



**OSSTF  
TORONTO TEACHERS'  
BARGAINING UNIT**

**ANNUAL GENERAL MEETING**

**MAY 20, 2021**

**VIRTUAL**



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

**AGENDA**

1. Call to Order: 4:30 p.m.
2. Acknowledgement of Traditional Lands and Anti-harassment Statement
3. The Pledge [p. 5]
4. Announcements
5. PROC 101-21; PROC 102-21; PROC 103-21; PROC 104-21; PROC 105-21; PROC 106-21  
[p. 9-25 & p. 37]
6. Moment of Silence
7. President's Report: Leslie Wolfe
8. Treasurer's Report: David Pickering [p. 26-32]
9. Provincial Executive Report
10. Questions to President/Provincial President/Treasurer & Reports
11. Timed Item: 5:30 p.m. - On Time Motions [p. 38-49]
12. Late Motions / Motions from the Floor
13. Timed Item: #7:30 p.m. - Adjournment

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

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

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***Protecting and Enhancing Public Education***



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

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

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

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

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

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

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

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

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

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

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

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

## **Resolution and Complaints Process**

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

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

If the behaviour recurs or persists, or if members do not feel safe in approaching the perpetrator directly, they should speak with the designated officer(s) and ask for that person to act. The designated anti-harassment officers shall be appointed by the President from the group of current Health and Safety Inspectors (as appointed in accordance with by-law 4.1.2.7), and Members who have volunteered. All those acting as anti-harassment officers will have completed the Provincial OSSTF anti-harassment officer training. The anti-harassment officers will also form the Complaints and Resolutions committee.

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

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

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

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

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

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

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



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

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

## *THE PLEDGE*

*I solemnly dedicate myself to promote and advance the cause of education.*

*I will strive to achieve and maintain the highest degree of professional competence and will always uphold the honour, dignity, and ethical standards of my profession.*

*I pledge my loyalty and support to the Ontario Secondary School Teachers' Federation and will comply with the Constitution, By-Laws, policies and established practices which govern its members.*

## TTBU Virtual Annual General Meeting Reference Guide

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### Upon Entrance Into the Virtual Meeting

Any Member in attendance at the AGM must sign in using their **first and last name and Branch**. This can be accomplished either at sign-in, or by clicking the 'change name' option found in the top right corner of the video screen in which your name/image appears. If you require assistance, please use the chat function to direct-message a request to have your name changed to one of our staff: Nadia Vanker, Jessica Ramirez Lindsay O'Donnell or Marion Reid. Include your first name, last name and Branch in your message. If you request a name change from anyone else in the chat, they will not be able to help you, and will not respond.

**Only those whose full name and Branch name are visible will be able to stay in the meeting.**

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

### How to Communicate to the Steering Committee Using the Indicators?

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

Indicator	Purpose of Indicator	HOW? (using Zoom chat feature)
<b>FOR</b> (✓)  <i>Speaking time: 90 seconds</i>	<ul style="list-style-type: none"> <li>• Mover initially speaking to the motion</li> <li>• Debating in favour of a motion</li> </ul>	Type "FOR" to SPOTTER
<b>AGAINST (X)</b>	<ul style="list-style-type: none"> <li>• Debating against a motion</li> </ul> <i>Speaking time: 90 seconds</i>	Type "AGAINST" to SPOTTER
<b>QUESTION (?)</b>  <i>Speaking time: 60 seconds</i>	<ul style="list-style-type: none"> <li>• To ask a question to the mover</li> </ul>	Type "QUESTION" to SPOTTER
	<ul style="list-style-type: none"> <li>• To move a Main motion</li> <li>• To reconsider a motion</li> <li>• Calling for the Vote / Calling the Question (i.e. end debate)</li> </ul>	TYPE "MOTION" to STEERING + complete the online form to submit your amendment: <a href="http://bit.ly/TTBUamendments">http://bit.ly/TTBUamendments</a>
	<ul style="list-style-type: none"> <li>• To make an amendment</li> </ul>	Type "AMENDMENT" to STEERING + complete the online form to submit your amendment: <a href="http://bit.ly/TTBUamendments">http://bit.ly/TTBUamendments</a>

<p><b>PAUSE (●)</b></p> <p><i>Speaking time: 90 seconds</i></p>	<p>May be used by a Member / Council Representative only when the Member:</p> <ul style="list-style-type: none"> <li>believes the established Rules of Order are being contravened.</li> <li>is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve.</li> <li>is experiencing an issue which requires accommodation to physically participate in the meeting.</li> <li>disagrees with the ruling of the Chair and wishes to Challenge to the Chair.</li> <li>has a question for the Chair about how to navigate the Rules of Order.</li> </ul>	<p>Type "PAUSE" to SPOTTER</p>
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### Sequence of Indicators

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

Subsequent rotation of debaters: AGAINST, QUESTION, FOR.

- The order of where you are placed into the queue can be viewed at <http://bit.ly/TTBUsequence>.
- When recognized by the Chair, you will be able to un-mute your mic. At the end of your allotted time or when you have finished, your microphone will be muted.

### Questions to Steering

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

### Questions to President / Provincial President/Treasurer and Reports

- Open the chat feature as noted above.
- Select "Spotter"** from the drop-down list and type **"QUESTION"**. This will indicate to the Spotter that you wish to ask a question.
- Only the Spotter is able to acknowledge your request to ask your question. If you send it to someone else, you will not be placed in the queue.
- The Spotter will add you to the queue. The Chair will recognize speakers in the order in which the request to speak is received.
- When you are recognized by the Chair, you will be able to un-mute your mic. At the end of 60 seconds or when you have finished your question, your microphone will be muted.
- The order of where you are placed into the queue can be viewed at <http://bit.ly/TTBUsequence>.

### Voting at the AGM

Follow the instructions to vote here:

The Chair will indicate when voting opens and closes.



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

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

**If you have difficulty with the login process, or setting up an account contact**

**Membership-Database@osstf.ca or call 416-751-8300 / 1-800-267-7867 between 8:30 a.m. and 5 p.m.**

**For an organized list of all the materials and links you will need for this meeting:**

<https://linktr.ee/TTBUagm>.

# OSSTF TORONTO ONLINE VOTING INSTRUCTIONS

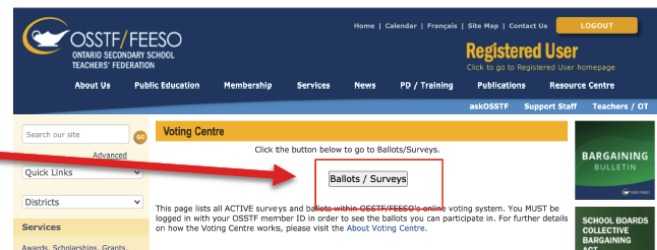
**STEP 1:** Login to the **Registered Users** section of the Provincial OSSTF website with your **OSSTF Member ID**:

<https://www.osstf.on.ca/services/member-login/members-login.aspx>

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



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



**STEP 4:** In the **Current Ballots** section, click the link to the desired ballot and follow the instructions to cast your vote. **A ballot will only appear once a motion is ready to be voted upon.**

## Troubleshooting Tips:

Need Member Profile or Voting Centre assistance?

Email: [membership-database@osstf.ca](mailto:membership-database@osstf.ca) or

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

### A Not Seeing the Voting Centre Badge?

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

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

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



### C Verify your details

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

### D Ballots are time sensitive AND targeted

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

# **OSSTF TTBU General Meetings**

## **Rules of Order**

### **Procedures**

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

### **Agenda**

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

### **Timed Items**

6. Agenda items may be timed or untimed.
  - a. Timed items shall be marked with a time on the Agenda.
  - b. Timed items shall not interrupt a motion or election in progress.
7. Timed items may be:
  - a. Unhashtagged timed items
  - b. Hashtagged (#) timed items
8. Unhashtagged timed items are marked with a time on the Agenda
  - a. The Chair will note when a timed item time has been reached at the exact time.
  - b. The timed item will be sequenced next.
  - c. Timed items will not interrupt current speakers, though the speaker may choose to yield to the timed item.
  - d. The speaker will be asked by the Chair if they wish to yield to the timed item.
9. Hashtagged timed items are marked with a hashtag (#) and a time on the Agenda

- a. The Chair will note that a hashtagged time has been reached at the exact time
- b. The hashtagged timed item will immediately proceed
- c. The hashtagged timed item will interrupt the current speaker.

## **Motions**

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

## Decisions by Consensus

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

## Main Motions

- 14. A Main Motion brings business before the assembly, and is used to direct action
- 15. A new Main Motion can not be moved until the Main Motion currently being debated has been withdrawn or voted on.

## Motions that can affect a Main Motion

- 16. Motions can be made to affect the current motion on the floor.
  - a. Postponement to a later date
    - i. Moves to postpone the motion on the floor to a specific future date.
  - b. Referral to another entity
    - i. Moves to refer the motion to a standing Committee, the Executive, or one of the other entities in the Bargaining Unit for further study.
  - c. Move to Informal Discussion or Committee of the Whole
    - i. A Member may move, "that we discuss [topic] informally for [time]".
    - ii. This motion should be voted on almost immediately.
    - iii. After discussing the topic, if no motion is forthcoming, the meeting should proceed to the next item on the Agenda.
  - d. Move into Executive Session
    - i. All matters discussed in Executive Session shall remain absolutely confidential to those Members present during the Session.
    - ii. A motion to rise and report from Executive Session shall be moved at the end of the Session.
    - iii. Executive Session will be ended through a majority vote to Rise and Report from Executive Session

## Other Kinds of Motions

17. Amendment to the motion on the floor
  - a. An amendment may delete, substitute, or add words that will modify the original motion but must not negate it or change the intent.
    - i. If the amendment passes, the Chair should read the new amended motion which is on the floor to be debated and voted on.
    - ii. If the amendment fails, the previous motion again becomes the motion on the floor. Further amendments are allowed, one at a time.
    - iii. An amendment to an amendment may not be amended.
18. Reconsider
  - a. A motion to reconsider a previous decision can be made within the same meeting after the decision has been made.
    - i. It is non-debatable.
    - ii. The motion can be made only by a Member who voted on the prevailing side in the original vote.
  - b. If the motion to reconsider is passed, then a Member moves the previous motion and it is again debated and voted on.
    - i. The new decision replaces the previous one.
19. Deal with a report
  - a. Not all reports need to have an attached motion.
  - b. A motion to deal with a report can be either adopted, endorsed, or received.
    - i. Adopting has the effect of approving every word in the report.
    - ii. Endorsing has the effect of approving the general directions of the report without adopting the recommendations.
    - iii. Receiving indicates only that the report has been read.
20. Notice of Motion
  - a. A notice of motion can be made to Members in writing during a meeting regarding a motion to be presented at a future meeting.
  - b. A notice of motion may be made to Members verbally during a meeting regarding a motion to be presented at a future meeting.
  - c. This motion does not require a seconder
21. Procedural Motions
  - a. BLOCing motions - "En bloc" shall be used to request that interdependent motions be considered together.
    - i. Motions can be combined and approved as one BLOC
    - ii. When motions have been moved en-bloc, a single Member may request for the removal of one or more motions from the bloc. Any motion removed from the bloc shall be dealt with immediately after the en bloc resolutions have been dealt with.
  - b. Calling for the Vote / Calling the Question
    - i. A Member that believes the debate is exhausted and wishes the meeting to proceed directly to a vote may "Call for the vote" or "Call the question".



- ii. The Chair will immediately move to a vote to see if the assembly wishes to end debate immediately and move to the vote on the motion, otherwise the prior debate will continue.
  - iii. There will be no debate on this motion.
- c. Moving to suspend the rules
- d. Amending an adopted Agenda
- e. Changing the sequencing of Motions
- f. Splitting a motion
  - i. A motion may be split if there are distinct questions that can be moved, debated, and voted on separately.

## Debate

### Indicators

22. There shall be 4 indicators used during debate:
- a. **FOR (✓)** (90 second speaking limit): Debating in favour of the motion.
  - b. **AGAINST (X)** (90 second speaking limit): Debating against the motion.
  - c. **QUESTION (?)** (60 second speaking limit): A question indicator may be used for:
    - i. Moving a Main Motion
    - ii. Moving a motion that can affect a motion being debated
    - iii. Moving other kinds of motions
    - iv. Moving a procedural motion
      - i. Procedural motions may be moved at any time after the Member has been recognized by the Chair.
    - v. Questions to the Chair or to the mover through the Chair about a motion
      - i. Answers to the questions are not timed.
      - ii. TTBU Members may only ask one question each time they are recognized by the Chair on the QUESTION indicator, and one follow up (10 second speaking limit) to clarify
  - d. **PAUSE (●)** (60 second speaking limit): Used only when absolutely necessary to pause meeting business, upon recognition by the Chair. It may not be used during a vote. It may be used by a Member only when the Member:
    - i. believes the established Rules of Order are being contravened.
    - ii. is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve.
    - iii. is experiencing an issue which requires accommodation to physically participate in the meeting.
    - iv. disagrees with the ruling of the Chair and wishes to Challenge to the Chair.
    - v. has a question for the Chair about how to navigate the Rules of Order.

### Rules for Debate

23. A Member must be in attendance to participate in debate.

24. The appropriate form must be used to submit motions. Motions must be submitted to Steering in writing prior to debate of the motion.
25. Only a Member who is present at the meeting can move, and second motions.
26. Once a Member has identified the indicator they wish to speak on they will be placed into sequence by Steering. Changing indicators changes the sequencing of speakers.
27. Upon being recognized by the Chair, a Member shall first state their name, Branch (non-executive Members) or position (executive Members), and the indicator they are speaking on.
28. The mover of the motion shall be heard first on a FOR indicator, followed by the first AGAINST speaker. Subsequent debaters shall rotate in the order of QUESTION, FOR, AGAINST speakers. Before voting on the motion, the mover will have an opportunity to close debate on a FOR indicator.
29. Excluding the mover, no Member shall debate (FOR / AGAINST) more than once on any single motion.
  - a. An amended motion is considered to be a new motion.

## **Voting**

### Carrying a Motion

30. Unless otherwise stated, a motion is considered carried by receipt of a simple majority.
31. A 2/3 majority vote is required for:
  - a. All procedural motions which
    - i. suspend the Rules of Order,
    - ii. amend an adopted Agenda,
    - iii. change the sequencing of motions,
    - iv. calling for the vote,
    - v. motion to reconsider.
  - b. Late motions
32. A 9/10 majority vote is required for:
  - a. Amending a Late motion.

### Voting Procedure

33. After the Chair has called for the vote, Members will cast their vote.
34. The Chair will announce if the motion is carried or defeated.
35. If the results are unclear, the Chair or a Member (on a PAUSE indicator) may:
  - a. Call for a vote by rising, or a counted vote.
  - b. At the conclusion of this procedure, the Chair will announce if the motion is

carried or defeated.

36. If requested by a Member (on a PAUSE indicator) the percentages and/or vote count will be provided for a particular vote, or the rest of the votes at the meeting.

### **Registration**

37. Members must make a reasonable attempt to register for the General Meeting by the established deadline.
38. Members may be asked to show ID at registration.
39. When required, voting cards will be distributed by the office staff members or designate, before the meeting. Once the meeting begins, the office staff will continue to distribute the voting cards.
40. TTBU voting cards are non-transferable and only valid on the day they are issued.

### **Virtual Meetings**

41. Virtual meetings may be called to replace in-person meetings at the discretion of the TTBU Executive upon review of technologies available.
42. Registered Members will receive an email that contains the meeting access link prior to the meeting.
43. The link for the meeting will be posted on the OSSTF Toronto website for any TBU Member that wishes to attend as an observer. Observers may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
44. Sign in for the virtual meeting will open at least twenty minutes before the meeting call to order, as listed in the agenda.
45. Members may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
46. Members must change their screen name to be <First Name, Last Name, Branch>. Failure to do so, after two requests, will result in removal from the meeting. Attendees are encouraged to do so before logging onto the meeting.
47. Virtual Observers must change their screen name to be <OBS: First Name, Last Name, Branch>. Failure to do so, after two requests, will result in removal from the meeting. Attendees are encouraged to do so before logging onto the meeting.
48. A microphone will only be un-muted when a speaker is recognized by the Chair.
49. In order to vote, registered TTBU Members must have a registered account on the Provincial OSSTF website.

50. All motions to the assembly, not carried through Consensus, will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website, when available.
  - a. Support for difficulty with the login process or for setting up an account can be accessed by contacting **Membership-Database@osstf.ca** during regular business hours.
51. During a virtual meeting, the Chair will indicate when voting opens, the length of time the ballot will be open, and when voting has closed.
52. The Steering Committee will explain the process for moving motions and participating in debate at the beginning of each virtual General meeting.

### **Authority for Procedures**

53. This document shall be the sole authority for all General Meeting procedures.
54. At the first General Meeting of the Federation year the Rules of Order will be presented by the Constitution and Steering Committee accompanied by a motion to endorse the Rules of Order for that Federation year; unless subsequent amendments are proposed, the Rules of Order shall stand.
  - a. Any changes made to the Rules of Order by the Constitution and Steering Committee will be explained before the motion to endorse.
55. If there is a need to address a procedure or issue not addressed in these Rules of Order, the Chair will make a ruling in consultation with the Steering Committee based on the information available to them.
  - a. If a Member does not agree with the ruling of the Chair, they can Challenge the Chair as per the Rules of Order.
56. These Rules will be reviewed on a regular basis by the Constitution and Steering Committee.
57. The Constitution and Steering Committee may edit this document for grammar and clarity.

### **Professional Conduct**

58. Members and guests shall exercise professional conduct in the meeting judged with an equity lens. Participants shall wait until they are recognized before speaking.
  - a. Professional conduct is characterized by courtesy and good faith, and not engaging in public criticism of the Member's colleagues.
  - b. Members will not engage in any conduct that undermines the dignity or self-esteem of an individual, or which creates an intimidating, hostile or offensive environment
59. Unprofessional conduct shall be dealt with in the following order:
  - a. The Chair will remind the Member, and the house, of the rules and standards for the meeting.

- b. If the conduct continues, the Chair will NAME the offender (“I have reminded \_\_\_\_\_ about the appropriate conduct in the House; please be respectful. If this conduct continues, you will be removed from this meeting.”) Objectionable or disorderly words used by the offender shall be recorded and may be entered in the Minutes.
  - i. The case may be sufficiently resolved by an apology or a withdrawal of objectionable statements by the offender, if not;
  - ii. The Chair may choose to prevent the Member from participating in further debate.
- c. If the conduct continues, The Chair will ask the Member to leave the meeting. (“Your conduct is interfering with the business of the House, I must direct you to leave the meeting.”)
  - i. If the Member refuses to leave the meeting, they will be removed.

## Definitions

- 60. “Equity Motion” shall mean a motion concerned with issues that primarily impact groups defined by the Protected Grounds under the [Ontario Human Rights code](#), and Adult Day School Teachers as an equity seeking group.
- 61. Motions will be classified as the following
  - a. BYL - Bylaw motions
  - b. CON - Constitution motions
  - c. MAC - Miscellaneous Action Motions
  - d. POL - Policy motions
  - e. PROC - Procedural motions
- 62. “Policy motions” shall mean any stand or position taken by OSSTF Toronto TBU in accordance with its Bylaws on matters beyond its internal legislative power.
- 63. “Bylaw motions” shall mean any stand or position taken by OSSTF Toronto TTBV that impacts the standing rules governing the membership of OSSTF Toronto TBU on matters entirely within the control of OSSTF Toronto TBU.
- 64. “Miscellaneous action motion” shall mean any stand or position taken by OSSTF Toronto TBU that is within the internal legislative power of OSSTF Toronto TBU.
- 65. “Late motions” shall mean any BYL, CON, MAC, or POL motion that is not considered an “On time motion”.

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

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

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

3. The Pledge: The OSSTF Pledge was read.

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

4. PROC 101-19

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

CARRIED

PROC 102-19

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

CARRIED

PROC 103-19

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

CARRIED

PROC 104-19

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

CARRIED

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

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

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

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

6. President's Report: Leslie Wolfe

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

7. Treasurer's Report: David Pickering

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

8. Provincial Executive Report

*Harvey Bischof*

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

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

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

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

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

*Red Card: Request of the results of badge count.*

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

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

- Questions were answered.

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

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

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



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

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

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

11. Questions to the PE Representative, President, Chief Negotiator and Treasurer
  - Questions were answered.
12. Recess: 6:38 p.m.

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

1. Call to Order: 5:50 p.m. Michael Barltrop, TTBU Constitution and Steering Committee, in the Chair.
2. The Acknowledgement of Traditional Lands and Anti-harassment Statement were read.
3. Announcements were read. The Chair put Linktree into the Zoom chat feature to assist meeting participants.
4. PROC 101-20

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

ADOPTED AS AMENDED

*Red Card: Objection to the Rules of Order colour indicator system.*

*Red Card: Objection to the AGM Registration system.*

*Red Card: Objection to Rules of Order as is. Inquiry to a motion to adjourn the AGM meeting. Chair advises on Priority Motion.*

*Red Card: Objection to past practice phrase being used.*

*Red Card: Concern in support of member's Red and Yellow Card comments. Objection to not having a one vote/one member system and BYL 101-20 regarding quorum. Chair warns against using personal names while commenting.*

*Red Card: Mover Clarification of BYL 101-20.*

*Red Card: Objection to Observer status impeding full participation.*

*Red Card: BYL 101-20.*

*Red Card: Mover Clarification of BYL 101-20.*

Priority Motion:

BIRT the meeting be adjourned.

Rick Beer (RH King Academy) / Heather Byrnes (Don Mills CI)

DEFEATED

*Red Card: Inquiry to voting number breakdown in a virtual system. Chair explains options of procedure.*

*Red Card: Wants vote count after every vote. Chair advises to ask at the end of each vote.*

*Red Card: Request of a vote count on Priority Motion. Chair: 115 opposed and 46 in favour.*

*Red Card: Clarification of secret ballots. Chair: Only providing results of ballots.*

Amendment to PROC 101-20:

BIRT the “procedures for debate” involving “past practice” Number 7 be removed.  
Cynthia Grant (Winston Churchill CI) / Katia Berdechevsky (Monarch Park CI)

CARRIED

*Red Card: Request of a vote count on Amendment to PROC 101-20. Chair: 91 in favour and 59 opposed.*

*Red Card: Withdrawn, same request as above.*

*Red Card: Inquiry into mechanism for non-registered members to vote. Chair explained procedures. Inquiry to a new motion. Chair further explains procedures for introduction of new Red Card.*

*Red Card: Inquiry to Chair about procedure being used. Debate on Motion to Extend meeting may not be in order. Chair is asked to caucus with the Constitution and Steering Committee. Granted. Meeting resumes and Chair finds a Motion to Extend takes precedence over the standing motion on the floor. No debate; move directly to vote.*

Motion to Extend:

BIRT the meeting be extended until such time that all BYL motions are addressed.  
Deborah Buchanan-Walford (Emery ALC) / Laura Clayton (SCAS)

DEFEATED

*Red Card: Request of a vote count on Motion to Extend. Chair: 93 opposed and 66 in favour.*

*Red Card: Vote count. Inquiry into a new motion of reconsideration to extension of time.*

*Chair: Motion to Reconsider has to be brought from the prevailing side. We are currently on the motion to pass the amendment to the Rules of Order.*

*Red Card: Opposition to union and protest of procedures.*

*Red Card: Concern that we are now over the time of adjournment with a motion still on the floor.*

*Red Card: Concern over tonight's AGM. Chair explained the role of the Const. and Steering Committee.*

*Red Card: Supports member's comments regarding procedures, inequitable language of motions and not hearing BYL 125-20. Chair read the Constitutional language regarding calling a new General Meeting to hear motions.*

*Red Card: Concern over AGM and how the system was used to prevent legitimate business and debate of motions.*

*Red Card: Withdrawn.*

*Red Card: Inquiry into reconsideration of the Motion to Extend to 8:00 pm. Chair: Explained that another motion is formally required to extend the meeting to the suggested time.*

*Red Card: Requests someone to move a motion to extend the meeting. Equity issues are on the agenda and should be moved to front of the agenda. Chair: That is a suggestion: We are currently on the motion to adopt the Rules of Order. Afterwards, we will move to the approval of the agenda with a motion of amendment to change the agenda to amend the adjournment time.*

PROC 101-20:

BIRT the Rules of Order as amended be adopted for the 2020 TTBU Annual General Meeting.

CARRIED

*Red Card: Withdrawn.*

*Red Card: Concerns with AGM. Invokes time of silence. Chair: mutes Member and acknowledges that we are still speaking of past practice even though the Rules are adopted as amended.*

*Red Card: Point of Order on the motion to adopt the Rules of Order with debate not being exhausted. Chair: Red Card speaker is correct. Apologises to the House that multiple spotting sheets will be used moving forward. Motion on the floor is passing the agenda.*

*Red Card: Concern that several Red Cards were still on the floor before the last vote. Concern over Member being muted when invoking her right to silence. Chair: Upholds mute action as it's only possible to use Red Card time if speaking. Appeal of ruling can be put to the House if 90 seconds can be used in silence.*

*Red Card: Inquiry to appeal with no past practise. Objects to forcing a Red Card speaker to speak. Chair: Explanation of action and suggests issue can go to a House vote.*

*Red Card: Appeal of Chair's decision to mute non-verbal Red Card. Chair says he is adhering to the Rules and is in a neutral position.*

Ballot put to the House to uphold the challenge which is that 90 seconds can be used in silence. Alternatively, can vote to uphold the Chair's position that 90 seconds is a maximum time slot to be used only if speaking.

Challenge:

BIRT the Chair's ruling be upheld.

CARRIED

*Red Card: Request of a vote count on Chair's ruling and an appeal of motion. Chair: 83 in favour and 53 opposed. Motion to Appeal has to be brought from the prevailing side. Move to the motion to approve the Agenda. A Motion to extend adjournment time and move the placement of specific motions is required.*

*Chair: Announces we no longer have quorum.*

*Red Card: Objection to Chair's ruling of no quorum.*

*Red Cards raised on concerns over AGM. Chair: Explains procedures for calling a General Meeting.*

5. On Time Motions:

N/A

6. Late Motions / Motions from the Floor:

N/A

7. Timed Item: Adjournment at 7:00 p.m.

Meeting adjourned at 8:06 p.m. due to lack of quorum.

**Treasurer's Report**  
**to the**  
**OSSTF**  
**Toronto Teachers' Bargaining Unit**  
**Annual General Meeting**

May 20, 2021

**OSSTF District 12 STBU  
Comparative Income Statement**

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 05/16/2021	Change
<b>REVENUE</b>			
<b>District Funding</b>			
District Rebates - Funding Master	881,071.81	616,550.26	264,521.55
• P.D. & Training	62,698.47	0.00	62,698.47
District WSIB Funding	5,239.00	0.00	5,239.00
Other District Funding	41,296.83	41,296.83	0.00
<b>Total District Funding</b>	<b>990,306.11</b>	<b>657,847.09</b>	<b>332,459.02</b>
<b>Member Levy</b>			
TTBU Levy - Executive Time Release	448,000.00	372,839.57	75,160.43
<b>Total Member Levy</b>	<b>448,000.00</b>	<b>372,839.57</b>	<b>75,160.43</b>
<b>Other Revenue</b>			
Investment Revenue	16,000.00	8,376.41	7,623.59
OTIP Rebate	25,000.00	30,000.00	-5,000.00
<b>Total Other Revenue</b>	<b>41,000.00</b>	<b>38,376.41</b>	<b>2,623.59</b>
<b>TOTAL REVENUE</b>	<b>1,479,306.11</b>	<b>1,069,063.07</b>	<b>410,243.04</b>
<b>EXPENSE</b>			
<b>Executive</b>			
• Executive Time Release	687,000.00	687,000.00	0.00
Health and Safety Time Release	500.00	0.00	500.00
ExecExpenses/Member Meetings	16,500.00	786.76	15,713.24
Executive Action	12,000.00	0.00	12,000.00
Executive Mileage and Taxi	14,500.00	591.37	13,908.63
<b>Total Executive</b>	<b>730,500.00</b>	<b>688,378.13</b>	<b>42,121.87</b>
<b>Meetings</b>			
TTBU Executive	12,000.00	1,955.11	10,044.89
TTBU Council Meetings/Travel	29,000.00	3,449.35	25,550.65
• TTBU Annual General Meeting	35,080.00	10,588.18	24,491.82
Branch Meetings (Rebates)	23,000.00	21,942.13	1,057.87
<b>Total Meetings</b>	<b>99,080.00</b>	<b>37,934.77</b>	<b>61,145.23</b>
<b>Activities/Programmes</b>			
Grants and Donations	3,500.00	800.00	2,700.00
Community Forums/ Member Outreach	500.00	0.00	500.00
Elections Commission and Expenses	500.00	0.00	500.00
Branch Presidents Workshops	63,000.00	0.00	63,000.00
Executive Workshop	2,000.00	792.04	1,207.96
New Teacher Events and Workshops	6,000.00	87.00	5,913.00
Professional Development	8,400.00	182.71	8,217.29
Retirees Reception	7,000.00	0.00	7,000.00
Tributes	1,500.00	83.66	1,416.34
• Time Release -Activities/Programmes	1,000.00	14,117.31	-13,117.31
Special Projects/Member Engagement	500.00	0.00	500.00
<b>Total Activities/Programmes</b>	<b>93,900.00</b>	<b>16,062.72</b>	<b>77,837.28</b>
<b>Member Protection</b>			
Grievances	31,000.00	7,734.10	23,265.90
Legal Retainer	17,000.00	16,950.00	50.00
Negotiations	5,000.00	521.20	4,478.80
Secondary Consultation(Common Conc)	1,000.00	0.00	1,000.00
Staffing(Data/Blue Bk/Training Wkp)	14,000.00	3,899.59	10,100.41
<b>Total Member Protection</b>	<b>68,000.00</b>	<b>29,104.89</b>	<b>38,895.11</b>
<b>Committees</b>			
Constitution Committee	3,900.00	534.79	3,365.21
TTBU Budget Committee	1,700.00	252.23	1,447.77
Collective Bargaining Committee	1,500.00	207.75	1,292.25
Retirement Workshops	3,000.00	0.00	3,000.00
Professional Development Committee	1,300.00	156.73	1,143.27
Ad Hoc Committees	2,000.00	0.00	2,000.00
<b>Total Committees</b>	<b>13,400.00</b>	<b>1,151.50</b>	<b>12,248.50</b>




OSSTF District 12 STBU  
Comparative Income Statement

Page 2

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 05/16/2021	Change
<b>Office Expenses</b>			
Staff Salaries •	192,695.98	159,789.14 •	32,906.84
EI Expense	4,000.00	3,215.06	784.94
CPP Expense	8,000.00	7,228.94	771.06
WSIB Expense	6,400.00	3,322.74	3,077.26
Pension Expense	16,000.00	12,177.37	3,822.63
Benefit Plan	24,000.00	14,393.97	9,606.03
Total Staff Benefits •	58,400.00	40,338.08 •	18,061.92
Temporary Help	960.00	280.00	680.00
Bank Charges and Audit	500.00	0.00	500.00
Building Operations •	103,600.00	63,236.81 •	40,363.19
Capital Equipment	5,000.00	1,128.26	3,871.74
Supplies	18,500.00	6,874.59	11,625.41
Photocopying	4,500.00	485.10	4,014.90
Photocopier Leases	21,500.00	15,461.40	6,038.60
Paper Purchases	2,400.00	1,260.06	1,139.94
Printing	500.00	682.52	-182.52
Telephone	24,000.00	14,288.81	9,711.19
Postage •	5,000.00	8,316.97 •	-3,316.97
Taxi and Courier	500.00	0.00	500.00
Parking/Management	5,000.00	3,320.00	1,680.00
Insurance	2,500.00	1,571.59	928.41
Total General Office Expenses	89,400.00	53,389.30	36,010.70
Computer/Network Support/Licenses	17,200.00	5,453.05	11,746.95
Website/Fibre	9,200.00	9,366.21	-166.21
Contingency	130.13	0.00	130.13
<b>Total Office Expenses</b>	<b>472,086.11</b>	<b>331,852.59</b>	<b>140,233.52</b>
<b>TOTAL EXPENSE</b>	<b>1,476,966.11</b>	<b>1,104,484.60</b>	<b>372,481.51</b>
<b>NET INCOME</b>	<b>2,340.00</b>	<b>-35,421.53</b>	<b>37,761.53</b>

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EFOE:  
JP

Draft 1 TTBU Budget - 2021 -2022				
May 1, 2021				
	DISTRICT	TTBU	OTBU	PSSP
<b>REVENUE</b>				
Provincial Funding Master		\$ 833,261.61	\$ 175,312.42	\$ 160,037.02
District	\$ 1,552,360.00			
TTBU				
OTBU				
PSSP				
District Political Action Levy *	\$ 81,000.00			
Provincial Rebates:				
... AMPA	\$ 62,000.00			
... Political Action 2050	\$ 1.00			
... District Coalitions (Labour Council) 2052	\$ 15,000.00			
... Election Readiness	\$ 1.00			
... Excellence In Education 2055	\$ 1.00			
... Member Accessibility 2090	\$ 1.00			
... Workplace Training (Reps. / New Memrs) 2010	\$ 87,000.00	\$ 62,034.12	\$ 13,051.55	\$ 11,914.33
... New Member Workshops 2070	\$ 1.00			
... Union Training 2015	\$ 1.00			
... WSIB 2080	\$ 1,310.00	\$ 5,239.00		
... Other 2045/2047/OTIP	\$ 6,000.00	\$ 25,000.00		
Interest	\$ 1,500.00	\$ 14,000.00		
Active Retired Members	\$ 1.00			
Other Income/Allocation from Accumulated Surplus	\$ 77,000.00	\$ 54,903.76	\$ 11,551.37	\$ 10,544.87
Camille Natale Award	\$ 1.00			
Bargaining Unit levies		\$ 444,000.00	\$ 67,000.00	\$ 88,000.00
Shared Costs		\$ -		
<b>TOTAL REVENUE</b>	<b>\$ 1,883,178.00</b>	<b>\$ 1,438,438.49</b>	<b>\$ 266,915.33</b>	<b>\$ 270,496.22</b>
<b>EXPENDITURES</b>				
<b>Meetings</b>				
AMPA	\$ 124,000.00			
Executive	\$ 2,000.00	\$ 12,000.00		
General	\$ 16,500.00	\$ 35,080.00		
Branch Meetings (Rebates)		\$ 23,000.00		
Council Meetings		\$ 29,000.00		
<b>Total Meetings</b>	<b>\$ 142,500.00</b>	<b>\$ 99,080.00</b>		



Activities/Programmes			
Political Action *	\$	40,000.00	
Labour Council *	\$	26,500.00	
Election Readiness*	\$	1.00	
Affiliations/Coalitions *	\$	10,000.00	
Grants & Donations *	\$	6,000.00	\$ 3,500.00
Community Forums/ Member Outreach *	\$	6,000.00	\$ 500.00
AMPA Campaigns	\$	1.00	
Camille Natale Award	\$	1.00	
Excellence in Ed. - Jim McQueen Award	\$	8,500.00	
Awards Event*	\$	4,000.00	
PPAL Workshops	\$	1,000.00	
Branch Presidents Workshop			\$ 63,000.00
Elections Commission and Expenses			\$ 500.00
Executive Workshop			\$ 2,000.00
New Teachers Events and Workshops			\$ 6,000.00
Professional Development			\$ 8,400.00
Retirees Reception			\$ 7,000.00
Tributes			\$ 1,500.00
Time Release			\$ 1,000.00
			\$ -
<b>Total Programmes</b>	<b>\$</b>	<b>102,003.00</b>	<b>\$ 93,400.00</b>
<b>Member Protection</b>			
Grievances			\$ 31,000.00
Legal Retainer			\$ 17,000.00
Negotiations			\$ 5,000.00
Secondary Consultation (Common Concerns)			\$ 1,000.00
Staffing (Data Entry / Binder Meetings / Training Workshops)			\$ 14,000.00
<b>Total Member Protection</b>			<b>\$ 68,000.00</b>

<b>COMMITTEES</b>					
Constitution Committee	\$ 1,500.00	\$ 3,900.00			
Communications Political Action Committee	\$ 3,700.00				
Finance Committee	\$ 1,600.00				
Pride Committee	\$ 3,500.00				
Occupational Health and Safety Committee	\$ 1,600.00				
Human Rights Committee	\$ 4,500.00				
PAC					
Status of Women Committee	\$ 3,000.00				
D12 Eco Committee	\$ 1,100.00				
Black & Indigenous & Workers Of Colour	\$ 2,500.00				
STBU Special Projects		\$ 500.00			
STBU Ad Hoc		\$ 2,000.00			
Budget (TTBU) Committee		\$ 1,700.00			
Collective Bargaining Committee		\$ 1,500.00			
Retirement Workshops		\$ 3,000.00			
Professional Development Committee		\$ 1,300.00			
<b>Total Committees</b>	<b>\$ 23,000.00</b>	<b>\$ 13,900.00</b>			
<b>Officers Salaries and Expenses</b>					
Executive Officers Release (Note 1)	\$ 161,600.00	\$ 693,870.00			
Executive Liaison Expenses	\$ 2,000.00				
Health and Safety Time Release		\$ 500.00			
Executive Expenses / Meetings with Members		\$ 16,500.00			
Executive Action		\$ 12,000.00			
Executive Mileage and Taxi		\$ 14,500.00			
<b>Total Officers Salary Expenses</b>	<b>\$ 163,600.00</b>	<b>\$ 737,370.00</b>			
<b>Office Expenses</b>					
Staff Salary	\$ 48,174.00	\$ 192,695.98			
Staff Benefits	\$ 15,185.00	\$ 60,740.00			
Temporary Help	\$ 240.00	\$ 960.00			
Bank Charges and Audit	\$ 500.00	\$ 500.00			
Building Operation costs	\$ 25,900.00	\$ 103,600.00			
General Office Expenses	\$ 22,350.00	\$ 89,400.00			
Computer Support / Licences	\$ 4,800.00	\$ 17,200.00			
Website/Fibre Connection	\$ 2,300.00	\$ 9,200.00			
<b>Total Office Expenses</b>	<b>\$ 119,449.00</b>	<b>\$ 474,295.98</b>			
Contingency	\$ 14.96	\$ 21.22			
2010 PD /Allocation from Surplus to Bargaining units	\$ 164,000.00				
<b>TOTAL EXPENSES</b>	<b>\$ 714,566.96</b>	<b>\$ 1,486,067.20</b>			

TOTAL REVENUE	\$ 1,883,178.00	\$ 1,438,438.49	
TOTAL EXPENSES	\$ 714,566.96	\$ 1,486,067.20	?
		\$ (47,628.71)	

Amount left to distribute by FTE	\$ 1,168,611.04				
		TTBU	OTBU	PSSP	District
		4,816.70	1,013.40	925.10	6,755.20
		0.71303588	0.15001776	0.13694635	
Fiscal 21 - 22 Distribution - After District Expenses		\$ 833,261.61	175,312.42	\$ 160,037.02	
Provincial Entitlement for PD Training		\$ 62,034.12	\$ 13,051.55	\$ 11,914.33	\$ 87,000.00
Allocation from Surplus to Bargaining Units		\$ 54,903.76	\$ 11,551.37	\$ 10,544.87	
Total amount after District Expenses with PD amount		\$ 950,199.49	\$ 199,915.33	\$ 182,496.22	
Fiscal 2020 - 2021 after District Expenses with PD amt		\$ 985,067.11	\$ 216,140.55	\$ 194,212.38	
percentage of previous year's total		0.96	0.9249	0.9397	
Note 1 - time release costs attributable to District Officers and Liaisons to Committees,					
as per the District and Provincial Constitutions (see Financial Handbook )					

ExOE  
JP

## **Chief Negotiator's Report**

May 2021

Lisa Black-Meddings

I am very pleased to begin this report by saying that we reached a tentative agreement with the TDSB on April 30, 2021. Members voted on May 13 and 14, 2021 and the TDSB trustees will be voting to ratify on May 26th, 2021.

Local bargaining began with the notice to bargain centrally in April 2019. This also served as notice to the TDSB of our intent to bargain locally, once we had confirmed which issues were local. The OSSTF Toronto Teacher Bargaining Unit Table Team included Vice-Presidents – Michael Platt and Michelle Teixeira, President Leslie Wolfe and Nicole Gauthier as Second Negotiator and myself as your Chief Negotiator. I would like to take this opportunity to thank the team for their support and assistance throughout this round of bargaining.

There were some difficulties in undertaking local bargaining in the absence of a Central Deal. There are some items that have a place at both the central and local tables, depending on the nuance of the issue and position of a school board. After the Labour Board determined the split of items between the Central and Local Tables, we began meeting with the Board's Bargaining team. The TDSB had a new spokesperson on their side during this round of bargaining and as he does not come from the education sector, many conversations were needed to provide context and history for some of the concerns and language we brought to the table. In the end, however, we believe that his fresh perspective shifted the Board away from many entrenched positions, providing us with the ability to make gains for members in many areas of the collective agreement.

While we were committed to local negotiations continuing, the COVID mandated closures of the schools and non-essential workplaces forced a shift in bargaining meetings. Bargaining in an online forum was significantly more challenging due to the limitations of technology. For example, sidebars were more difficult to navigate with the Board. The ratification in May 2020 of the Central Agreement pushed a number of items back to the local table such as dealing with the Class Size Flex Factor. We were one of the few bargaining units in the province that came to an agreement without having to default to the language in the Central Agreement which would have allowed larger class sizes in our schools. Broadening the flex factor while lowering the overall cap kept that in check, resulting in smaller classes in Toronto schools.

The Central Agreement also impacted issues that we believed were local and as a result, there were certain areas that we were not allowed to bargain with the TDSB such as class sizes for Academic Pathways. Local bargaining continued into the summer and fall at a glacial pace, largely due to the demands on the Board's team regarding pandemic school reopening issues.

We had a setback in November when a conflict with the Board's spokesperson erupted and forced us to opt for conciliation. In the end, working with the conciliator allowed bargaining to resume and for both sides to work diligently towards getting a deal that provided meaningful improvements for our Adult Day school teachers job security and hiring processes, leave improvements, paid time for working outside the school year and a number of other important local issues.

The new Collective Agreement will come into effect after the TDSB votes to ratify on May 26 and the Central Agreement salary increases will be implemented within 30 days of ratification. Further communication regarding the timelines for implementation will occur after the ratification.

It has been my tremendous pleasure to work with this bargaining team and to have served as your Chief Negotiator for the past few rounds of negotiations.

In Solidarity,

Lisa Black-Meddings,

Chief Negotiator

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

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### **AGM Report 2020-2021**

The TTBU Constitution and Steering Committee dedicated many hours this year to what proved to be a very busy year. On top of their continued effort of reviewing and monitoring the constitution, in their role as the Steering Committee, the COVID-19 pandemic forced the committee to come up with ways to effectively administer virtually all TTBU Council meetings and the AGM (part 3) 2019-20 held in November 2021, as opposed to being in person; this was truly a team effort!

The Committee embarked on the process of reviewing the Council Rules of Order through an equity lens after last year's AGM held in November, with a goal of making the rules more accessible to all members. The Committee solicited feedback from AGM 2019-20 attendees and Councillor Representatives through an online survey and one-on-one virtual consultations on the Rules of Order. Using the feedback, the committee created a finalized draft Rules of Order that was subsequently adopted with amendments by Council delegates at the January and February Council meetings.

The committee looks to supplement the newly adopted Council Rules of Order with offering a workshop next year to Council delegates and members in order to help them better understand the rules of debate, how to write a motion and generally how our meetings are run. The Committee will continue to endeavour to find ways to improve the experience of members at our Council meetings.

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

Respectfully submitted by:

Rony Masri, Executive Liaison to Constitution and Steering



## **OSSTF TTBU Professional Development Committee**

---

### **AGM Report 2020-2021**

The OSSTF TTBU Professional Development Committee continued to provide a vehicle for our members to create, organize and facilitate a number of workshops for our members on the Board-wide Professional Development Day on February 12, 2021. Although the pandemic did scale down the number of members' submissions and workshops offered during our virtual Board-wide PD day, they were very well attended covering topics ranging from preparing oneself financially for retirement, dealing with stress, understanding how neo-liberalism has impacted teachers and education, exploring the pathways to green sector jobs, and how to engage BIPOC members within OSSTF Toronto. The members of the committee acknowledge the success of the Board-wide PD day could not have been as successful as it was without the dedication of our members, who took the time from their busy lives to organize and deliver their workshops.

To wrap up the year, the PD committee will be offering a Racial Justice Workshop delivered by OSSTF's Educational Services department on June 3<sup>rd</sup>, 2021. All members are welcome to attend. Next year the committee hopes to build from this workshop and provide further PD opportunities outside of those offered on the traditional Board-wide PD day for our members to access throughout the course of the year.

Many thanks for the hard work and dedication of the Committee members!

Mark Kissel, Chair

Rony Masri, Executive Liaison

**OSSTF**  
**TORONTO TEACHERS' BARGAINING UNIT**  
**On Time Motions to the Annual General Meeting**  
**May 20, 2021**

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

**PROC 101-21**

Constitution and Steering Committee

$\frac{1}{2}$

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

**PROC 102-21**

Constitution and Steering Committee

$\frac{1}{2}$

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

**PROC 103-21**

Constitution and Steering Committee

$\frac{1}{2}$

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

**PROC 104-21**

Constitution and Steering Committee

$\frac{1}{2}$

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

**PROC 105-21**

Constitution and Steering Committee

$\frac{1}{2}$

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

**PROC 106-21**

Constitution and Steering Committee

$\frac{1}{2}$

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

## Equity-Related Motions (2):

### CON 101-21

Constitution and Steering Committee

$\frac{2}{3}$

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

---

### BYL 101-21

Executive Committee

$\frac{1}{2}$

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

\*\*\*

Bylaws, page 6

*Bylaw 1            Bargaining Unit Branch*

*1.1                Branch Executive*

*1.1.2             Each Branch Executive may also have*

---

## Motions Continue:

### CON 102-21

Executive Committee

$\frac{2}{3}$

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

\*\*\*

Articles, page 3

*Article 1            Definitions*

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

---

### BYL 102-21

Executive Committee

$\frac{1}{2}$

BIRT Bylaw 4.1 be amended by the addition of:

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

\*\*\*

Bylaws, page 13

*Bylaw 4            Executive*

*4.1                Duties*

---

## **BYL 103-21**

Victoria Park Collegiate Institute (Bruce Garrett / Terry Hidaka)

½

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

\*\*\*

Bylaws, page 17

*Bylaw 5            General Meeting*

*5.4                Quorum*

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

---

## **BYL 104-21**

Budget Committee

½

BIRT

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

### **2.x      Submission of Resolutions to Council**

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

and

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

### **5.x      Submission of Resolutions to General Meeting**

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

\*\*\*

Bylaws, pages 8-9

*Bylaw 2            Bargaining Unit Council*

Bylaws, page 17

*Bylaw 5            General Meeting*

---

## **BYL 105-21**

Budget Committee

½

BIRT 3.1.3.x be amended by the addition of a new subsection that reads:

**3.1.3.3.x Nominations for the elected Members will not be accepted past the identified deadline.**

\*\*\*

Bylaws, page 10

*Bylaw 3            Standing Committees*

*3.1.3              Budget Committee*

---

## **BYL 106-21**

Executive Committee

½

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

\*\*\*

Bylaws, page 6

*Bylaw 1                Bargaining Unit Branch*

*1.1                    Branch Executive*

*1.1.2.6              a representative for the District 12 Political Action Committee;*

---

## **BYL 107-21**

Executive Committee

½

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

### **2.x      Elections at Council**

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

\*\*\*

Bylaws, page 8

*Bylaw 2              Bargaining Unit Council*

---

## **BYL 108-21**

Executive Committee

½

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

\*\*\*

Bylaws, page 15

*Bylaw 4              Executive*

*4.3                   Filling Mid-Term Executive Vacancies*

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

## **BYL 109-21**

Executive Committee

$\frac{1}{2}$

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

\*\*\*

Bylaws, page 9

*Bylaw 3 Standing Committees*

*3.1.1 Collective Bargaining Committee*

*3.1.1.1 Membership*

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

---

## **BYL 110-21**

Executive Committee

$\frac{1}{2}$

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

\*\*\*

Bylaws, page 9

*Bylaw 3 Standing Committees*

*3.1.1 Collective Bargaining Committee*

*3.1.1.2 Duties*

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

---

## **BYL 111-21**

Executive Committee

$\frac{1}{2}$

**BIRT 3.1.1.2.1.8 be deleted.**

\*\*\*

Bylaws, page 10

*Bylaw 3 Standing Committees*

*3.1.1 Collective Bargaining Committee*

*3.1.1.2 Duties*

*3.1.1.2.1.8 Organize Pension/Retirement workshops for Membership.*

---

## **BYL 112-21**

Executive Committee

½

BIRT 3.1.1.1.x be added to read:

**“3.1.1.1.x Nominations will not be accepted past the identified deadline.**

**3.1.1.1.x Elections will be held, if necessary, at the Council Meeting following the identified deadline.”**

\*\*\*

Bylaws, page 9

*Bylaw 3            Standing Committees*

*3.1.1             Collective Bargaining Committee*

*3.1.1.1          Membership*

---

## **BYL 113-21**

Election Commission Committee

½

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

\*\*\*

Bylaws, page 12

*Bylaw 3            Standing Committees*

*3.1.7             Election Commission Committee*

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

---

## **BYL 114-21**

Election Commission Committee

½

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

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

\*\*\*

Bylaws, page 12

*Bylaw 3            Standing Committees*

*3.1.7             Election Commission Committee*

*3.1.7.2          Duties*

---

## **BYL 115-21**

### **Election Commission Committee**

$\frac{1}{2}$

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

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

\*\*\*

Bylaws, page 12

*Bylaw 3 Standing Committees*

*3.1.7 Election Commission Committee*

*3.1.7.2 Duties*

---

## **BYL 116-21**

### **Election Commission Committee**

$\frac{1}{2}$

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

\*\*\*

Bylaws, page 14

*Bylaw 4 Executive*

*4.2 Executive Elections*

*4.2.2 Nominations*

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

---

## **BYL 117-21**

### **Election Commission Committee**

$\frac{1}{2}$

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

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

\*\*\*

Bylaws, page 12

*Bylaw 3 Standing Committees*

*3.1.7 Election Commission Committee*

---



## **BYL 118-21**

Election Commission Committee

½

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

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

\*\*\*

Bylaws, page 14

*Bylaw 4 Executive*

*4.2 Executive Elections*

*4.2.2 Nominations*

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

---

## **BYL 119-21**

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

½

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

<p><b>The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 103-21 is passed.</b></p>
---

\*\*\*

Bylaws, page 17

*Bylaw 5 General Meeting*

*5.4 Quorum*

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

**BYL 103-21: BIRT Bylaw 5.4.1 be amended by deletion of “200” and substitution of “100”.**

---

## BYL 120-21

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

½

BIRT Bylaw 4.1.1.8 be amended by deletion and addition to read

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

\*\*\*

Bylaws, page 13

Bylaw 4            *Executive*

4.1                *Duties*

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

---

## BYL 121-21

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

½

BIRT Bylaw 4.1.2 be amended by deletion and addition to read

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

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

\*\*\*

Bylaws, page 13

Bylaw 4            *Executive*

4.1                *Duties*

4.1.2.5           *appoint the Bargaining Unit Occupational Health & Safety Officer;*

4.1.2.6           *appoint the Bargaining Unit Occupational Health & Safety Inspectors;*

---

## BYL 122-21

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

½

BIRT Bylaw 4.2.2.3 be amended by deletion and addition to read

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

\*\*\*

Bylaws, page 14

Bylaw 4            *Executive*

4.2                *Executive Elections*

4.2.2             *Nominations*

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

---

**BYL 123-21**

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

½

BIRT Bylaw 4.2 be amended by addition to read

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

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

**The Constitution and Steering Committee will recommend this motion be ruled out of order as it is contradictory to Bylaw 3.1.7.2.1.**

\*\*\*

Bylaws, page 13

*Bylaw 4            Executive*

*4.2                Executive Elections*

*4.2.2             Nominations*

*3.1.7.2.1        review and publish the rules governing TTBU Executive elections each election year as defined in Bylaw 4.2 that shall include but not be limited to appropriate timing of candidate speeches and question periods;*

---

**BYL 124-21**

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

½

BIRT Bylaw 2.2 be amended by addition to read

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

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

2.2.x confirm the appointment of the Chief Electoral Officer

\*\*\*

Bylaws, page 8

*Bylaw 2            Bargaining Unit Council*

*2.2                Duties*

---

## **BYL 125-21**

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

½

BIRT Bylaw 3.1.7.4 be amended by deletion and addition to read

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

**The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 124-21 is defeated.**

\*\*\*

Bylaws, page 9

*Bylaw 3                Standing Committees*

*3.1.7                Election Commission Committee*

*3.1.7.2            Duties*

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

---

## **BYL 126-21**

Constitution and Steering Committee

½

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

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

\*\*\*

Bylaws, page 11

*Bylaw 3                Standing Committees*

*3.1.4                Constitution and Steering Committee*

*3.1.4.2            Duties*

---

## **BYL 127-21**

Constitution and Steering Committee

½

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

**3.1.4.2.x Notwithstanding 3.1.4.2.x Members of the meeting’s Steering Committee may vote only during secret ballots and only if they are voting Members of the meeting.”**

\*\*\*

Bylaws, page 11

*Bylaw 3            Standing Committees*

*3.1.4             Constitution and Steering Committee*

*3.1.4.2          Duties*

---

## **BYL 128-21**

Constitution and Steering Committee

½

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

\*\*\*

Bylaws, page 9

*Bylaw 2            Bargaining Unit Council*

*2.3                Representation at Council*

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

---

## **BYL 129-21**

Constitution and Steering Committee

½

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

**And**

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

**“5.x Registration**

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

\*\*\*

Bylaws, page 9

*Bylaw 2 Bargaining Unit Council*  
*2.3 Representation at Council.*

Bylaws, page 17

*Bylaw 5 General Meeting*

---

## **BYL 130-21**

Constitution and Steering Committee

½

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

\*\*\*

Bylaws, page 6

*Bylaw 1 Bargaining Unit Branch*  
*1.1 Branch Executive*  
*1.1.4 Duties*

---

## **BYL 131-21**

Constitution and Steering Committee

½

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

\*\*\*

Bylaws, page 13

*Bylaw 4 Executive*  
*4.1 Duties*  
*4.1.1.5 provide basic agenda materials wherever and whenever possible (including, but not limited to, an agenda, minutes from previous meeting(s), on-time motions, committee reports, etc.) to Members in their Branch*

---

**OSSTF  
TORONTO TEACHERS' BARGAINING UNIT  
Summary of Motions Which Steering Will Recommend That  
The Chair Declare Out of Order  
Annual General Meeting  
May 20, 2021**

**BYL 119-21**

The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 103-21 is passed.
---

**BYL 123-21**

The Constitution and Steering Committee will recommend this motion be ruled out of order as it is contradictory to Bylaw 3.1.7.2.1.
---

**BYL 125-21**

The Constitution and Steering Committee will recommend this motion be ruled out of order if BYL 124-21 is defeated.
---

**OSSTF  
TORONTO TEACHERS' BARGAINING UNIT  
Impact of Certain Resolutions on Other Resolutions  
Annual General Meeting  
May 20, 2021**

**BYL 119-21**

The Constitution and Steering Committee will recommend this motion be ruled out of order if <b>BYL 103-21</b> is passed.
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**BYL 125-21**

The Constitution and Steering Committee will recommend this motion be ruled out of order if <b>BYL 124-21</b> is defeated.
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**OSSTF TORONTO**

# **DISTRICT GENERAL MEETING**

## **VIRTUAL**

**Thurs. June 17th, 2021**  
**Check-in: 4:15PM**  
**Meeting: 4:45PM – 6:00PM**

**President's Report                      Treasurer's Report**  
**Constitutional Amendments**

**Registration deadline: Thurs. June 10, 2021 - 4:30PM**

**Click the link to register:**  
**<https://osstftoronto.ca/dgm-2021-registration/>**

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

### **Dinner Allowance**

- A dinner allowance of up to \$50 will be reimbursed to those in attendance at the meeting - itemized receipt required.
- Reimbursement forms will be available in the DGM meeting package

### *ADVERTISEMENT*

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

<p><b>TTBU Provincial Councillors for 2021/22</b></p>
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The number of Provincial Councillors for the Bargaining Unit is determined in accordance with Provincial OSSTF Bylaw 11.2.3.1 "Each Bargaining Unit President shall be a member of Provincial Council", and Bylaw 11.2.3.3 "A Bargaining Unit shall be entitled to elect additional Provincial Councillors on the basis of one Councillor for each 1000". For the 2021-22 Federation Year OSSTF TTBU will be entitled to four Provincial Councillors in addition to the President.

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

The nominator and seconder must email Michelle LeBlanc : ([mleblanc@osstftoronto.ca](mailto:mleblanc@osstftoronto.ca)) to confirm that they are nominating the candidate. The member being nominated for Provincial Councillor may not nominate or second their own nomination. Nomination forms must be emailed to the attention of Michelle LeBlanc : ([mleblanc@osstftoronto.ca](mailto:mleblanc@osstftoronto.ca)) at the District Office and are due by 4:30 p.m. on Wednesday, June 2, 2021. Elections will take place at the TTBU Council meeting on Thursday, June 10, 2021.

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**THESE ARE NOT TIME-RELEASE POSITIONS**

**NOMINATION FORM**  
**OSSTF**  
**TORONTO TEACHERS' BARGAINING UNIT**  
**PROVINCIAL COUNCILLOR**  
**2020/21**

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 Provincial Councillor, may not nominate or second their own nomination.

**NOMINATION DEADLINE: 4:30 PM ON WEDNESDAY, JUNE 2, 2021**

NAME: \_\_\_\_\_

WORK LOCATION: \_\_\_\_\_

TELEPHONE: WORK: \_\_\_\_\_ HOME/CELL: \_\_\_\_\_

EMAIL ADDRESS: \_\_\_\_\_

NOMINATED BY: \_\_\_\_\_  
*Name and location* *Signature*

SECONDED BY: \_\_\_\_\_  
*Name and location* *Signature*

**I ACCEPT THIS NOMINATION:** \_\_\_\_\_  
*Signature*

**PLEASE RETURN THE COMPLETED NOMINATION FORM TO THE  
DISTRICT OFFICE BY 4:30 PM ON WEDNESDAY, JUNE 2, 2021.  
FORMS MUST BE  
EMAILED TO MICHELLE LEBLANC AT: [mleblanc@osstftoronto.ca](mailto:mleblanc@osstftoronto.ca)**

**MAXIMUM \$50.00 DINNER REBATE APPLICATION FOR  
REGISTRANTS OSSTF TTBU ANNUAL GENERAL MEETING  
Thursday May 20<sup>th</sup>, 2021 (4:30 PM – 7:30 PM)**

- Scan/Attach **ORIGINAL** receipt dated Thursday May 20<sup>th</sup>, 2021 – (No more than \$50.00 will be rebated)
- Keep a copy of rebate items for your records
- PLEASE PRINT CLEARLY

Rebate cheque payable to :

\_\_\_\_\_, \_\_\_\_\_  
(First Name) (Last Name)

Home Address: \_\_\_\_\_

City \_\_\_\_\_ Postal Code: \_\_\_\_\_

Branch/Worksite/School: \_\_\_\_\_

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

Member Signature: \_\_\_\_\_ Date Sent: \_\_\_\_\_

Please mail via Canada Post or Email to: [mreid@osstftoronto.ca](mailto:mreid@osstftoronto.ca)  
[dpickering@osstftoronto.ca](mailto:dpickering@osstftoronto.ca)

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

2020-2021

TTBU 5080



## Jim McQueen Excellence in Education Award

### Nomination Form

Student Name: (Print clearly) \_\_\_\_\_

School: \_\_\_\_\_

Head of Guidance: \_\_\_\_\_

Branch President: \_\_\_\_\_

School Telephone Number: \_\_\_\_\_

Commencement/Awards Ceremony Date: \_\_\_\_\_

Criteria Classification: \_\_\_\_\_

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

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

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

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



OSSTF TORONTO

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

### Childcare / Dependant Care Submission

- Childcare or dependant care expenses to allow members to attend authorized OSSTF Toronto actual/virtual activities will be reimbursed at \$15 per hour, OR at the Living Wage established for the community in which the member resides (whichever is higher).
- For reimbursement at the Living Wage, the member **must** provide documentation identifying that a Living Wage has been calculated for the community and provide proof of payment at that rate. Communities with a living wage are listed at [www.ontariolivingwage.ca/living\\_wage\\_by\\_region](http://www.ontariolivingwage.ca/living_wage_by_region)
- The maximum reimbursement for a day will be 10 hours, regardless of the number of dependants.
- If overnight care is needed, up to \$50 will be provided for overnight care.
- Reimbursements will include immediate family members, excluding parents and guardians, as eligible caregivers.
- Receipts from the childcare or dependant care provider must be provided.
- If there are exceptional circumstances, contact the TTBU or District Activity Liaison in advance for consideration of special approval.

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

TTBU or District Activity Liaison: \_\_\_\_\_

Cheque Payable to: (print legibly) \_\_\_\_\_

Mailing Address: (print legibly) \_\_\_\_\_

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

Documentation of Living Wage Attached:

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Original Receipt Attached:

☐

Copy of Original Receipt & Submission kept:

☐

Originals Sent to Address Below:

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

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

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