

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

**OSSTF Toronto  
TTBU Council Meeting  
Telephone Town Hall  
4:00 p.m.  
JUNE 18, 2020**

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*Members are reminded that any announcements for Council must be given to the Chair, along with details as to where supporting material can be found, prior to the commencement of the meeting. The Chair will then make the announcement and where the material is located. Members are also reminded that District 12 TTBU allows the distribution of any material without the consent of the Executive or Chair of Council.*

**AGENDA**

- 4:00 pm      1.    Call to Order
2.    Acknowledgement of Traditional Lands and Anti-harassment Statement
3.    Announcements
4.    Executive Reports *[pages 5-22]*
- 4:30 pm      5.    Provincial Council Election Speeches
6.    Provincial Executive Report & Questions *[pages 23-30]*
7.    Questions to Executive/Items of Concern
- 6:30 pm      8.    Adjournment

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The information in this package should be reported to members at your next OSSTF Branch Meeting.  
*OSSTF provides a subsidy for Dependent Care. Please ask an Executive Officer for details.*

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## **OSSTF Toronto Teachers' Bargaining Unit Anti-Harassment Policy and Procedure**

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

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

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

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

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

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

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

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

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

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

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

## **Resolution and Complaints Process**

An anti-harassment officer will be appointed for Council Meetings, the Annual General Meeting and the Branch President's Workshop. Members who believe they have been the target of harassment or discrimination at these events are encouraged to take immediate action to ensure this behaviour is stopped.

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

If the behaviour recurs or persists, or if members do not feel safe in approaching the perpetrator directly, they should speak with the designated officer(s) and ask for that person to act. The designated anti-harassment officers shall be appointed by the President from the group of current Health and Safety Inspectors (as appointed in accordance with by-law 4.1.2.7) and will also form the complaints and resolutions committee.

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

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

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

If the complainant chooses to provide such a written complaint, it will be submitted to the designated staff person in the Bargaining Unit office who will forward it to the complaints and resolutions committee for action. It shall be the responsibility of the complaints and resolutions committee to determine if the behaviour falls under the definition of harassment, and decide on appropriate remedial action. While conducting the investigation, the committee will be informed by an understanding of the systemic roots of discrimination and harassment as expressed in the OSSTF/FEESO Equity Statement.

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

Resolutions may include but are not limited to apologies, mediation, warnings, temporarily limiting access, or removal/ exclusion from the meeting or event. If a decision is made to remove or exclude that member, and where this member is representing the bargaining unit, a confidential letter outlining the reasons for this decision will be sent to the president of the appropriate body. The Bargaining Unit Office shall keep a confidential file of all records and reports related to the investigation of written complaints for a period of five years.

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

## **2020-21 TTBU Provincial Councillor Candidates**

As of the deadline of 4:30 pm, June 3, 2020, the following seven nominations were received for four available positions:

Rick Beer	Ontario Science Centre (seconded from R.H. King Academy)
Lisa Black-Meddings	Executive
Kristina Budny	R.H. King Academy
Heather Byrnes	Don Mills CI
Danica Izzard	Executive
Michael Platt	Executive
Michelle Teixeira	Executive

The position of Provincial Councillor will be filled via electronic voting by registered voting reps at the June 18, 2020 TTBU Council telephone town hall.



OSSTF District 12 STBU  
Comparative Income Statement

	Budget 07/01/2019 to 06/30/2020	Actual 07/01/2019 to 06/17/2020	Change
<b>REVENUE</b>			
<b>District Funding</b>			
District Rebates - Funding Master	870,211.41	780,518.79	89,692.62
• P.D. & Training	62,580.84	0.00	62,580.84
• District WSIB Funding	5,239.00	0.00	5,239.00
Other District Funding	54,725.90	54,725.00	0.90
<b>Total District Funding</b>	<b>992,757.15</b>	<b>835,243.79</b>	<b>157,513.36</b>
<b>Member Levy</b>			
TTBU Levy - Executive Time Release	448,000.00	412,699.75	35,300.25
<b>Total Member Levy</b>	<b>448,000.00</b>	<b>412,699.75</b>	<b>35,300.25</b>
<b>Other Revenue</b>			
Investment Revenue	18,000.00	7,614.43	10,385.57
OTIP Rebate	25,000.00	29,880.00	-4,880.00
Miscellaneous Revenue	0.00	-360.00	360.00
<b>Total Other Revenue</b>	<b>43,000.00</b>	<b>37,134.43</b>	<b>5,865.57</b>
<b>TOTAL REVENUE</b>	<b>1,483,757.15</b>	<b>1,285,077.97</b>	<b>198,679.18</b>
<b>EXPENSE</b>			
<b>Executive</b>			
Executive Time Release	680,000.00	680,000.00	0.00
Health and Safety Time Release	500.00	0.00	500.00
• ExecExpenses/Member Meetings	16,500.00	3,643.65	12,856.35
Executive Action	23,000.00	0.00	23,000.00
Executive Mileage and Taxi	14,500.00	8,142.74	6,357.26
<b>Total Executive</b>	<b>734,500.00</b>	<b>691,786.39</b>	<b>42,713.61</b>
<b>Meetings</b>			
TTBU Executive	12,000.00	9,173.25	2,826.75
• TTBU Council Meetings/Travel	29,000.00	26,219.50	2,780.50
TTBU Annual General Meeting	35,080.00	23,733.90	11,346.10
Branch Meetings (Rebates)	23,000.00	23,243.99	-243.99
<b>Total Meetings</b>	<b>99,080.00</b>	<b>82,370.64</b>	<b>16,709.36</b>
<b>Activities/Programmes</b>			
Grants and Donations	2,500.00	2,300.00	200.00
Community Forums/ Member Outreach	500.00	0.00	500.00
• Elections Commission and Expenses	1,500.00	3,338.72	-1,838.72
• Branch Presidents Workshops	63,000.00	30,224.00	32,776.00
Executive Workshop	8,235.00	615.45	7,619.55
New Teacher Events and Workshops	8,000.00	189.22	7,810.78
Professional Development	8,400.00	4,892.73	3,507.27
Retirees Reception	5,000.00	500.00	4,500.00
Tributes	1,500.00	266.02	1,233.98
• Time Release -Activities/Programmes	1,000.00	9,010.15	-8,010.15
Special Projects/Member Engagement	500.00	0.00	500.00
<b>Total Activities/Programmes</b>	<b>100,135.00</b>	<b>51,336.29</b>	<b>48,798.71</b>
<b>Member Protection</b>			
Grievances	31,500.00	13,328.13	18,171.87
Legal Retainer	17,000.00	16,950.00	50.00
• Negotiations	5,000.00	44,422.73	-39,422.73
Secondary Consultation(Common Conc)	1,000.00	120.41	879.59
Staffing(Data/Blue Bk/Training Wkp)	14,000.00	15,947.46	-1,947.46
<b>Total Member Protection</b>	<b>68,500.00</b>	<b>90,768.73</b>	<b>-22,268.73</b>
<b>Committees</b>			
Constitution Committee	3,900.00	750.81	3,149.19
TTBU Budget Committee	1,700.00	340.11	1,359.89
Collective Bargaining Committee	1,500.00	616.53	883.47
Retirement Workshops	3,000.00	2,339.24	660.76
Professional Development Committee	1,300.00	163.40	1,136.60
Ad Hoc Committees	2,000.00	225.00	1,775.00

OSSTF District 12 STBU  
Comparative Income Statement

	Budget 07/01/2019 to 06/30/2020	Actual 07/01/2019 to 06/17/2020	Change
<b>Total Committees</b>	<u>13,400.00</u>	<u>4,435.09</u>	8,964.91
<b>Office Expenses</b>			
Staff Salaries	192,695.98	139,864.25	52,831.73
EI Expense	4,000.00	3,111.30	888.70
CPP Expense	8,000.00	6,678.70	1,321.30
WSIB Expense	6,400.00	2,915.55	3,484.45
Pension Expense	16,000.00	12,521.51	3,478.49
Benefit Plan	<u>24,000.00</u>	<u>17,082.39</u>	6,917.61
Total Staff Benefits	58,400.00	42,309.45	16,090.55
Temporary Help	960.00	1,344.00	-384.00
Bank Charges and Audit	500.00	0.00	500.00
Building Operations	103,600.00	101,752.13	1,847.87
Capital Equipment	5,000.00	4,440.08	559.92
Supplies	18,500.00	15,253.67	3,246.33
Photocopying	4,500.00	3,853.65	646.35
Photocopier Leases	21,500.00	24,829.30	-3,329.30
Paper Purchases	2,400.00	1,226.80	1,173.20
Printing	500.00	343.52	156.48
Telephone	24,000.00	19,790.69	4,209.31
• Postage	5,000.00	11,076.82	-6,076.82
Taxi and Courier	500.00	0.00	500.00
Parking/Management	5,000.00	2,177.27	2,822.73
Insurance	<u>2,500.00</u>	<u>1,179.67</u>	1,320.33
Total General Office Expenses	89,400.00	84,171.47	5,228.53
• Computer/Network Support/Licenses	13,200.00	17,960.53	-4,760.53
Website/Fibre	9,200.00	5,633.18	3,566.82
Contingency	<u>186.17</u>	<u>214.88</u>	-28.71
<b>Total Office Expenses</b>	<u>468,142.15</u>	<u>393,249.89</u>	74,892.26
<b>TOTAL EXPENSE</b>	<u>1,483,757.15</u>	<u>1,313,947.03</u>	169,810.12
<b>NET INCOME</b>	<u>0.00</u>	<u>-28,869.06</u>	28,869.06

E.H.O.E.  


# OSSTF Toronto TTBU Branch Elections

## Electionrunner.com: Step-by Step Instructions

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### Obtaining and Setting up the Branch Database File

Prior to setting up an account on electionrunner, be sure to have obtained the CSV file containing the members of your Branch and with their respective OSSTF numbers. Update the file with members that may not be on the list, including those on a leave of absence.

The CSV file will contain the following columns:

- name
- voter\_identifier
- voter\_key
- email
- vote\_weight

Do not alter the columns, otherwise the import function will fail.

### Column Info / Fields

Field	Column	Description
Name	name	The name field allows you to associate a name with a Voter Identifier. This is for your records and will only be seen by the voter if you choose to add an email address for the voter. This field is not required.
Voter Identifier	voter_identifier	The Voter Identifier (Voter ID) is what can be considered as the Voter's "username". The voter will use this field when logging in to vote for your election. This field will be the member's OSSTF number.
Voter Key	voter_key	The Voter Key is what can be considered as the Voter's "password". The voter will use this field when logging in to vote for your election. This field is purposely left blank and a random value will be generated after importing.
Email	email	The Email field will be used as a way to notify your voter when the election launches. If provided, the voter will receive an email with voting instructions as soon as your election starts. Email addresses should be the member's non-Board email address, and not their TDSB account.
Vote Weight	vote_weight	The Vote Weight field allows you to assign a weight to the voter's ballot. If you do not have weighted voting enabled for your election, you can leave this column empty. By default, each voter's vote weight is 1 (see: <a href="#">Weighted Voting</a> )

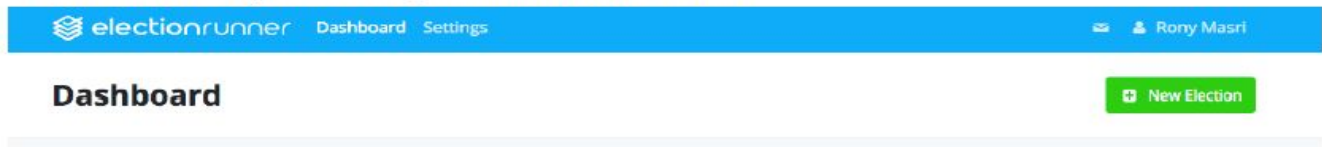
Verify the information within the file and add any members that are not on the list using the parameters outlined in the table above.

### Setting Up the Election

1. Go to [electionrunner.com](http://electionrunner.com) and sign up for an account.

Use your non-Board email address and select "the account will be used for an organization" (e.g. Don Mills C.I. OSSTF Branch). Indicate the name of your organization using the name of your Branch.

2. On the Dashboard, click on the green button “New Election”.



3. Fill in the fields for Title, Start Date, End Date and Timezone. Please note the Title and Dates may be modified by clicking on Settings on the side panel.

4. To import a list of voters using the CSV

a) click on “Voters” on the side panel and select “Import” on the main page.

NAME	VOTER ID	VOTER KEY	VOTE WEIGHT
Demo Voter 1	voter1	voter1	1
Demo Voter 2	voter2	voter2	1
Demo Voter 3	voter3	voter3	1
Demo Voter 4	voter4	voter4	1
Demo Voter 5	voter5	voter5	1
Demo Voter 6	voter6	voter6	1
Demo Voter 7	voter7	voter7	1
Demo Voter 8	voter8	voter8	1
Demo Voter 9	voter9	voter9	1
Demo Voter 10	voter10	voter10	1

b) The “Import Voters” modal will open and provide instructions for importing a spreadsheet

c) Click “Choose File” and select the import file from the device

5. To create a ballot:

a) Click on Ballot on the side panel and select “+ Add Question”

b) Select Multiple Choice by clicking on the green Select button, where an Edit Ballot Question screen will pop up.

c) For Title, enter the name of the position (e.g. Branch President, Workload Rep, etc).

d) For positions that require only one candidate for the position:

i. Ensure the maximum and minimum number are both 1 for voters to select.

ii. Under description, type “Select from one of the following candidates”

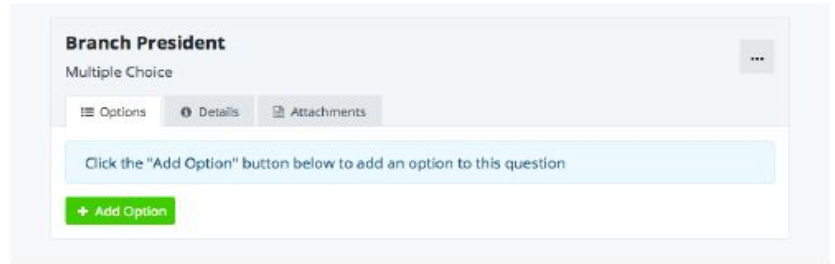
e) For positions that require 2 candidates for the position (i.e. Staffing Committee)

i. Ensure the maximum value is set to 2 and the minimum is set to 1 for voters to select.

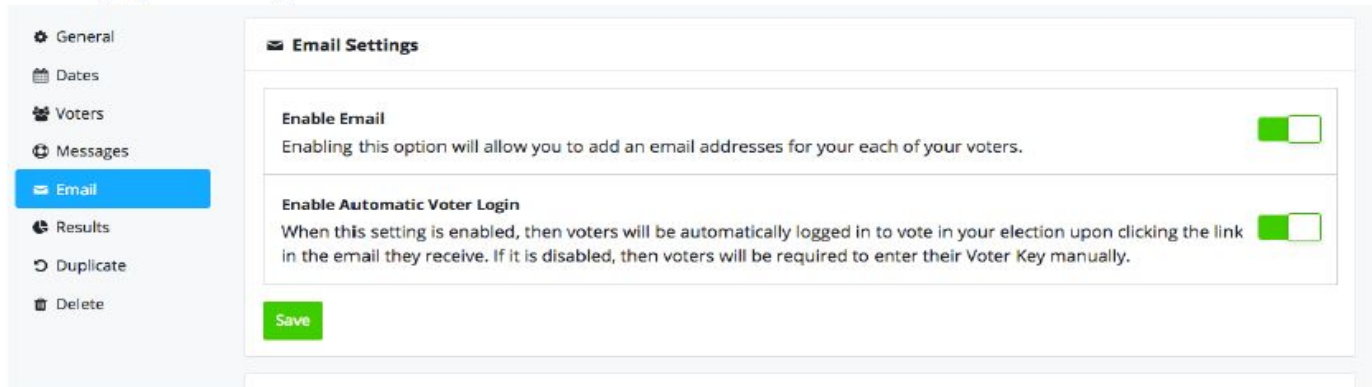
ii. Under description, type “Select from one of the following candidates” for positions that require one candidate for the position. For Staffing Committee, type “Select up to 2 of the following candidates”.



- f) To add candidates, click on the “+ Add Option”. A pop-up menu should appear and select “Standard Option”. Under the “Title” option type in the candidate’s full name. Leave the “Short Description” and “Description” boxes blank. Click Save. Repeat this step to add additional candidates for the position. The same would apply for an abstain option.



6. Repeat step 5 for other positions that require an election.
7. Click on Preview on the side menu bar to ensure the ballot is accurate.
8. To enable a ballot receipt and voter confirmation prior to their vote being final go to the side menu bar and click on Settings → Voters. Click on the levers on the far right to enable those options. A green bar will appear to enable these options once they have been selected.
9. To hide results from the election administrator during the election, on the side menu bar click on Settings → Results.
10. Electionrunner will send an email to voters with their voting information and a follow-up reminder email. To ensure these settings are set up click on Settings → Email. Scroll down the page to edit and preview the messaging for both types of emails.



11. To launch the election, click on “Launch” on the side menu bar and follow the steps to allow the election process to begin. For Branches above 20 voters, payment will be required. Any cost incurred using the basic functions of electionrunner will be reimbursed when a receipt is provided. Submit receipts to Nadia Vanker at [nvanker@osstftoronto.ca](mailto:nvanker@osstftoronto.ca).

**Obtaining and Publishing the Election Results**

1. Once the election has been completed, log back into the account and select Results on the side menu bar. The link provided on the page can be shared with Branch members to give them access to the results.
2. You may download the results and the voter audit by clicking on the “Download button” located on the top right side of the page.

## 2020-2021 Council Delegates per School

School	2020-21	Council Delegates
Agincourt CI	77	3
Albert Campbell CI	67.5	3
Alpha II	1.5	1
Alternative Attendance	21	1
ASE 1	4.5	1
Avondale Alt SS	3	1
AY Jackson	60	2
Birchmount Park CI	49.5	2
Bloor CI	47	2
Burnhamthorpe Adult Ed		1
Burnhamthorpe CI	18	1
CALC Adult Ed		1
CALC SS	25.5	1
Caring and Safe School	0	1
Cedarbae CI	69	3
Central Etobicoke	23	1
Central Technical School	68.5	3
Central Toronto Academy	50	2
Centrally Assigned		1
City School	4	1
Contact Alternative	5	1
CW Jefferys CI	51.5	2
Danforth C&TI	68	3
David and Mary Thompson CI	80	3
Delphi SAS	6	1
Don Mills Ci	50	2
Downsview SS	43	2
Dr. Norman Bethune	59	2
Drewry SS	18.5	1
Earl Haig SS	99	4
East York Alt SS	6	1
East York CI	63	2
Eastdale CI	12.5	1
Emery Adult Education		1
Emery CI	39	2
Emery Edvance	10.5	1
ESA	47	2
Etobicoke CI	62	2
Etobicoke Year Round Alternative Centre	3	1
Forest Hill CI	45.5	2
Frank Oke SS	13.5	1
George Harvey CI	37.5	2
George S Henry Acad	26.5	1

Georges Vanier	57	2
Greenwood SS	19	1
Harbord	50.5	2
Heydon Park SS	12	1
Humberside CI	65	2
Inglenook CS	4	1
Jarvis CI	37	2
John Polanyi CI	45.5	2
Kipling CI	37	2
Lakeshore CI	39	2
L'Amoreaux CI	30.5	1
Lawrence Park CI	62	2
LB Pearson	62	2
Leaside HS	55	2
Malvern CI	58.5	2
Maplewood HS	23.5	1
Marc Garneau	108	4
Martingrove CI	58.5	2
Monarch Park CI	48.5	2
Native Learning Centre (Jarvis)	3	1
Native Learning Centre East	2	1
Newtonbrook SS	51	2
North Albion CI	52	2
North East Year Round Alternative Centre	3	1
North Toronto	73	3
North West Year Round Alternative Centre	3	1
Northern SS	94	3
Northview Hts SS	91	3
Oakwood CI	21	1
Oasis Alt SS	8	1
Parkdale CI	30.5	1
Parkview Alternative	4.5	1
RH King Academy	70	3
Richview CI	61	2
Riverdale CI	74	3
Rosedale Heights School of the Arts	52.5	2
Runnymede CI	26.5	1
SATEC at W. A. Porter CI	63.5	2
SCAS	16	1
SCAS Adult Ed		1
SEE	6.5	1
SEED Alt School	4	1
Silverthorn CI	50.5	2
Sir JA Macdonald	65.5	3
Sir Oliver Mowat	55	2
Sir Wilfred Laurier	81	3
Sir Wm Osler	30	1

SOLE	5	1
South East Year Round Alternative Centre	4	1
Stephen Leacock	34	1
Subway Acad 1	3	1
Subway Acad 2	4	1
TDSS		3
TheStudentSchool	5.5	1
Thistle town CI	30	1
Ursula Franklin Academy	26.5	1
Victoria Park CI	70.5	3
West End Alt	4	1
West Hill CI	42.5	2
West Humber CI	63	2
Western Tech CI	73	3
Weston CI	71	3
Westview Centennial SS	57.5	2
Wexford Collegiate School for the Arts	59.5	2
Winston Churchill CI	38	2
William L. Mackenzie CI	77	3
Woburn CI	51	2
York Humber HS	23	1
York Memorial CI	44	2
York Mills	58	2
Yorkdale Adult Ed		1
Yorkdale SS	28.5	1
Wandering Spirit	3	1





OSSTF Toronto Branch Executive for 2020-2021

Worksite: \_\_\_\_\_ Worksite Phone Number: \_\_\_\_\_

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

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

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

Please note: The number of TTBU Council Representatives elected at each Branch is determined by the number of staff allocated to the Branch. Please see the *Council Representatives per School* Document, posted on the OSSTF Toronto website to determine how many Council Representatives your Branch has been allotted.

(Worksite) \_\_\_\_\_ has been allotted (number) \_\_\_\_\_ of Council Representatives

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

TURN OVER

3. Additional Representatives (Bylaw 1.1.2)

Position	Name	Non-TDSB Phone Number	Non-TDSB Email Address
Branch Vice President			
Gay/Straight Alliance Committee Representative			
Human Rights Committee Representative			
Occupational Health and Safety Representative			
School Parent Council Committee Representative			
Professional Development and Excellence in Education Committee Representative			
Political Action Committee Representative			
Status of Women Committee Representative			

4. The Collective Agreement (L17.1) provides for an annual early dismissal/late open for the express purpose of a staffing and workload survey to be completed by all members. This survey must be completed during a regularly scheduled monthly staff meeting and not during any other delayed start or early dismissal. Between February 1 and March 30, 2021 (i.e. over two staff meeting cycles), each school will implement the Collective Agreement guarantee of 40 minutes release time to access and complete the online survey in accordance with its own schedule.

**Please indicate the date of your regularly scheduled staff meeting during which the survey will be completed in either February or March 2021.**

Date survey will be completed: \_\_\_\_\_

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



## *Call for Members - 2020/21*

### **OSSTF TTBU Constitution and Steering Committee**

The Constitution and Steering Committee is a Standing Committee of the OSSTF Toronto Teacher's Bargaining Unit, whose terms of reference are outlined in Bylaw 3 of the Constitution, Bylaws, and Policies booklet.

#### **BYLAW 3 - STANDING COMMITTEES**

##### **3.1.4 Constitution and Steering Committee**

3.1.4.1 The committee shall consist of those Members who have an expressed interest in the work of the Committee and who have applied for membership on the Committee prior to the first meeting of the Committee each Year, or Members appointed by the Executive.

##### **3.1.4.2 Duties**

3.1.4.2.1 propose amendments to this Constitution and Bylaws and Policies and report to the Council;

3.1.4.2.2 provide advice and assistance to the Bargaining Unit including the Bargaining Unit Executive and Members on matters related to Constitution, Bylaw and Policy amendments upon request;

3.1.4.2.3 review & monitor this Constitution, Bylaws and Policies annually;

3.1.4.2.4 make recommendations on constitutional issues of the Bargaining Unit upon Request;

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

It has been the practice of the TTBU to have a steering committee for all TTBU general meetings and Council meetings. This includes a meeting of the Constitution and Steering Committee prior to each Council meeting. The first meeting of the 2020/21 school year will take place at **4:30 pm on Wednesday, September 16, 2020** and will include an orientation session.

If you are interested in joining this committee, please complete the attached application form and return to the OSSTF Toronto Office **by noon on Thursday, June 25, 2020**.

**FORMS MUST BE EMAILED TO MICHELLE LEBLANC AT**

[mleblanc@osstftoronto.ca](mailto:mleblanc@osstftoronto.ca)

## OSSTF TTBU Constitution and Steering Committee

I am interested in joining the OSSTF TTBU Constitution and Steering Committee for the school year 2020/21.

Name:

School:

Contact Information: Home Phone -

School Phone -

Extension:

E-mail -

As a member of the OSSTF TTBU Constitution and Steering Committee, you will be privy to information prior to the general member population and/or the Executive members. As such, members of this committee **MUST** keep the information confidential. In light of the need for confidentiality, all meetings of the steering committee will be held in Executive Session<sup>1</sup>.

Please read the duties (outlined in Bylaw 3 of the OSSTF Teachers' Bargaining Unit Constitution, Bylaws and Policies) and the Footnote re: Executive Session, and then sign below. Your signature signifies that you have read and agree to keep any information presented at the meetings of this committee confidential.

Signature:

Date:

<sup>1</sup> All matters discussed in Executive Session must remain **absolutely confidential** to those members present during the session. Violation of this provision of confidentiality is punishable under the disciplinary procedures of OSSTF. *The Minutes of an Executive Session must be read and acted upon only in an Executive Session.*





***ADVERTISEMENT - PLEASE POST***

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

**District Executive  
Officers at Large  
for  
2020/21**

According to the OSSTF Toronto Teachers' Bargaining Unit Constitution, Bylaws, and Policies, Council shall "elect 3 District Executive Officers at large at the September meeting, where nominations have been received at least two weeks prior to Council;" (Bylaw 2.2.1.8).

The nominator and seconder must email Michele LeBlanc : ([mleblanc@osstftoronto.ca](mailto:mleblanc@osstftoronto.ca)) to confirm that they are nominating the candidate. The member being nominated for District Executive Officer at Large may not nominate or second their own nomination. Nomination forms must be emailed to the attention of Michelle LeBlanc at: ([mleblanc@osstftoronto.ca](mailto:mleblanc@osstftoronto.ca)) at the District Office and are due by 4:30 p.m. on Thursday, September 10, 2020. Elections will take place at the TTBU Council meeting on Thursday, September 24, 2020.

**THESE ARE NOT TIME-RELEASE POSITIONS**

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

1482 Bathurst St, Suite 300, Toronto, Ontario, M5P 3H1  
TEL: (416) 393-8900 FAX: (416) 393-8912  
[www.osstftoronto.ca](http://www.osstftoronto.ca)

*Protecting and Enhancing Public Education*

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**NOMINATION FORM**  
**OSSTF**  
**TORONTO TEACHERS' BARGAINING UNIT**  
**DISTRICT EXECUTIVE OFFICERS AT LARGE**  
**2020/21**

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Nominator and seconder must email the Michelle LeBlanc, at [mleblanc@osstftoronto.ca](mailto:mleblanc@osstftoronto.ca), to confirm that they are nominating the candidate. The member being nominated for District Executive Officer at Large, may not nominate or second their own nomination.

**NOMINATION DEADLINE: 4:30 PM THURSDAY, SEPT. 10<sup>TH</sup>, 2020**

NAME:

WORK LOCATION:

TELEPHONE:      WORK:                      HOME:

EMAIL ADDRESS:

NOMINATED BY:

*Name and location*

*non-TDSB email*

SECONDED BY:

*Name and location*

*non-TDSB email*

**I ACCEPT THIS NOMINATION:**

*Signature*

**PLEASE RETURN THE COMPLETED NOMINATION FORM TO THE  
DISTRICT OFFICE BY 4:30 P.M. ON THURSDAY, SEPT. 10<sup>TH</sup>, 2020.  
FORMS MUST BE EMAILED TO MICHELLE LEBLANC AT:  
[mleblanc@osstftoronto.ca](mailto:mleblanc@osstftoronto.ca)**

**TTBU Branch Councillor Travel Cost  
Rebate Application  
2020**

I, \_\_\_\_\_, T.T.B.U. Branch Councillor  
for (name of school) \_\_\_\_\_  
have attended the following T.T.B.U. Council meetings as attested  
by my signature(s) and wish to apply for the Travel Cost Rebate.

Signature(s):

January 16, 2020  
February 20, 2020

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Last Name (print)

\_\_\_\_\_  
First Name (print)

Home/Mailing Address: Street \_\_\_\_\_  
(print) City \_\_\_\_\_  
Postal Code \_\_\_\_\_

\_\_\_ Total meetings attended x \$15.00 = \$\_\_\_\_\_ Total Rebate

Thank you  
David Pickering  
Treasurer, OSSTF D12

AC # 5070



**OSSTF TORONTO**  
**Jim McQueen Excellence in Education Award**

**Criteria**

The ***Jim McQueen Excellence in Education Award*** (formerly the OSSTF District 12 STBU Award) recognizes students in the Toronto District School Board for their exceptional involvement and service to their school and/or community life. This award will be presented to one student from each secondary/junior high school in the TDSB.

**Schools may select the recipient based on any one or more of the following criteria:**

**OUTSTANDING PARTICIPATION IN AND CONTRIBUTION TO SCHOOL LIFE**

This category includes any student who goes beyond expectation in any area of the school's life. Candidates might be the yearbook or newsletter editor whose efforts go beyond the call of duty, an athlete who embodies the spirit of the school in his or her work, or any person who does more than just participate. One who extends him/herself to encourage others, or one who puts the good of the whole school first, would be an excellent candidate.

**EXCEPTIONAL COMMUNITY SERVICE**

The likely candidate in this area is someone who gives of himself or herself for the good of the whole school community. A student who assists in a senior citizens' home, one who is active in Youth Assisting Youth; or one who helps someone less fortunate are examples of who could qualify in this category.

**UNIQUE AND DISTINGUISHED EFFORT**

This student has achieved personal excellence in any number of areas during his or her school life. He or she may have excelled in areas of arts, sports, academics, volunteer service, either in the school or within the community. This student may have overcome great obstacles in his or her life and subsequently gone on to become a better person.

**CITIZENSHIP**

This student may not be a future leader of our society, but will certainly contribute to its improvement. This person could be someone who is a leader among his or her peers, respected for effort and achievement and who uses his or her ability to lead others for their own benefit through precept or example.

**DISCRETIONARY**

This may be a student who stands out for some reason or reasons that escape categorization. This student may not be a scholar, an athlete, or a student government participant but probably is known by the staff and students as the one to count on when they need help, enthusiastic support or a good friend.







# OSSTF TORONTO

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

## Childcare / Dependant Care Submission

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

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

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

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

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

\_\_\_\_\_  
\_\_\_\_\_

Original Receipt Attached:

Copy of Original Receipt & Submission kept:



June 5, 2020

## Provincial Executive Liaison Report

To: District 12 TTBU Council  
From: Harvey Bischof, President  
Earl Burt, Treasurer

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### 1. Ministry of Education Memos to School Boards

The Ministry of Education released three memos to School Boards on May 27.

- i. Additional Assessment and Reporting Clarification and Guidance
- ii. Additional Guidance on Special Education and Mental Health
- iii. Personal Property Retrieval Guidelines for Schools

Summaries of these memos are provided in COVID-19 Update #12 which can be accessed in the member only section of the OSSTF/FEESO website – myOSSTF. The related Ministry memos have also been posted.

### 2. OCT Video Conferencing Guidelines

On May 1, 2020 the Ontario College of Teachers (OCT) released [Video Conferencing Guidelines](#), advice for teachers using video conferencing strategies during the pandemic. The guidelines are intended to provide best practices for teachers in maintaining professional boundaries and modeling professionalism while engaging in video conferencing with students and families.

While much of the advice from the OCT adheres to previous advice from the OCT and OSSTF/FEESO, the risks raised in the new College document underscore the need for members to use their professional judgment to evaluate the appropriate use of technology applicable to their practice. Live videos do make members more vulnerable to unpredictable audience behaviour. Members may consider using techniques such as asynchronous pre-recorded videos, where technology permits. Communicating with students and families can happen effectively without the use of video, and if using a platform that includes video, covering up or turning off student and teacher webcams can also be considered, where appropriate. Teacher members are strongly advised to avoid having one-on-one video sessions with students because of the inherent risk associated with being alone with a student. As per the OCT Professional Advisory [Professional Misconduct of a Sexual Nature](#), members should avoid *seeing [a student] in private situations. Ensure classroom and office doors are open, that the student is not physically isolated from others, and that your interactions can be observed.* OSSTF/FEESO believes the same principles apply in virtual formats.

OSSTF/FEESO issued D/BU #126 OCT Video Conferencing Guidelines to highlight that employer protocols differ from one school board to another; it is not possible to give consistent detailed advice to all members across the province. It is OSSTF/FEESO's position that members should exercise professional judgment on strategies and formats they use for curriculum delivery during this time in order to deliver the most effective and appropriate instruction. D/BU #126 also provides suggested strategies for virtual format



implementation and classroom management. These suggestions can be considered for all members using online formats.

D/BU #105 Implications of the Use of Video Streaming Platforms with Students and COVID-19 Update #3 and #10 provide further context and advice to all education worker members using video communication with families and students.

All members should be reminded of their obligation to be aware of, and comply with, any advisories released by their own professional colleges.

**3. People for Education (P4E) released their report, Technology in Schools - A Tool and a Strategy, on May 6, 2020.**

The main point in the report is "...Technology can be a very useful tool in education, but it cannot act as a replacement for the rich learning and human development that happens in the myriad face-to-face settings and relationships that exist in schools."

P4E also raises the concern that the government's focus on using technology during the pandemic will push education back to a "...narrow focus on the "3 R's" and education that can be delivered simply, through things like online work sheets and tests." Key points raised in their report are:

- schools are a potential social equalizer;
- education should not be viewed as a means of providing marketable skills for a labour force but ensuring students can fully participate in all aspects of a social democratic society;
- there are connectivity inequities in the province - family capacity to support students in remote learning and student access to technology is largely determined on where they live geographically, on socio-economic status and race;
- "STEM opportunities for students are not distributed equally and there are disparities between schools along socio-economic and geographic lines";
- on-line education has a great potential to augment traditional schooling but cannot replace it;
- on-line learning cannot replace the learning communities created in traditional classrooms and schools;
- to be of benefit, technology is a tool and needs to be supported with teacher professional development and informed pedagogy;
- nearly half of the students taking e-learning before the pandemic used the school library - increasingly viewed as technology hubs or Learning Commons – yet there is a decline in the number of teacher-librarians in these areas, positions best suited for the role of supporting/preparing students for digital education;
- principals report there are challenges with student support and supervision even at the low rate of 6% of students enrolling in e-learning courses (up from 2% in 2009) and do not know how they will address the challenges with the government's move to 100% of students required to take two e-learning courses before they graduate;
- broadband internet connectivity is not universal across the province for schools and the public nor is it universally reliable across the province to provide seamless e-learning experiences [NOTE: this is something that was known to the Ministry of Education for years - as revealed in a meeting of the Ministry Learning Resources Work Group in April 2020]; and



- inadequate funding of school boards and 'bring your own device' (BYOD) policies exacerbates the socio-economic disparities in equity of access especially when schools have to resort to fund-raising to purchase technology for student use.

In the report, P4E makes the following four recommendations “to make schools future-ready” and make Ontario a national leader. Their recommendations would be in-line with current OSSTF/FEESO positions and policy.

People for Education recommends that the provincial government:

- i. Develop a coherent plan and consistent language that integrates The New Basics and transferable skills across the curriculum and report cards from Kindergarten to Grade 12.
- ii. Develop one comprehensive grant within the Grants for Student Needs to support technology and the implementation of e-learning in schools including funding for staff support at the board and school level, a range of resources, infrastructure, and professional development. Funding for secondary school e-learning teachers should be provided at a rate of funding for 1 teacher per 23 students – the same as regular classroom teachers.
- iii. Delay the implementation of e-learning policy until the fall of 2021, and conduct extensive consultation and engagement with experts, educators, board staff, parents, and students to ensure e-learning is appropriately supported and delivered, and its benefits understood. This will encourage more students to take online courses and remove the need for making it a mandatory qualification for graduation.
- iv. Provide funding and policy for staff, and designated places in schools so that students enrolled in e-learning have supervised space with the appropriate infrastructure, equipment, and pedagogical support.

#### 4. **Joint White Ribbon and OSSTF/FEESO Curriculum Resource on Preventing Sexual Exploitation**

For many years, White Ribbon and OSSTF/FEESO have collaborated on curriculum resources focused on ending gender based violence and the sexual exploitation of women and girls.

White Ribbon is a thought-leader in gender-based violence prevention. Through research, reports and work with partners, we inspire changes in policy, practice and culture to address the root causes of gender-based violence. White Ribbon is primarily focused on educating and changing attitudes of men and boys to end violence against women.

OSSTF/FEESO has been working collaboratively on a Preventing Sexual Exploitation joint project with White Ribbon. The scope of this project included:

- Selecting members to write curriculum lessons
- Designing and developing digital resources
- Translating the digital resource to French
- Providing training for secondary educators on using the resource and
- Promoting digital resource to stakeholders.



Most of the project has been completed, but due to the COVID-19 Pandemic and school closures, piloting the curriculum has hit a snag. After several meetings between OSSTF/FEESO and White Ribbon, the advisory work group has decided against piloting the curriculum despite the Ministry of Education moving to distance learning. The reason for this is that there will be no support available to students who may be triggered while participating in the piloting due to distance learning. Currently, Tracey Marshall and Peter Bates sit on the advisory group representing OSSTF/FEESO.

Our next steps will instead take the form of virtual focus groups, undertaken by White Ribbon with educators to obtain the necessary feedback for the curriculum. Each focus group would include five to seven educators taking part in a 90-minute session. We will be working with White Ribbon to decide how the focus groups will be unveiled and which districts will participate. The timeline for the completion of this project has been extended to August 2020.

From the creation of these resources and the re-envisioning of this project to accommodate the changing education atmosphere due to the COVID-19 Pandemic, an extension to this project has been proposed and accepted by Public Safety Canada. White Ribbon has again asked us to collaborate on this extension. The new project, *Preventing Online Sexual Exploitation Together*, has a proposed period of April 2020 to August 2020.

Using new digital assets created from the campaign, and adapted sexual exploitation prevention resources created by White Ribbon and OSSTF/FEESO, the project's goal is to engage vulnerable youth, parents and educators to reduce the fear of reporting. It will enhance their awareness in the prevention of online sexual exploitation, with a focus on interrupting the grooming process on various online platforms. Together with White Ribbon project partners, bilingual workshop and assemblies will be delivered in schools across Ontario, engaging thousands of youth. Workshops with educators and parents will be delivered in-person, with participating schools, and community partners.

## 5. **Research Partnership Strategy**

Over the last number of years, OSSTF/FEESO has received a steady increase in requests for support/partnership/assistance with external research. OSSTF/FEESO is strongly committed to supporting and promoting evidence-informed practices in public education. As part of that commitment, OSSTF/FEESO supports high-quality research and welcomes opportunities to collaborate with external investigators on diverse studies and projects. To support this work, the Provincial Executive has determined that a strategy to guide OSSTF/FEESO in responding to requests with external research was necessary. Staff consulted with research associates at the Canadian Teachers' Federation (CTF), who were in the process of developing their own set of research partnership protocols.

The strategy comprises the following elements:

- OSSTF/FEESO Research Partnership Strategy Overview (for internal use only)
- Guidelines for Potential Research Partners
- Research Partnership Application Form (adapted from CTF)
- OSSTF/FEESO Ethics Evaluation

The proposed research partnership strategy will be available on the OSSTF/FEESO



website where researchers can obtain information about the application process, deadlines, and the documents needed to complete their application. This information would include a description of how OSSTF/FEESO can support researchers (i.e., by making members aware of survey links, by distributing invitations to participate) and how OSSTF/FEESO will not support researchers (i.e., by sharing e-mail or other personal information).

#### **6. Report on the CLC Domestic Violence Roundtable – May 13, 2020**

On May 13, 2020, the Canadian Labour Congress (CLC) convened a video call for unions across Canada to discuss domestic violence issues, to share actions taken by the CLC, and to share what unions are doing to address the increasing levels of domestic violence during COVID-19. The pandemic is amplifying issues across the country that were present in shelters, with employers and with unions prior to the pandemic.

In some places, reporting of violence is very high and shelters are full. However, in a majority of places, reporting of violence is low and shelters are empty. Many women are not sure if shelters are open and they are worried about contracting COVID-19 if they go to a shelter. Some shelters cannot reopen due to government regulations during this pandemic, as they are unable to adhere to the rule of providing one bathroom per resident.

#### **What is the CLC doing?**

The CLC continues to push the federal government for a National Action Plan on Domestic Violence. They have created a statement and people can sign on to that statement on their website, which calls for the creation and implementation of an action plan.

In addition, the CLC continues to focus on education. They have a variety of training courses, in conjunction with University of Western Ontario (UWO) and the shelter movement. Those courses include:

- A 2.5 day course for union representatives to recognize and respond to domestic violence should they become aware of it.
- A 2.5 day facilitators training course to be taken by union representatives, co-facilitated by the shelter movement.
- A 1-hour training module, to be taken by a representative who has already taken the 2.5 day facilitators course to become a local expert on domestic violence and to use that training to educate other members.

#### **What is happening across Canada during COVID-19?**

Unfortunately, due to the pandemic, many of the training opportunities offered by the CLC and other affiliates are on hold because of social distancing and limited gathering rules. The main issues that unions are struggling with or are working towards are:

- Do they wait for COVID-19 to end or try to deliver some kind of online training? The impact of not doing the training is great. The need to adapt for triggering is also important.
- How do we, as a union, provide support to women who are experiencing domestic violence during COVID? Domestic violence has gone in hiding, as many women are at home with their abusers and not able to talk to anyone privately.



- How do you measure domestic violence training outcomes and results with online training?
- Some unions have put together an open domestic violence forum to discuss training opportunities and have discussion on the issues.
- Access for service in rural areas is lacking and contact with those members is difficult.
- Post COVID-19 recovery needs to be feminist focused.
- Unions are putting together #MeToo workshops for men. Finding supportive allies is important.
- CLC is committed to putting online resources together for other affiliates to share.
- SEIU, Unifor has women's advocates. SEIU has not begun this program due to COVID-19 and although advocates are trained, there is uncertainty on how to roll out this program.
- Most unions are using the UWO training in some way.
- CUPE developed a domestic violence at work workshop for members and they have rolled out an online version of this training.
- Many affiliates are attempting to bargain domestic violence language.

## 7. **National Inquiry into Missing and Murdered Indigenous Women and Girls**

On May 26, 2020, the federal government announced that it is postponing the release of an action plan on missing and murdered Indigenous women and girls. A comprehensive plan was supposed to be released in June 2020, on the one-year anniversary of the release of the final report [Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls](#)

Crown-Indigenous Relations Minister Carolyn Bennett's explanation for the delay is that more work and consultation needs to take place with Indigenous partners, before a formal response to the report's 231 recommendations can be finalized. Minister Bennett also cited the COVID-19 pandemic as a cause for the set back in the government's timeline. The government has not provided any timeline for the release of the plan.

When questioned in the House of Commons, Prime Minister, Justin Trudeau also reiterated the COVID-19 pandemic response as a cause for the delay.

Former chief commissioner Marion Buller has publicly stated that governments have had ample time to get the work done by the promised date.

The Native Women's Association of Canada (NWAC) is "appalled" by the decision and has called on the government to meet with them in an effort to move forward with action and present a comprehensive action plan.

Chief Connie Big Eagle of Ocean Man First Nation in Saskatchewan and chair of the Assembly of First Nations Women's Council has publicly stated support for the government's decision and said she does not want to see a rushed response.

OSSTF/FEESO has put out messages and statements about the MMIWG National Inquiry in the past supporting its work, as well as the work of the National Commission on Truth and Reconciliation. To continue our advocacy on this issue, the Provincial Executive has requested input from the First Nations, Métis, and Inuit Advisory Work Group on the advisability of sending a letter to the federal government to: 1) express



OSSTF/FEESO's disappointment with the lack of action on the recommendations from the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, and 2) call on the federal government to respond to the concerns and request from the Native Women's Association of Canada (NWAC), and 3) request a definitive timeline for the release of the government's action plan.

**8. Solidarity for Colombian Allies against Illegal Surveillance of Citizens**

OSSTF/FEESO has maintained a strong alliance with a number of Colombian labour and human rights organizations through a number of organizations, including Canadian labour affiliates and non-profit groups. Recently, OSSTF/FEESO received a request from Common Frontiers to write a letter to the Government of Colombia regarding recent human rights violations.

Common Frontiers forwarded this request for support and solidarity through the José Alvear Restrepo Lawyers' Collective Corporation (CCAJAR), an organization that OSSTF/FEESO representatives have met on a number of occasions both in Colombia and in Canada. Members of the CCAJAR have come to Canada in the past to speak with Members of Parliament on a number of human rights issues, often with the support of OSSTF/FEESO.

Most recently, the CCAJAR has identified concerns about Colombia's military and intelligence forces using illegal surveillance methods to monitor citizens and international guests, including journalists, human rights defenders, lawyers, politicians and other government officials. The CCAJAR believes that over 130 citizens were the target of illegal military surveillance operations in an 11-month span in 2019.

Past efforts by OSSTF/FEESO to shine a light on human rights violations in Colombia have been welcomed by Common Frontiers, Colombian education unions, Indigenous organizations and other international allies. OSSTF/FEESO will show our support and solidarity by sending a letter to the President of Colombia.

**9. Commitment of Funding by Affiliates to Bangladesh Garment Workers During COVID-19**

OSSTF/FEESO has joined other labour affiliates to contribute funds to support Bangladesh garment workers. In total, OSSTF/FEESO, CUPE, PSAC, UFCW, USW and the CLC have committed \$110,000 to the Bangladesh Center for Worker Solidarity to support garment workers who have lost their jobs and incomes due to COVID-19.

A joint letter of solidarity signed by the Presidents of the representative organization was sent to the Bangladesh Center for Worker Solidarity, along with funds that will be used to send food baskets and basic medical kits to workers in need. OSSTF/FEESO's contribution was \$5,000 to the fund.

**10. PSUO-SSUO**

The University of Ottawa filed on May 25, 2020 a request to the Ministry of Labour, Training and Skills Development to force a "Final Offer Vote" on the PSUO-SSUO membership based on the university's last tabled position on April 16, 2020.

The local PSUO-SSUO bargaining unit leaders and Provincial Executive and Provincial Office staff have been working to prepare a fight back campaign to encourage members

to overwhelmingly vote NO to the Employer's final offer and egregious move in negotiations.

This Final Offer includes significant strips such as:

- Benefit cut for the reimbursement of prescription drugs which is currently 100 % but now will be 80 % reimbursement with an out of pocket cap of 3000 \$;
- reductions to the supplementary employment benefits (SEB) plan for members who choose to take an extended parental or adoption leaves;
- not addressing the staffing needs to fill over 60 vacant positions which have been vacant an average of 480 days;
- removing the retirement allowance for new hires; and
- not being willing to ask for an exemption to salary increases under Bill 124 even though the Employer had tabled a total of 5.25 % over 3 years before Bill 124 was introduced in June 2019.

A Town Hall meeting was held on May 26 and an excellent participation was had by engaged PSUO-SSUO members.

The date of the electronic vote has not been set by the Ministry of Labour but we encourage all Districts and Bargaining Units to send letters of support to your colleagues D35 Ottawa.

11.