days for emergency use related to the care of a spouse/same-sex partner or other family member, to be available to a Member at the Member's discretion, at full salary and with no loss of sick leave credits, experience, or seniority. (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 5.3.1.1

Protective Services Committee (PSC) (2.3.03)

1/2

BE IT RESOLVED THAT Policy 5.3.1.1 be renewed.

P&P page 45

Policy 5 Collective Bargaining Conditions of Work (CBW)

5.3. Hiring and Staffing Practices

5.3.1 Occasional Teachers

It is the policy of OSSTF/FEESO that:

- 5.3.1.1 Occasional Teachers should be subject to assignments before or after the regular scheduled timetable only if those assignments were assignments for that day for the teacher(s) being replaced and if the Occasional Teacher was informed of this prior to accepting the position; (A.11)

Rationale: This is an expiring policy that is still relevant.

PRN 5.6.11

Protective Services Committee (PSC) (2.3.05)

1/2

BE IT RESOLVED THAT Policy 5.6.11 be renewed.

P&P page 48

Policy 5 Collective Bargaining Conditions of Work (CBW)

5.6 Health and Safety Working Conditions

It is the policy of OSSTF/FEESO that:

- 5.6.11 all education facilities should be equipped with Automatic External Defibrillators as part of the first aid equipment; (A.11)

Rationale: This is an expiring policy that is still relevant.

PRN 5.7.2

Protective Services Committee (PSC) (2.3.07)

1/2

BE IT RESOLVED THAT Policy 7.2.2 be renewed.

P&P page 50

Policy 7 Educational Issues (EDIS)

7.2 Charter Schools, Privatization and Commercialization

It is the policy of OSSTF/FEESO that:

- 7.2.2 all foods sold or served anywhere in the school during the day should meet high school nutritional standards; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.2.2

Educational Services Committee (ESC) (2.3.21)

1/2

BE IT RESOLVED THAT Policy 7.2.2 be renewed.

P&P page 50

Policy 7 Educational Issues (EDIS)

7.2 Charter Schools, Privatization and Commercialization

It is the policy of OSSTF/FEESO that:

- 7.2.2 all foods sold or served anywhere in the school during the day should meet high school nutritional standards; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.2.3

Educational Services Committee (ESC) (2.3.22)

1/2

BE IT RESOLVED THAT Policy 7.2.3 be renewed.

P&P page 50

Policy 7 Educational Issues (EDIS)

7.2 Charter Schools, Privatization and Commercialization

It is the policy of OSSTF/FEESO that:

7.2.3 all commercial advertising aimed at children should be banned in public schools; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.2.4

Educational Services Committee (ESC) (2.3.23)

1/2

BE IT RESOLVED THAT Policy 7.2.4 be renewed.

P&P page 50

Policy 7 Educational Issues (EDIS)

7.2 Charter Schools, Privatization and Commercialization

It is the policy of OSSTF/FEESO that:

7.2.4 district school boards should hold public hearings and consultations prior to signing any exclusive contracts with vendors/suppliers; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.2.5

Educational Services Committee (ESC) (2.3.24)

1/2

BE IT RESOLVED THAT Policy 7.2.5 be renewed.

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Policy 7 Educational Issues (EDIS)

7.2 Charter Schools, Privatization and Commercialization

It is the policy of OSSTF/FEESO that:

- 7.2.5 district school boards/schools should be prohibited from signing exclusive contracts with private vendors aimed at promoting brand loyalty among students; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.2.6

Educational Services Committee (ESC) (2.3.25)

1/2

BE IT RESOLVED THAT Policy 7.2.6 be renewed.

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Policy 7 Educational Issues (EDIS)

7.2 Charter Schools, Privatization and Commercialization

It is the policy of OSSTF/FEESO that:

- 7.2.6 commercial signage should be prohibited on school property and school buses; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.2.7

Educational Services Committee (ESC) (2.3.26)

1/2

BE IT RESOLVED THAT Policy 7.2.7 be renewed.

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Policy 7 Educational Issues (EDIS)

7.2 Charter Schools, Privatization and Commercialization

It is the policy of OSSTF/FEESO that:

- 7.2.7 district school board debate or decisions on matters involving privatization, outsourcing, or commercialization take place in public session at district school board meetings; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.6.2

Educational Services Committee (ESC) (2.3.27)

1/2

BE IT RESOLVED THAT Policy 7.6.2 be renewed.

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Policy 7 Educational Issues (EDIS)

7.6 Student Assessment and Evaluation

It is the policy of OSSTF/FEESO that:

- 7.6.2 information from provincial standardized testing should not identify any student by class section or teacher; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.7.1

Educational Services Committee (ESC) (2.3.28)

1/2

BE IT RESOLVED THAT Policy 7.7.1 be renewed.

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Policy 7 Educational Issues (EDIS)

7.7 Learning Resources

It is the policy of OSSTF/FEESO that:

- 7.7.1 all communications, publications, and curriculum materials should be inclusive and free of discriminatory bias and terminology; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.13.2

Protective Services Committee (PSC) (2.3.09)

1/2

BE IT RESOLVED THAT Policy 7.13.2 be renewed.

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Policy 7 Educational Issues (EDIS)

7.13 **Co-operative Education**

It is the policy of OSSTF/FEESO that:

- 7.13.2 every period or section of co-operative education on-site learning on a student's timetable should be covered by assigned teacher time, as specified in Regulations under the *Education Act*, and further that each co-operative education period or section should generate no more than 16 credits for which an assigned teacher is responsible; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.19.1

Protective Services Committee (PSC) (2.3.10)

1/2

BE IT RESOLVED THAT Policy 7.19.1 be renewed.

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Policy 7 Educational Issues (EDIS)

7.19 **Electronic and Distance Education**

It is the policy of OSSTF/FEESO that:

- 7.19.1 any course offered by a school board for credit online should be part of the board's day school and credit course program; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.19.2

Educational Services Committee (ESC) (2.3.31)

1/2

BE IT RESOLVED THAT Policy 7.19.2 be renewed.

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Policy 7 Educational Issues (EDIS)

7.19 **Electronic and Distance Education**

It is the policy of OSSTF/FEESO that:

- 7.19.2 any electronic or distance education program should be developed in the context of the Ontario curriculum and assessment policy; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.19.5

Protective Services Committee (PSC) (2.3.11)

1/2

BE IT RESOLVED THAT Policy 7.19.5 be renewed.

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Policy 7 Educational Issues (EDIS)

7.19 Electronic and Distance Education

It is the policy of OSSTF/FEESO that:

7.19.5 any distance education courses, which offer Ontario secondary school credits be delivered by district school boards or provincial school authorities and be fully funded by the Ontario Government; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.19.6

Protective Services Committee (PSC) (2.3.12)

1/2

BE IT RESOLVED THAT Policy 7.19.6 be renewed.

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Policy 7 Educational Issues (EDIS)

7.19 Electronic and Distance Education

It is the policy of OSSTF/FEESO that:

7.19.6 electronic or distance education credit courses should only be offered to students for whom a comparable course is not available in the regular school day program; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.19.7

Protective Services Committee (PSC) (2.3.13)

1/2

BE IT RESOLVED THAT Policy 7.19.7 be renewed.

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Policy 7 Educational Issues (EDIS)

7.19 **Electronic and Distance Education**

It is the policy of OSSTF/FEESO that:

- 7.19.7 no student should be offered electronic or distance education as the only way to obtain a secondary school credit course; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.19.10

Educational Services Committee (ESC) (2.3.35)

1/2

BE IT RESOLVED THAT Policy 7.19.10 be renewed.

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Policy 7 Educational Issues (EDIS)

7.19 **Electronic and Distance Education**

It is the policy of OSSTF/FEESO that:

- 7.19.10 students taking electronic and distance education courses should be given advance information about course requirements, equipment needs and techniques for succeeding in distance education courses, as well as technical training and support throughout the course; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 7.19.11

Educational Services Committee (ESC) (2.3.36)

1/2

BE IT RESOLVED THAT Policy 7.19.11 be renewed.

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Policy 7 Educational Issues (EDIS)

7.19 **Electronic and Distance Education**

It is the policy of OSSTF/FEESO that:

- 7.19.11 personal interaction should be maintained in distance education courses among students and between teachers and students through electronic means, with opportunities for face-to-face interaction provided whenever feasible; (R.11)

Rationale: This is an expiring policy that is still relevant.

PRN 8.4.2

Communications and Political Action Committee (CPAC) (2.3.128)

1/2

BE IT RESOLVED THAT Policy 8.4.2 be renewed.

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Policy 8 Communications/Political Action (CPA)**8.4 Members' Rights**

It is the policy of OSSTF/FEESO that:

8.4.2 there should be no violence against peaceful demonstrations and demonstrators; and (R.11)

Rationale: Renewal of an existing policy that is still important and relevant.

PRN 10.4.1

Educational Services Committee (ESC) (2.3.37)

1/2

BE IT RESOLVED THAT Policy 10.4.1 be renewed.

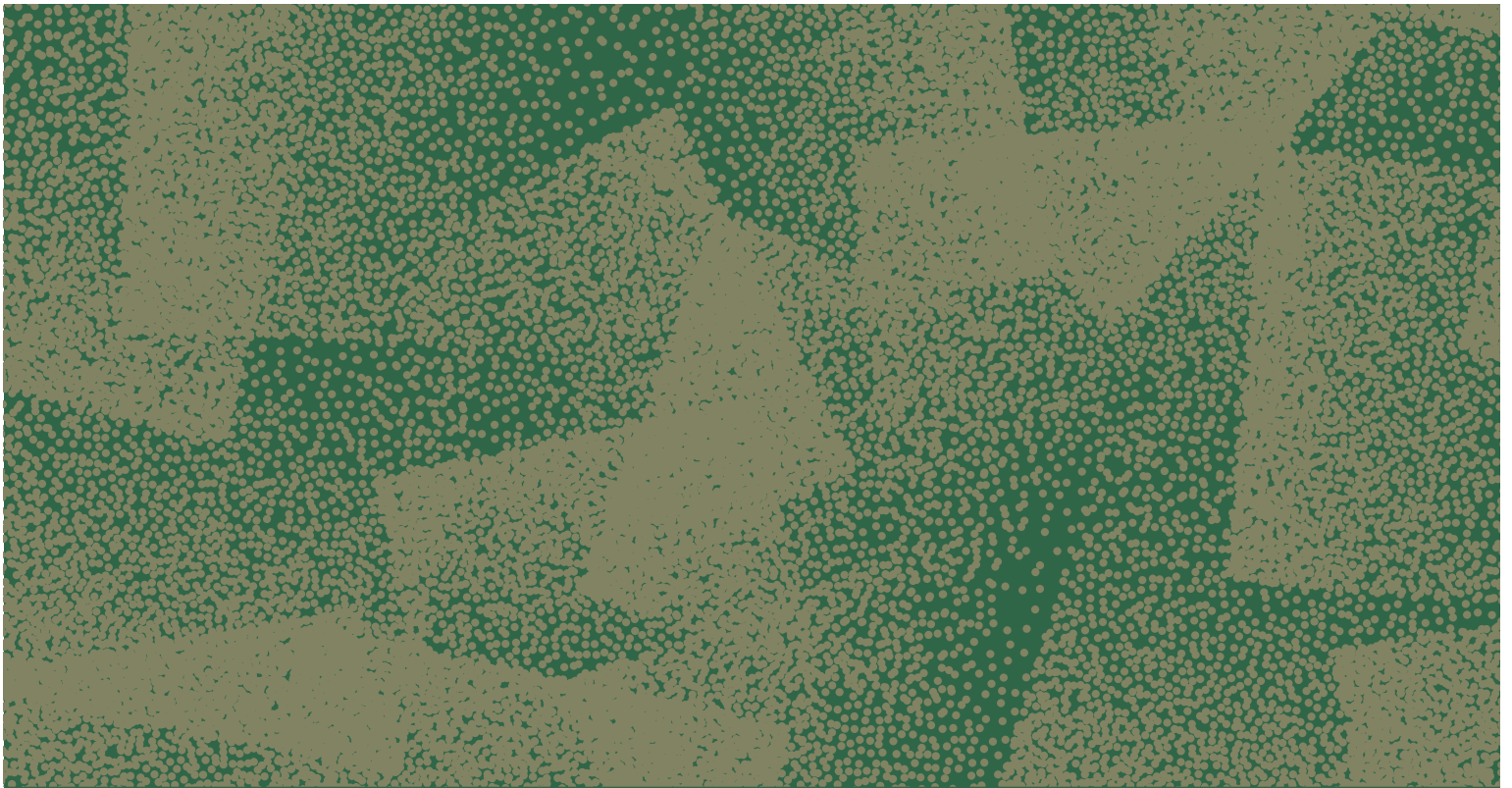
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Policy 10 Educator Associated Organizations (EAO)**10.4 Faculties of Education**

It is the policy of OSSTF/FEESO that:

10.4.1 all deans of faculties of education in Ontario should possess a teacher's certificate or license in accordance with the rules and regulations of the jurisdiction in which the qualifications were granted; (R.11)

Rationale: This is an expiring policy that is still relevant.



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