

**TTBU Council
Virtual Meeting
4:45 p.m.
JUNE 10, 2021**

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

AGENDA

- | | | |
|----------|---|---------------|
| 4:45 pm | 1. Call to Order | |
| | 2. Acknowledgement of Traditional Lands and Anti-harassment Statement | |
| | 3. Announcements | |
| | 4. Approval of Agenda | |
| | 5. Approval of Minutes of: April 22, 2021 | [pages 17-19] |
| #4:50 pm | 6. By-Election of Executive Positions | [pages 21-28] |
| #4:55 pm | 7. Provincial Councillor Election | [page 29] |
| | 8. On Time Motions | [N/A] |
| | 9. Executive Reports | |
| | 10. Questions to Executive/Items of Concern | |
| | 11. Provincial Executive Report | [pages 48-59] |
| | 12. Questions to Provincial Executive Report | |
| | 13. New Business, Late Motions and Notices of Motion | |
| 7:00 pm | 14. Adjournment | |

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

<i>The information in this package should be reported to members at your next OSSTF Branch Meeting.</i>

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

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

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

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

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

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

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

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

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

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

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

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

Resolution and Complaints Process

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

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

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

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

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

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

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

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

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

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

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

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

(Revised May, 2021)

TTBU Council Meeting: Quick Reference Guide

How to Communicate to the Steering Committee Using the Indicators?

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

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

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 Executive Report/Items of Concern

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

Questions to By-Election Candidates

- Same procedure as Questions to Executive/Report/Items of Concern, with the exception that questions are only up to 30 seconds.
- Questioners will only be placed into queue when the Chair announces the start of each Q&A session for each position. Requests to ask questions will not be taken in advance.
- The order of where you are placed into the queue can be viewed at <http://bit.ly/ByElectionsSequence>

Voting at Council

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

Follow the instructions to vote here: <https://osstftoronto.ca/wp-content/uploads/2013/11/OSSTF-Toronto-Online-Voting-Instructions.pdf>
The Chair will indicate when voting opens and closes.

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

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

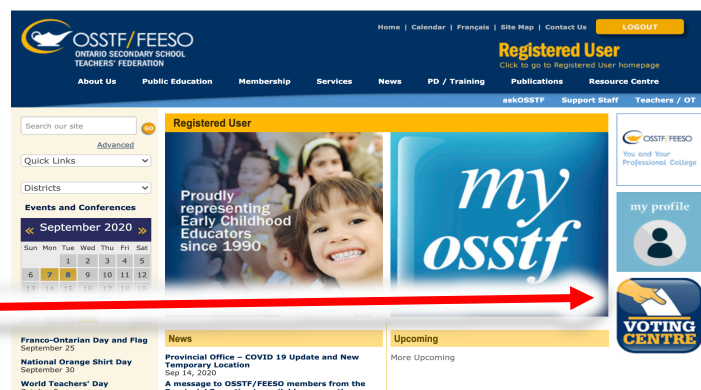
For an organized list of all the materials and links you will need for this meeting:
<https://linktr.ee/TTBUCouncil>

OSSTF TORONTO ONLINE VOTING INSTRUCTIONS

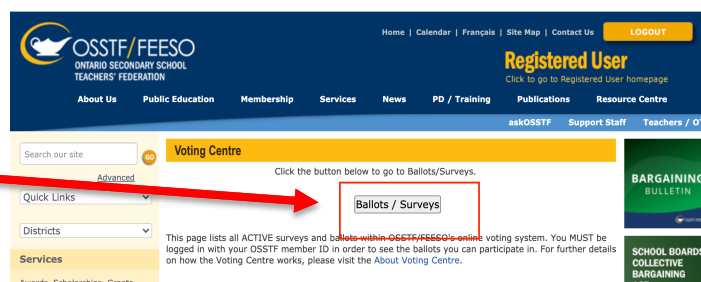
STEP 1: Login to the **Registered Users** section of the Provincial OSSTF website with your **OSSTF Member ID**:

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

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



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



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

Troubleshooting Tips:

Need Member Profile or Voting Centre assistance?

Email: membership-database@osstf.ca or

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

A Not Seeing the Voting Centre Badge?

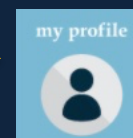
Please disable any Ad-Blockers in your browser. This can prevent the Voting Centre badge from displaying in some browsers. If this fails, try switching to a Private / Incognito / InPrivate browsing session.

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.

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.



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 Council

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 Agenda
 - a. On time motions will be sequenced prior to executive reports.
6. Order of Motions
 - a. On time motions will be sequenced before late motions.
 - b. On time motions will be sequenced in the following order:
 - i. Equity Motions (see definitions).
 - ii. Additional on time motions will be sequenced in the order they are received before the on-time deadline.
 - c. Late motions will be sequenced on the Agenda as an item that does not come prior to On time motions.

Timed Items

7. 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.
8. Timed items may be:
 - a. Unhashtagged timed items
 - b. Hashtagged (#) timed items
9. 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.
10. 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

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

Decisions by Consensus

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

Main Motions

15. A Main Motion brings business before council, and is used to direct action
16. 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

17. 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

18. 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.

19. 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 Council Representative 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.

20. 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.

21. 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

22. 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 Council Representative 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 Council Representative 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 Council 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

23. 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 Council Representative 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 / Council Representative 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

- 24. Any Member in attendance may participate in debate.
- 25. The appropriate form must be used to submit motions. Motions must be submitted to Steering in writing prior to debate of the motion.
- 26. Only a Council Representative can move, second, and vote on motions.
- 27. Once a Member has identified the indicator they wish to speak on they will be placed into sequence by Steering. Changing indicators changes the sequencing of speakers.
- 28. 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.

29. 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.
30. 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

31. Unless otherwise stated, a motion is considered carried by receipt of a simple majority.
32. 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
 - b. Late motions
33. A 9/10 majority vote is required for:
 - a. Amending a Late motion

Voting Procedure

34. After the Chair has called for the vote, Council Representatives will cast their vote.
35. The Chair will announce if the motion is carried or defeated.
36. If the results are unclear, the Chair or a Council Representative (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.
37. If requested by a Council Representative (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

38. Council Representatives must be registered to vote at Council by the established deadline.
39. Branch Presidents must complete the Branch Executive Form once elections are complete in the school and submit it to the OSSTF Toronto TBU office by the established deadline.
40. Council representatives may be asked to show ID at registration.

41. Alternates for the Branch may be designated by the Branch President.
 - a. The Branch President must email the name of the Council Representative who cannot attend and the name of the alternate to **steering@osstftoronto.ca** no later than noon on the day of the Council meeting. Alternates will need to show ID at registration.
42. When required, voting cards will be distributed by the Executive Liaison to Constitution and Steering or designate, and office staff members, before the Council meeting. Once the meeting begins, the office staff will continue to distribute the voting cards.
43. TTBU Council voting cards are non-transferable and only valid on the day they are issued.

Elections

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

Virtual Meetings

47. Virtual meetings may be called to replace in-person meetings at the discretion of the TTBU Executive upon review of technologies available.
48. Registered Council Representatives will receive an email that contains the meeting access link prior to the meeting.
49. 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.
50. Only registered Council Representatives can vote during the meeting.
51. Sign in for the virtual meeting will open at least twenty minutes before the meeting call to order, as listed in the agenda.
52. Council representatives may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
53. Virtual Council Reps 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.
54. 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.

55. A microphone will only be un-muted when a speaker is recognized by the Chair.
56. In order to vote, registered TTBU Council Representatives must have a registered account on the Provincial OSSTF website.
57. All motions to Council, not carried through Universal Consensus, will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website, when available.
 - a. Support for difficulty with the login process or for setting up an account can be accessed by contacting **Membership-Database@osstf.ca** during regular business hours.
58. During a virtual Council meeting, the Chair will indicate when voting opens, the length of time the ballot will be open, and when voting has closed.
59. The Steering Committee will explain the process for moving motions and participating in debate at the beginning of each virtual Council meeting.

Authority for Procedures

60. This document shall be the sole authority for all Council Meeting procedures.
61. At the first Council 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.
62. 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 Council Representative does not agree with the ruling of the Chair, they can Challenge the Chair as per the Rules of Order.
 - b. The prevailing result will be added to the Rules of Order.
63. Amendments to these Rules of Order must be provided using the correct form. And, a Notice of Motion must be given no less than one meeting prior to the Amendment to the Rule of Order being debated.
 - a. If carried, the amended Rules of Order will not come into effect until the adjournment of the meeting at which they were passed.
64. These Rules will be reviewed on a regular basis by the Constitution and Steering Committee.
65. The Constitution and Steering Committee may edit this document for grammar and clarity.

Professional Conduct

66. Members and guests shall exercise professional conduct in the meeting judged with an equity lens. Participants shall wait until they are recognized before speaking.
- Professional conduct is characterized by courtesy and good faith, and not engaging in public criticism of the Member's colleagues.
 - 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
67. Unprofessional conduct shall be dealt with in the following order:
- The Chair will remind the Member, and the house, of the rules and standards for the meeting.
 - 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.
 - The case may be sufficiently resolved by an apology or a withdrawal of objectionable statements by the offender, if not;
 - The Chair may choose to prevent the Member from participating in further debate.
 - 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.")
 - If the Member refuses to leave the meeting, they will be removed.

Definitions

68. "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.
69. Motions will be classified as the following
- BYL - Bylaw motions
 - CON - Constitution motions
 - MAC - Miscellaneous Action Motions
 - POL - Policy motions
 - PROC - Procedural motions
70. "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.
71. "Bylaw motions" shall mean any stand or position taken by OSSTF Toronto TBU that impacts the standing rules governing the membership of OSSTF Toronto TBU on matters entirely within the control of OSSTF Toronto TBU.
72. "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.

73. "On time motions" shall mean motions that were submitted to the Administrative Assistant, with responsibilities for Council (**mleblanc@osstftoronto.ca**) eight days prior to any given Council, by 4:30pm.
74. "Late motions" shall mean any BYL, CON, MAC, or POL motion that is not considered an "On time motion".

ADOPTED AS AMENDED February 2021

**OSSTF Toronto
TTBU Council Meeting
April 22, 2021**

1. Meeting called to order at 4:45 p.m. Michael Barltrop, TTBU Constitution and Steering, in the Chair.
2. The Acknowledgement of Traditional Lands and Anti-harassment Statement were read by the Chair.
3. Announcements were made by the Chair.
Chair advises that quorum has been reached.
4. The Agenda was approved with universal consensus.
5. The Minutes of February 18, 2021 was approved with universal consensus.
6. Election of Budget Committee members:
The Chair advised that three members put forth their names for three available positions. Mark Kissel, Tim Rudan and Careen Thompson are acclaimed to the 2021/2022 TTBU Budget Committee.
7. On Time Motions: none.
8. Executive Reports:
Leslie Wolfe
 - Welcoming remarks thanking all in attendance as frontline leadership is a major part of what keeps the Union strong and united.
 - Reported on status of local bargaining.
 - Chief Negotiator Lisa Black-Meddings reported on outstanding issues still at the Bargaining Table and timelines for potential job action.
 - The President continued reporting on the theme of local bargaining.
 - Spoke to Congregated sites and ISP returns to in-person teaching.
 - Reported on the Board's decisions regarding timetables for Quad 4 and next year.
 - Announcement of Executive By-election for the June 10, 2021 TTBU Council.
 - Acknowledgement, thanks and best wishes to Executive Officer Lisa Black-Meddings as she begins her new role on May 1 at the OSSTF/FEESO's Protective Services Department. Congratulations to Executive Officer Nicole Gauthier, who will assume the role of Chief Negotiator.

Michael Platt

- Provided a Health & Safety Report regarding recent work refusals and a worker's right to refuse unsafe work in Ontario.
- Reported on teachers' providing Covid-19 screening and a subsequent grievance recommended for arbitration.
- Thanked Branch Presidents for completing the Covid-19 fillable checklists. The checklist information is being provided to assist with the Provincial strategy to keep us all safe throughout Ontario.

Rony Masri

- Reported on the 2021 TTBU Annual General Meeting scheduled for May 20, 2021. Registration is live and an informative poster was provided in Council packages.

Hayssam Hulays

- Spoke to the Workers' Action Centre's new campaign, "Justice for Workers, Decent Work for All". As we build toward the next provincial election, Counselors and members asked to commit for one hour on May 1, 2021 to help make a difference in the lives of all Ontarians through member advocacy.
- Provided an update on benefits for ADS teachers.

Nicole Gauthier

- Advised that members should not make any plans around the beginning of school in September 2021 until the Ministry approves the 2021-2022 school calendar. The draft calendar will be at the Ministry by May 7, 2021 for final approval.

9. Questions to Executive/Items of Concern

- Questions and concerns were addressed.

10. Provincial Executive Report:

Harvey Bischof

- Reported on a special meeting of the Ministry Initiatives Committee held on March 22, 2021 regarding expanding student access to online and remote learning. A media conference is scheduled for May 5, 2021 to address our concerns and implications over the Ministry's plan.
- Spoke to Bill 254, *Protecting Ontario Elections Act* that was granted Royal Assent on Monday. Provided a brief analysis of this highly problematic Bill in connection with third-party advertisers and restrictions the Federation would face working with like-minded partners.
- Reported on Bill 269, *Protecting the People of Ontario Act (Budget Measures)*. The Federation is concerned with the government's plan to reduce public education funding.
- Spoke to the 2022 Provincial Election Riding-by-Riding Consultations being conducted on May 12 and May 13, 2021.

- Reported on the March 31, 2021 Ministry of Education De-streaming Roundtable Discussion: Educator Focused Supports. The purpose of the meeting was to engage with sector and community partners to help inform the successful implementation of a de-streamed grade 9 program.

11. Questions to Provincial Executive Report

- Questions were answered.

13. Adjournment: 7:00 p.m.

**OSSTF Toronto
TTBU Council Meeting
April 22, 2021**

9. Questions to Executive/Items of Concern

- Mechanics behind work refusals and being ordered back to work; follow up comment
- Work refusal process more suited for industrial settings rather than our circumstances; follow up question on engaging in political action
- Basis for our objection against cohorts
- Clarification of the *Act* with principals assigning duty coverage on a work refusal; follow up comment
- Our use for the closure of worksites that report five or more Covid cases
- Work refusals for masks not labeled as to contents such as graphene
- Exec thoughts on two comments made by a Ministry H&S rep during a work refusal
- Beyond advocacy for prep time and lack of turnaround time between Quads for next year; follow up to obtaining a list of deputation dates
- Concern about credit rescue days and what can be asked of teachers
- Status of interim report card grievance and the issue being resolved by start of next school year
- Concern over unbalanced timetable scheduling in the next school year; follow up on Board's right to assign
- Concern over police powers and non-compliance to Covid orders; follow up comment on timing of news and our position
- Process for tracking grievances; follow up regarding an online process
- Follow up question over police powers concern
- Rate of teachers on leave this year compared to previous years
- Hotspots and the utilization of extreme geographical forms
- Numbers of tentatively surplussed teachers and bumping; follow up question

11. Questions to Provincial Executive Report

- Provincial support for teachers that can't obtain vaccines
- Concern over lack of post-AMPA response to racialized activists' letter for change
- Schools are not safe until all education workers are vaccinated

Elect

CHRIS CHANDLER

on June 10

web: chrisforvicepresident.ca

For TTBU Vice-President

Chris's ability to communicate clearly and sympathetically has made his visits popular with staff, even those who are wary of union meetings. Whenever I have had concerns about Member rights or questions, Chris has been quick in his responses and they are always thoughtful and insightful in ways that have helped me to re-open the lines of communication with administration. I have always felt heard and valued by the union when speaking with Chris and I think he will be an asset to improving Member engagement.

-- Maggie Borch, Branch President, Albert Campbell Collegiate Institute



Chris has won the respect, admiration and support of Silverthorn Collegiate Institute. Whether he is holding an informative and interactive lunch meeting or engaging with young members and dealing with their concerns, Chris is second to none. In 16 years being Branch President I have worked with many Executive Officers; Chris is one of the best. Chris's proven track record will make him a Vice-President who listens, responds and effects much needed change for the betterment of us ALL in D12.

-- Mitch Bubulj, Branch President, Silverthorn Collegiate Institute



Endorsements

- Mira Gerhard, Branch President, AY Jackson Secondary School
- Michael Stevens, AY Jackson Secondary School
- Janice Patterson, Albert Campbell Collegiate Institute
- Jeff Bloom, Branch President, Alternative Attendance Programs
- Mel Willson, Co-Branch President, Bloor Collegiate
- Louise Baldacchino, Branch President, Central Technical School
- Claire Bloom, Central Technical School
- Michele Levar, Central Technical School
- Eunice O'Mahoney, Retired Branch President, Central Toronto Academy
- Marc Kopyto, Earl Haig Secondary School
- Sheridan Hay, Branch President, East York Alternative School
- Ernie Steponas, Co-Branch President, Etobicoke Collegiate Institute
- Carolyn Brett, Branch President, Frank Oke Secondary School
- Steve Ross, Harbord Collegiate Institute
- Jennifer Lippa, John Polanyi Collegiate Institute
- John Ouzas, Malvern Collegiate Institute
- Dieter Hartill, Branch President, Martingrove Collegiate Institute
- Rob Mound, Branch President, Monarch Park Collegiate Institute
- Peter Gray, Newtonbrook Secondary School
- Damir Maltaric, Co-Branch President, Northern Secondary School
- Yolanda Ricciuti, Northern Secondary School
- Bryan Brewda, Co-Branch President, Northview Heights Secondary School
- Alexandra Dobbin, Co-Branch President, Northview Heights Secondary School
- Terry Maguire, Branch President, Parkdale Collegiate Institute
- Scott Schillaci, Co-Branch President, RH King Academy
- Juliana Hodgson, Branch President, SATEC @ WA Porter Collegiate Institute
- Gord Lemon, SATEC @ WA Porter Collegiate Institute
- Rachel Rosen, Branch President, School of Life Experience (SOLE) Alternative School
- Sarah Attwell, Silverthorn Collegiate Institute
- Marika Viger, Silverthorn Collegiate Institute
- Richard Spiegel, Branch President, Thistletown Collegiate Institute
- Arthur Matheson, Branch President, Woburn Collegiate Institute
- Barry Pietersen, Branch President, York Mills Collegiate Institute

On June 10, vote for

Action. Service. Progress.

email: chrisforvicepresident@gmail.com

Visit danicaizzard.com for more information and endorsements

Vote DANICA IZZARD

Vice-President

Key responsibilities of the Vice-President:

- Staffing Lead (akin to Chief Negotiator for Staffing table)
- Work closely with Executive Officers to provide support on member issues, grievances, etc.
- Co-Chair Grievance meetings
- Organize/Planning events (Branch President's weekend, AMPA delegation, Staffing Training, etc)



Vote for Danica because ...

- Second Negotiator experience and five years as a Staffing Officer are perfect for taking the lead in Secondary Staffing manual (Blue Binder) talks with the board.
- Proven competence as an excellent mentor to members and leaders.
- Demonstrated capability to organize and coordinate events of all sizes for the membership
- Extensive experience with equity, diversity and inclusion work. Currently developing anti-racism workshops with other labour activists in GTA specifically for unions/union leaders.

Related Experience:

- Staffing Officer for over 5 years
- Second Negotiator (2 rounds of bargaining) as member of table team
- Grievances & Arbitrations successfully resolved for members
- Constitution & Steering Executive Liaison
- Chaired Council, AGMs, DAGMs
- Mentor in OSSTF Equity Mentorship Program, mentoring members and leaders around the province
- Organized Labour Day, District General Meeting, OISE Federation Day and many other large events successfully



Endorsed by:

Vahid Amani,
Branch President,
Weston C.I.

Lauren Simmons,
Branch President,
Leaside H.S.

Jessica Polley,
Branch President
Downsview C.I.

Mark Lyne, Branch
Vice-President,
Wexford S.F.A.

Betty Andriopoulos,
Branch President,
North Toronto C.I.

Danica is dedicated to...

- Provide functional, member-driven training and workshops throughout the year.
- Work to improve access & participation of all the membership.
- Actively work to dismantle the barriers that exist for members of various and intersecting identities.

Dependable. Diligent. Dedicated.



TTBU ✓
EXECUTIVE OFFICER

Experienced Branch President
11 Years as a classroom teacher
Collective Bargaining Committee and Grievance
Appeals Officer
Member Engagement Committee
Political Action Committee
Barriers to Participation Committee
Member Engagement Committee
Election Committee
Steering Committee
AMPA Delegate

Expect More

My Priorities

Organizing needs to be the focus of everything we do

Collective Bargaining is a chance to organize

Health and safety is a chance to organize

Elections are a chance to organize

Setting the agenda at TTBU Council meetings is a change to organize

I want to make organizing and engaging members the focus of all our internal energy

Political Action is Collective Bargaining

Lobbying only works if the government needs our support

Focusing on issues is more effective than focusing on candidates and political parties

Our message gets more traction when we centre our students and most vulnerable members

I want to make effective Political Action an objective, measurable goal

Meaningful Member Engagement

TTBU should be organized from the Branches-out

Members should feel they can make positive change in their school

I want to train Branch Presidents to empower members to make demands

I want to provide resources to turn member demands into successes

My Qualifications

•Member Protection and Contract Maintenance is the job

As a member of the Provincial CBC I trained time release officers how to navigate the grievance process

I understand the process and will be effective as an EO

I'm who you want representing you if you need representation

•Negotiating is a skill

I have completed the Harvard Negotiations Project and am ready to 'get past no' and 'get to yes' when representing members at the branch or board level

•Competence Matters

I have studied Union Trade Law and have a unique combination of constitutional expertise and research skill

I am ready to lead, protect, and fight for you

Elect Change

votebeer.blogspot.com

Rick Beer for EO

**ELECT DEBORAH BUCHANAN-WALFORD
FOR
OSSTF DISTRICT 12 TBU EXECUTIVE OFFICER**



I am honoured to be endorsed by:

Aidan Monis
Rosedale Heights School

Larraine Astejada
Emery Adult LC

Ben Saifer
CALC SS

Laura Clayton-BP
SCAS Adult Ed

Danielle Lochan
Emery Adult LC

Lauren Simmons-BP
Leaside HS

David Mandelzys
Bloor CI

Matthew Hicks
Emery Adult LC

Derik Chica-BP
Emery Edvance

Melanie Wilson-Co-BP
Bloor CI

Elizabeth McEachern
Yorkdale Adult Ed

Mercy Yulien
Danforth C&TI

Eunice O'Mahony, -Former HRC
Chair
Retired

Nora Agha
CALC Adult Ed

Faisal Ahmad
Emery Adult LC

Nikita Singh
CALC Adult Ed

Hardeep Chauhan-BP
Cedarbae CI

Sarah Vance
Riverdale CI

Heather Byrnes-BP
Don Mills CI

Seth Bernstein- BP
Ursula Franklin Academy

Jonathan LeFresne
Leaside HS

Shay-Lea Anishinaabe Kwe O'Brien
TDSS

Kristina Budny
RH King Academy

Zainab Zafar-BP
BALC Adult

**...and others who could not be
added due to limited space!
Thank you!**

Go to
 **<http://www.deborah4osstf.com>**
**for more information and tools to fight back against the
hybrid model.**



Elect

June 10th!

Mark Kissel



TTBU Executive Officer



@ELECTMARK4EO

WWW.MRKISSEL.CA

I Believe In

- **Equity:** Dismantling racism and all forms of oppression;
- **Voice :** Working to enable voices of underrepresented groups;
- **Solidarity :** Engaging Members in collective action;
- **Public Education:** Ensuring funding for continued public education & working to raise awareness of our government's private education agenda;
- **Your Rights:** Advocating for a fair, equitable, and safe workplace for all.

“Mark is a strong unionist whose attention to detail and commitment to ensuring things run as they are meant to will make him a strong Executive Officer. The same skills that led to his help in changing the TTBU Rules of Order to meet the needs of our diverse collective, will be integral to his aiding members during times of need. His encyclopedic knowledge of rules and documents at the local and provincial level will make him a strong enforcer of our collective agreement. And, most importantly, Mark works incredibly well as part of a team, asking questions when required, rather than risking providing incorrect or damaging responses.”

Mike Barltrop, Branch UP Western Technical School, Member:
Constitution & Steering Committee

“MARK HAS BEEN AN INVALUABLE SOURCE OF HELP AND SUPPORT AS A FELLOW BRANCH PRESIDENT AND MEMBER OF THE STEERING COMMITTEE. ANY TIME I HAD QUESTIONS -- BE THEY ABOUT OUR COLLECTIVE AGREEMENT, OUR CONSTITUTION, RULES OF ORDER, ETC. MARK ALWAYS HAD THE RIGHT ANSWER, RIGHT AWAY. HE'S PATIENT, KIND, AND WILLING TO LEND AN EAR; I TURNED TO HIM A LOT DURING OUR STRIKE ACTION DAYS FOR ADVICE (AND ALSO FOR VENTING)! MARK IS ALSO VERY WELL-CONNECTED AT THE PROVINCIAL LEVEL, AND HAS PROVIDED ME WITH EXPERT GUIDANCE ON HOW TO EFFECTIVELY CHAIR MEETINGS. ALL OF THESE REASONS, AND MANY MORE, ARE WHY I THINK MARK WOULD BE AN AMAZING EO.”

GRACE CHOI: FORMER
BRANCH PRESIDENT SATEC
@ WA PORTER, MEMBER:
CONSTITUTION & STEERING
COMMITTEE

ENDORSEMENTS

Mike Andrews: Former Branch President
Burnhamthorpe EdVance
Carolyn Brett: Branch President Frank
Oke SS
Joanne Coniam: Branch President
L'Amoreaux CI
Marc Kopyko: Council Representative
Earl Haig SS
Arthur Matheson: Branch President
Woburn CI
Wilma Pidhayny: Former Branch President
Runnymede CI
Careen Thompson: Branch President
Emery CI
Esther Uhm: Council Representative
Central Technical School

“If you want competence you want Mark Kissel!

Mark's extensive body of knowledge on Union issues and the current political climate makes him a well informed candidate perfect for the position of Executive Officer. Throughout our years together at Vic Park, Mark has garnered my trust and the trust of other teachers as his delivery of information has always proven to be complete, forthcoming and with clarity. Mark's strong organisational abilities were displayed during the time of our strike as Mark was able to bring structure to a very unstructured time. I have always sought out and appreciated his input on various union related issues as I knew that I could rely on Mark's ability to clarify and simplify important information. He is an asset to our union. I endorse Mark Kissel for Executive Officer.”

Joy Martyr-Andre Co-Chair
District BIWOC Committee,
ACL Equity Victoria Park CI

Elect Jason Kunin for Executive Officer



"Jason is a really strong BP. He's great at organizing AND member protection. Not many people can rock both sides. He's incredibly diplomatic, while able to fight for what's right. He wants to do the research and learn everything, and he does."

-Mike Barltrop, Branch VP, Western Tech

"A long-time voice of conscience at council, Jason has been steadfast in his advocacy of progressive values and the need for an engaged, activist executive and membership. At a time when education workers are facing the fight of their lives, his branch president experience, media savvy, and dedication to better working and learning conditions make him an ideal choice for Executive Officer."

-Rachel Rosen,
Branch President,
SOLE



"For many years, Jason has articulated the concerns of education workers and has been a passionate voice in defence of public education. From his daily work as a Branch President, to engagement in District Council debates and on District Committees, Jason continually demonstrates qualities that make him an ideal candidate for leadership."

-Terry Mcguire, BP,
Parkdale CI

ENDORSEMENTS

Michael Altwerger, BP, Earl Haig SS
Vahid Amani, BP, Weston CI
Louise Baldacchino, BP, Central Tech
Mike Barltrop, Branch VP, Western Tech
Seth Bernstein, BP, Ursula Franklin Academy
Maggie Borch, BP, Campbell CI
Heather Byrnes, BP, Don Mills CI
Yvon Cote, Co-BP, Northern SS
Dietre Hartill, BP, Martingrove CI
Marc Kopyto, Branch VP, Earl Haig SS
Jse-Che Lam, Subway Academy II
Daniel Lowinsky, BP, TDSS
Nancy Maletin, Co-BP, Rosedale Heights
Damir Maltaric, Co-BP, Northern SS
Terry Mcguire, BP, Parkdale CI
Vanessa Mo, Co-BP, Bloor CI
Emma Munro, BP, George Harvey CI
Jeff Munroe, BP, The Student School
Jessica Polley, BP, Downsview SS
Steve Ross, Co-VP, Harbord CI
Anne Schmidt, BP, West Hill CI
Jamie Smith, BP, CALC Adult Learning Centre
Melanie Willson, Co-BP, Bloor CI



"District 12 has long benefited from Jason Kunin's strong leadership and the honest and principled example that he sets. As an EO, Jason will stand up for members within the board and within the union. He has my highest respect and endorsement."

-Steve Ross, Co-BP, Harbord C.I.



ELECT

MARYLINE

LANTEIGNE

For OSSTF Executive Officer



Niagara Falls Rally. February 2020



Queen's Park Strike, March 2020



Being interviewed during full walk-out strike.

Contact:

marylinelanteigne@gmail.com

Website: bit.ly/3v32lh0

#14PaidSickDaysNow

#VoteFordOut2022

#HybridHurtsKids

My name is Maryline Lanteigne and have been a Branch President and union activist for many years. I AM READY to serve, represent and support you.

COMMITMENT TO MEMBERS:

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

EXPERIENCE:

- ▶ Classroom teacher for 18 years since 2003.
- ▶ Created an interdisciplinary course called FIRST NATIONS IDENTITY which combines curriculum expectations from several subjects.
- ▶ Branch President, serving Jarvis Collegiate for 7 years since 2014.
- ▶ Staffing Committee member for 9 years since 2012.
- ▶ AMPA delegate for 3 years since 2019.
- ▶ Regular council member for 7 years since 2014.
- ▶ Instrumental in flagging staffing irregularities to the Native Learning Centre which led to the changes in the Staffing Binder.

ENDORSEMENTS:

- Heather Byrnes, BP for Don Mills CI
- Karen Lew, BP for Harbord CI
- Louise Baldacchino, BP for Central Tech.
- Rachel Rosen, BP for SOLE
- Nancy Maletin, BP for Rosedale School of the Arts
- Terry Maguire, BP for Parkdale CI
- Dan Lowinsky, BP TDSS
- Jessica Polley, BP for Downsview SS
- Rob Mound, BP for Monarch Park CI
- Joanne Coniam, BP for L'Amoreaux CI
- Howard Kwan, Co-BP for Danforth Collegiate and Technical Institute
- Damir Maltaric, Co-BP for Northern SS
- Yvon Cote, Co-BP for Northern SS
- Jamie Berrigan, TDSB Central: Equity and Anti-Oppression
- Mary Moynihan, TDSB Central: Program Coordinator of Arts
- Dan Retson, Native Learning Centre
- Fred Cho, Bloor CI
- Steve Ross, Harbord CI
- Fabio Di Giovanni, L'Amoreaux CI
- Marc Kopyto, Earl Haig SS
- Danielle Richer, Rosedale School of the Arts
- Wajahath Khan, Jarvis Collegiate
- Janice Patterson, Albert Campbell CI
- Jane Sorel, Former BP for West Hill CI & OTBU Executive



2021-2022 TTBU Provincial Councillor Candidates

As of the deadline of 4:30 pm, June 2, 2021, the following six nominations were received for four available positions:

Derik Chica, Emery EdVance SS

Chris Chandler, Executive

Bruce Garrett, Victoria Park CI

Nicole Gauthier, Executive

Danica Izzard, Executive

Michael Platt, Executive

The position of Provincial Councillor will be filled via electronic voting by registered voting reps at the June 10, 2021 TTBU Council meeting.

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 06/08/2021	Change
REVENUE			
District Funding			
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
Total District Funding	990,306.11	657,847.09	332,459.02
Member Levy			
TTBU Levy - Executive Time Release	448,000.00	406,166.37	41,833.63
Total Member Levy	448,000.00	406,166.37	41,833.63
Other Revenue			
Investment Revenue	16,000.00	10,097.07	5,902.93
OTIP Rebate	25,000.00	30,000.00	-5,000.00
Miscellaneous Revenue	0.00	5,458.00	-5,458.00
Total Other Revenue	41,000.00	45,555.07	-4,555.07
TOTAL REVENUE	1,479,306.11	1,109,568.53	369,737.58
EXPENSE			
Executive			
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	929.66	15,570.34
Executive Action	12,000.00	0.00	12,000.00
Executive Mileage and Taxi	14,500.00	591.37	13,908.63
Total Executive	730,500.00	688,521.03	41,978.97
Meetings			
TTBU Executive	12,000.00	1,955.11	10,044.89
TTBU Council Meetings/Travel	29,000.00	3,519.52	25,480.48
TTBU Annual General Meeting	35,080.00	10,705.98	24,374.02
Branch Meetings (Rebates)	23,000.00	22,429.13	570.87
Total Meetings	99,080.00	38,609.74	60,470.26
Activities/Programmes			
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	394.41	1,105.59
Time Release -Activities/Programmes	1,000.00	14,117.31	-13,117.31
Special Projects/Member Engagement	500.00	0.00	500.00
Total Activities/Programmes	93,900.00	16,373.47	77,526.53
Member Protection			
Grievances	31,000.00	10,613.03	20,386.97
Legal Retainer	17,000.00	16,950.00	50.00
Negotiations	5,000.00	1,133.05	3,866.95
Secondary Consultation(Common Conc)	1,000.00	0.00	1,000.00
Staffing(Data/Blue Bk/Training Wkp)	14,000.00	3,959.59	10,040.41
Total Member Protection	68,000.00	32,655.67	35,344.33
Committees			
Constitution Committee	3,900.00	564.79	3,335.21
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

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 06/08/2021	Change
Total Committees	<u>13,400.00</u>	<u>1,181.50</u>	12,218.50
Office Expenses			
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	<u>24,000.00</u>	<u>16,196.05</u>	7,803.95
Total Staff Benefits	58,400.00	42,140.16	16,259.84
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	6,951.42	11,548.58
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	14,626.65	9,373.35
Postage	5,000.00	8,333.23	-3,333.23
Taxi and Courier	500.00	0.00	500.00
Parking/Management	5,000.00	3,320.00	1,680.00
Insurance	<u>2,500.00</u>	<u>1,571.59</u>	928.41
Total General Office Expenses	89,400.00	53,820.23	35,579.77
Computer/Network Support/Licenses	17,200.00	6,032.45	11,167.55
Website/Fibre	9,200.00	9,366.21	-166.21
Contingency	130.13	0.00	130.13
Total Office Expenses	<u>472,086.11</u>	<u>334,665.00</u>	137,421.11
TOTAL EXPENSE	<u>1,476,966.11</u>	<u>1,112,006.41</u>	364,959.70
NET INCOME	<u>2,340.00</u>	<u>-2,437.88</u>	4,777.88

EtoE
AP

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 06/08/2021	Change
REVENUE			
Provincial Office Funding			
2000 - Basic District Rebates	1,599,801.00	1,343,482.00	256,319.00
2010 - Prof. Develop. and Training	88,817.00	50,738.02	38,078.98
2015 - Union Training	1.00	0.00	1.00
2045-Events to Engage	6,000.00	0.00	6,000.00
2050 - PAC Special Distr. Programs	2,500.00	10,000.00	-7,500.00
2052 - District Coalitions	25,000.00	0.00	25,000.00
2055 - Dist Excellence in Education	1.00	0.00	1.00
2080 - District WSIB Funding	1,310.00	0.00	1,310.00
2090 - Member Accessibility Funding	1.00	0.00	1.00
Election Readiness / Mobilisation	1.00	0.00	1.00
Other Provincial Office Funding	1.00	0.00	1.00
Total Provincial Office Funding	1,723,433.00	1,404,220.02	319,212.98
Member Levy			
District Political Action Levy	85,000.00	57,154.81	27,845.19
Total Member Levy	85,000.00	57,154.81	27,845.19
Other Revenue			
Interest Revenue	1,500.00	0.00	1,500.00
Active Retired Members	1.00	12,847.50	-12,846.50
Camille Natale Award Income	1.00	-250.00	251.00
Miscellaneous Revenue	58,500.00	0.00	58,500.00
Total Other Revenue	60,002.00	12,597.50	47,404.50
TOTAL REVENUE	1,868,435.00	1,473,972.33	394,462.67
EXPENSE			
Bargaining Unit Funding			
OTBU Funding - Funding Master	193,322.20	154,597.76	38,724.44
OTBU Funding - Other	13,757.12	0.00	13,757.12
PSSP Funding - Funding Master (net)	173,709.03	138,967.17	34,741.86
PSSP Funding - Other	12,361.41	0.00	12,361.41
TTBU Funding - Funding Master	881,071.81	704,657.44	176,414.37
TTBU Funding - Other	62,698.47	0.00	62,698.47
Active Retired Members	0.00	12,847.50	-12,847.50
Allocation To BUs From Surplus	58,500.00	58,500.00	0.00
Total Bargaining Unit Funding	1,395,420.04	1,069,569.87	325,850.17
Executive			
Executive Time Release	160,000.00	160,000.00	0.00
Executive Liaison Expenses	2,000.00	0.00	2,000.00
Total Executive	162,000.00	160,000.00	2,000.00
Meetings			
District Executive	2,000.00	75.14	1,924.86
District General & Annual Meetings	16,500.00	8,987.79	7,512.21
Inter-District Meetings/Training	0.00	25.00	-25.00
AMPA	40,000.00	5,503.11	34,496.89
Total Meetings	58,500.00	14,591.04	43,908.96
Activities/Programmes			
Political Action	40,000.00	15,009.99	24,990.01
Labour Council	26,500.00	26,000.00	500.00
Election Readiness/Mobilisation	1.00	12.00	-11.00
Affiliations/Coalitions	10,000.00	10,000.00	0.00
Grants and Donations	6,000.00	900.00	5,100.00
Community Forums/Member Outreach	6,000.00	0.00	6,000.00
AMPA Campaigns	5,000.00	3,320.93	1,679.07
Camille Natale Award	1.00	310.18	-309.18
Ex in Ed - Jim McQueen Award	8,500.00	1,745.20	6,754.80
Awards Event	4,000.00	0.00	4,000.00
Pregnancy, Parental, Adoption Leave	1,550.00	37.29	1,512.71
Total Activities/Programmes	107,552.00	57,335.59	50,216.41

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 06/08/2021	Change
Committees			
Constitution Committee	1,500.00	209.79	1,290.21
Communications PAC Committee	3,700.00	923.83	2,776.17
Finance Committee	1,600.00	456.65	1,143.35
Gay/Straight Alliance Committee	3,500.00	23.13	3,476.87
Occupational Health and Safety Cttee	1,600.00	16.69	1,583.31
Human Rights Committee	4,500.00	349.72	4,150.28
Status of Women Committee	3,000.00	1,191.80	1,808.20
Black, Indigenous, Workers of Colour	2,500.00	878.90	1,621.10
Eco Committee	1,100.00	319.98	780.02
Total Committees	23,000.00	4,370.49	18,629.51
Office Expenses			
Staff Salaries	48,174.00	35,532.87	12,641.13
EI Expense	1,000.00	760.00	240.00
CPP Expense	2,000.00	1,781.76	218.24
WSIB Expense	1,600.00	830.98	769.02
Pension Expense	4,000.00	3,040.30	959.70
Benefit Plan	6,000.00	4,571.99	1,428.01
Total Staff Benefits	14,600.00	10,985.03	3,614.97
Temporary Help	240.00	70.00	170.00
Bank Charges and Audit	500.00	0.00	500.00
Building Operations	25,900.00	25,900.00	0.00
Capital Equipment	1,250.00	282.07	967.93
Supplies	4,625.00	1,734.41	2,890.59
Photocopying	1,125.00	172.80	952.20
Photocopier Leases	5,375.00	3,865.35	1,509.65
Paper Purchases	600.00	263.49	336.51
Printing	125.00	170.63	-45.63
Telephone	6,000.00	3,571.17	2,428.83
Postage	1,250.00	2,296.28	-1,046.28
Taxi and Courier	125.00	24.83	100.17
Parking/Management	1,250.00	830.00	420.00
Insurance	625.00	392.90	232.10
Total General Office Expenses	22,350.00	13,603.93	8,746.07
Computer/Network Support/Licenses	4,800.00	1,422.98	3,377.02
Website/Fibre	2,300.00	2,344.72	-44.72
Contingency	14.96	12.00	2.96
Total Office Expenses	118,878.96	89,871.53	29,007.43
TOTAL EXPENSE	1,865,351.00	1,395,738.52	469,612.48
NET INCOME	3,084.00	78,233.81	-75,149.81

E+OE
JH

NO STUDENT IN **any class**
SHOULD HAVE TO WATCH FROM HOME
WHILE THEIR FRIENDS GET THE
EXPERIENCE OF IN-CLASS LEARNING.

#HybridHurtsKids

OSSTF Toronto

OSSTF TTBU *No Hybrid!* Campaign

[targeted emails and shareable graphics at <https://osstftoronto.ca/news/2021/05/no-hybrid/>]

Dear [Trustees, Director, and Chair],

As an education worker who lives in your ward, and who works for the Toronto District School Board as a member of the Ontario Secondary School Teachers' Federation, I am writing to express my grave concerns about the TDSB's current plans to continue in September with hybrid teaching: that is, the practice of mixing together in the same period students who are attending in-class with students learning remotely.

Hybrid teaching puts the burden of responding to Covid fully on the backs of students and education workers alone, with a model that serves neither the learners in class nor those at home. Imagine a teacher delivering a science lesson, where some students in-class conduct a laboratory experiment, while their remote classmates watch on screens from home, and the teacher alternates attention between the two. Who learns effectively in this picture? Or imagine a teacher in a gymnasium, teaching a group of young people a new skill or sport, while at the same time supervising another group of students at home, alone as they watch their peers enjoy a different educational experience and fuller social interactions from afar. Then imagine, please, *every other subject area* in which our students will be enrolled in September, and ask yourself what you can plan, now, to avoid the destruction of quality public education that hybrid teaching so obviously brings in every case. [Members who have taught hybrid who wish to add their own experience here are welcome to do so]

It's bad enough that hybrid teaching has been running in TDSB secondary schools since the second quadmester of this year. I ask you to ensure that it does not continue in September for another reason. Consider that hybrid teaching does not simply fracture the learning and wellbeing of those in our system *generally*: it also disproportionately impacts poor and racialized students in our city, since the risks from Covid continue to affect those communities to greater degrees (a well and abundantly documented fact), putting the most vulnerable families in greatest need of remote learning options.

Hybrid teaching is merely the cheapest way to solve the challenge of families opting out of in-school attendance. I implore you: please hire whatever staff are needed so there is a dedicated teacher for every class on each distinct platform. Please ensure that our students, their families, and your education workers have access to the teaching and learning environments they need. Both the student learning gaps widened by Covid, and the caring commitment of our education workers deserve more hiring, more resources and more creative solutions, not less.

Respectfully,
[member name]



Call for Members - 2021/22

OSSTF TTBU Constitution and Steering Committee

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

BYLAW 3 - STANDING COMMITTEES

3.1.4 Constitution and Steering Committee

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

3.1.4.2 Duties

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

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

3.1.4.2.3 review & monitor this Constitution, Bylaws and Policies annually; 3.1.4.2.4 make recommendations on constitutional issues of the Bargaining Unit upon Request;

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

It has been the practice of the TTBU to have a steering committee for all TTBU general meetings and Council meetings. This includes a meeting of the Constitution and Steering Committee prior to each Council meeting. The first meeting of the 2020/21 school year will take place at **4:30 pm on Monday, September 13, 2021** and will include an orientation session.

If you are interested in joining this committee, please complete the attached application form and return to the OSSTF Toronto Office **by 4:30 pm on Thursday, September 9, 2021.**

FORMS MUST BE EMAILED TO MICHELLE LEBLANC AT
mleblanc@osstftoronto.ca

June, 2021

OSSTF TTBU Constitution and Steering Committee

I am interested in joining the OSSTF TTBU Constitution and Steering Committee for the school year 2021/22.

Name: _____

School: _____

Contact Information: Cell Phone: _____

Home Phone: _____

E-mail: _____

As a member of the OSSTF TTBU Constitution and Steering Committee, you will be privy to information prior to the general member population and/or the Executive members. As such, members of this committee **MUST** keep the information confidential. In light of the need for confidentiality, all meetings of the steering committee will be held in Executive Session¹.

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

Signature: _____ Date: _____

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

ADVERTISEMENT

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

**District Executive
Officers at Large
for
2021/22**

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

The nominator and seconder must email Michelle LeBlanc : (mleblanc@osstftoronto.ca) to confirm that they are nominating the candidate. The member being nominated for District Executive Officer at Large may not nominate or second their own nomination. Nomination forms must be emailed to the attention of Michelle LeBlanc at: (mleblanc@osstftoronto.ca) at the District Office and are due by 4:30 p.m. on Thursday, September 9, 2021. Elections will take place at the TTBU Council meeting on Thursday, September 23, 2021.

THESE ARE NOT TIME-RELEASE POSITIONS

NOMINATION FORM

**OSSTF
TORONTO TEACHERS' BARGAINING UNIT
DISTRICT EXECUTIVE OFFICERS AT LARGE
2021/22**

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

NOMINATION DEADLINE: 4:30 PM THURSDAY, SEPT. 9, 2021

NAME: _____

WORK LOCATION: _____

TELEPHONE: WORK: _____ HOME/CELL: _____

EMAIL ADDRESS: _____

NOMINATED BY: _____
Name and location *non-TDSB email*

SECONDED BY: _____
Name and location *non-TDSB email*

I ACCEPT THIS NOMINATION: _____
Signature

**PLEASE RETURN THE COMPLETED NOMINATION FORM TO THE
DISTRICT OFFICE BY 4:30 P.M. ON THURSDAY, SEPT. 9TH, 2021.
FORMS MUST BE EMAILED TO MICHELLE LEBLANC AT:
mleblanc@osstftoronto.ca**

OSSTF Toronto Branch Executive for 2021-2022

Worksite: _____ Worksite Phone Number: _____

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

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

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

Please note: The number of TTBU Council Representatives elected at each Branch is determined by the number of staff allocated to the Branch. Please see the *Council Representatives per Branch* Document, posted on the OSSTF Toronto website

(<https://osstftoronto.ca/member-resources/56047/>) to determine how many Council Representatives your Branch has been allotted.

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

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

TURN OVER

3. Additional Representatives (Bylaw 1.1.2)

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

4. The Collective Agreement (L17.1) provides for an annual early dismissal/late open for the express purpose of a staffing and workload survey to be completed by all members. This survey must be completed during a regularly scheduled monthly staff meeting and not during any other delayed start or early dismissal. Between February 1 and March 30, 2022 (i.e. over two staff meeting cycles), each school will implement the Collective Agreement guarantee of 40 minutes release time to access and complete the online survey in accordance with its own schedule.

Please indicate the date of your regularly scheduled staff meeting during which the survey will be completed in either February or March 2022.

Date survey will be completed: _____

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

TTBU Council Delegates per Branch 2021-2022

Branch	FTE	Council Delegates
Agincourt CI	82	3
Albert Campbell CI	69.5	3
Alpha II	1	1
Alternative Attendance		1
ASE 1	3	1
Avondale Alt SS	3	1
AY Jackson	59.5	2
Birchmount Park CI	52	2
Bloor CI	47	2
Burnhamthorpe Adult Ed		1
Burnhamthorpe CI	13.5	1
CALC Adult Ed		1
CALC SS	21.5	1
Caring and Safe School	0	1
Cedarbae CI	69.5	3
Central Etobicoke	21	1
Central Technical School	69.5	3
Central Toronto Academy	53	2
Centrally Assigned		1
City School	3	1
Contact Alternative	5	1
CW Jefferys CI	51	2
Danforth C&TI	76	3
David and Mary Thompson CI	78	3
Delphi SAS	5	1
Don Mills Ci	51.5	2
Downsview SS	36.5	2
Dr. Norman Bethune	56.5	2
Drewry SS	18.5	1
Earl Haig SS	99	4
East York Alt SS	6	1
East York CI	66	3
Eastdale CI	13.5	1
Emery Adult Education		1
Emery CI	39.5	2
Emery Edvance	10	1
ESA	48.5	2
Etobicoke CI	61	2
Etobicoke Year Round Alternative Ce	2.5	1
Forest Hill CI	47	2
Frank Oke SS	12.5	1
George Harvey CI	38	2
George S Henry Acad	30.5	1
Georges Vanier	52	2
Greenwood SS	15	1
Harbord	50	2
Heydon Park SS	13	1
Humberside CI	69.5	3
Inglennook CS	3	1
Jarvis CI	36	2
John Polanyi CI	38.5	2
Kipling CI	40	2
Lakeshore CI	39.5	2
L'Amoreaux CI	29	1
Lawrence Park CI	68	3
LB Pearson	66.5	3
Leaside HS	58	2
Malvern CI	59	2

Branch	FTE	Council Delegates
Maplewood HS	22.5	1
Marc Gameau	110.5	4
Martingrove CI	54.5	2
Monarch Park CI	47	2
Native Learning Centre East	1.5	1
Newtonbrook SS	48	2
North Albion CI	52.5	2
North East Year Round Alternative Centre	2.5	1
North Toronto	70.5	3
North West Year Round Alternative Centre	2.5	1
Northern SS	96.5	4
Northview Hts SS	92	3
Oakwood CI	18.5	1
Oasis Alt SS	8	1
Parkdale CI	36	2
Parkview Alternative	3	1
RH King Academy	72.5	3
Richview CI	60	2
Riverdale CI	78.5	3
Rosedale Heights School of the Arts	52	2
Runnymede CI	27	1
SATEC at W. A. Porter CI	65.5	3
SCAS	14.5	1
SCAS Adult Ed		1
SEE	7.5	1
SEED Alt School	3	1
Silverthorn CI	52	2
Sir JA Macdonald	60.5	2
Sir Oliver Mowat	54.5	2
Sir Wilfred Laurier	79.5	3
Sir Wm Osler	28.5	1
SOLE	4	1
South East Year Round Alternative Centre	4	1
Stephen Leacock	30.5	1
Subway Acad 1	2.5	1
Subway Acad 2	3	1
TDSS		3
TheStudentSchool	5	1
Thistletown CI	32	1
Ursula Franklin Academy	26.5	1
Victoria Park CI	70	3
West End Alt	4	1
West Hill CI	47.5	2
West Humber CI	63	2
Western Tech CI	74.5	3
Weston CI	70.5	3
Westview Centennial SS	57	2
Wexford Collegiate School for the Arts	61.5	2
Winston Churchill CI	37.5	2
William L. Mackenzie CI	77.5	3
Woburn CI	52.5	2
York Humber HS	21	1
York Memorial CI	44	2
York Mills	60.5	2
Yorkdale Adult Ed		1
Yorkdale SS	25	1
Wandering Spirit	3.5	1

Education Workers

united

for a pride to remember

Hosted by:
Elsie B.O.



Featuring:
Martha Chaves &
Elvira Kurt with
special guests!

THURSDAY, JUNE 24TH

4pm – 9pm ON

ZOOM!



- 4:00 PM Open the ZOOM call, people can LOG IN
- 4:15 PM Human Rights statement and acknowledgement
- 4:30 PM Miss Conception
- 5:00 PM Martha Chaves
- 5:30 PM Nicolette Brown
- 6:00 PM Gay Jesus
- 6:30 PM Alina Montenegro & Paola Regehr
- 7:15 PM Documentary "Whatever Happened to Jackie Shane?"
- 7:30 PM Faith Nolan
- 8:00 PM Elvira Kurt
- 8:30 PM Jada Shada Hudson
- 9:00 PM Wrap Up

REGISTRATION: MEMBERS MUST REGISTER WITH THEIR OWN UNION

OSSTF members: <https://osstftoronto.ca/news/2020/06/pride-2021-registration/>





Labour Day – Monday, September 6, 2021

”

OSSTF D12 Toronto will celebrate Labour Day with the Toronto and York Region Labour Council again this year!

Save the date and stay tuned for more information once plans are finalised.

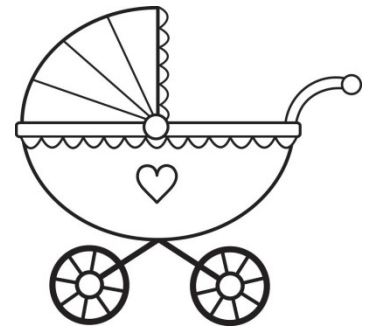


OSSTF TORONTO
Presents

PREGNANCY, PARENTAL, ADOPTION AND SURROGACY LEAVE WORKSHOP

TO BE HELD ON

Tuesday,
October 26, 2021
4:30pm – 6:00pm



Registration for this event will open on
Monday, October 4th, 2021.

More information can be found at:

<https://osstftoronto.ca/event/pregnancy-parental-adoption-and-surrogacy-leave-workshop-2/>

Danica Izzard
Executive Officer
dizzard@osstftoronto.ca

Nicole Gauthier
Executive Officer
ngauthier@osstftoronto.ca



Jim McQueen Excellence in Education Award Nomination Form

Student Name: (Print clearly) _____

School: _____

Head of Guidance: _____

Branch President: _____

School Telephone Number: _____

Commencement/Awards Ceremony Date: _____

Criteria Classification: _____

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

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

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

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

**TTBU Branch Councillor Travel Cost
Rebate Application
2020-2021**

I, _____, T.T.B.U. Branch Councillor
for (name of school) _____
have virtually the following T.T.B.U. Council meetings as attested
by my signature(s) and wish to apply for the TTBU Branch
Councillor Rebate.

Signature(s):

January 21, 2021

February 18, 2021

April 22, 2021

June 10, 2021

Last Name (print)

First Name (print)

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

____ Total meetings attended x \$15.00 = \$_____ Total Rebate

Thank you
David Pickering
Treasurer, OSSTF D12

Complete form to: TTBU
Email to: mreid@osstftoronto.ca
dpickering@osstftoronto.ca

Or via Canada Post
David Pickering
D12 OSSTF Toronto
1482 Bathurst St, # 300
Tor, On M5P 3H1

AC# 5070



OSSTF TORONTO

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

Childcare / Dependant Care Submission

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

OSSTF Toronto Activity: _____

TTBU or District Activity Liaison: _____

Cheque Payable to: (print legibly) _____

Mailing Address: (print legibly) _____

Documentation of Living Wage Attached:

☐

Original Receipt Attached:

☐

Copy of Original Receipt & Submission kept:

☐

Originals Sent to Address Below:

☐

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

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

Provincial Executive Liaison Report

To: District 12 TTBU Council

From: Harvey Bischof, President
Earl Burt, Treasurer

1. OSSTF/FEESO Work to Dismantle Racism and Oppression

The following article will be published in the next issue of *Update* and can be viewed at <http://osstfupdate.ca/>.

OSSTF/FEESO recognizes that structural and systemic discrimination within society and our organization provide us with both the opportunity and the responsibility to make foundational changes locally and provincially. The process and practice of the dismantling of systemic racism, including anti-Indigenous racism, anti-Black racism, and all forms of discrimination and oppression within our organization, must incorporate the input from members and the commitment of all leaders within the organization. While this is not new work for our Federation, we acknowledge and embrace the fact that there is much more to do.

Based on the advice of many members, several initiatives and programs to address inequity within our union have been implemented. Using equity, diversity, inclusion anti-oppression discourse, education, and training as the centre of our practice, the following initiatives and programs have been developed in addition to the many pre-existing initiatives and programs that are already in place:

- Action Plan to Support Equity and Anti-Oppression
 - this living document creates a path to identify and eliminate discriminatory organizational practices, systemic barriers, and bias within OSSTF/FEESO; it was approved at AMPA 2021
 - the plan includes a commitment to undertake a demographic census of the membership during the 2021/22 year
- Provincial Advisory Work Groups (advise the Provincial Executive)
 - members apply and are selected on the basis of experience and expertise
 - Work Groups advise the Provincial Executive
 - the provincial office covers the wages and expenses of the member to release them for the day(s) from their employer in order to participate
 - the provincial office provides a meal, transportation, and child care allowance for eligible expenses
 - the advisory work groups include,
 - First Nations, Métis and Inuit Advisory Work Group
 - Equity Advisory Work Group
 - The Black Persons and Persons of Colour Advisory Work Group
- Equity caucuses
 - time allocated for equity caucus at all provincial meetings

- open to all members who are attending the provincial meeting
- the members of the equity caucus determine the agenda and topics of conversation
- the equity caucuses are open to members who self-identify as,
 - First Nations, Métis, and Inuit
 - Black
 - Racialized
 - Women
 - Francophone
 - Members with Disability(ies)
 - LGTBQ2SI
- Provincial Committees
 - Human Rights Committee
 - Status of Women Committee
- Equity Officer – a provincial office staff position that was created by AMPA.
- In-house Equity Team – made up of four (4) provincial office staff, including the Equity Officer, who have the promotion of equity within the union included in their portfolios (Est. 2021)
- Equity Mentorship Program (Est. 2017)
 - Created to increase access to leadership opportunities through the mentoring of individuals who are members of equity seeking groups
- Professional Development and Training
 - OSSTF/FEESO written and delivered workshops and resources include,
 - Truth and Reconciliation
 - Combating anti-Black racism
 - Allyship
 - History of Canadian Black Lives
 - Canadian's Women History
 - Racial Justice
 - Challenging Misogyny
 - Addressing Homophobia and Transphobia
- Advocacy, Outreach, Support
 - Outreach to a number of organizations, including but not limited to:
 - United Nations High Commissioner for Refugees (UNHCR)
 - Ontario Association of Interval and Transition Houses
 - Anishnawbe Health Network
 - Accessibility for Ontarians with Disabilities Act Alliance
 - Black Youth Helpline
- Annual Donations
 - Donations and financial support annually to a number of organizations, including:
 - Coalition of Black Trade Unionists
 - Common Frontiers

- Migrant Rights Network
 - White Ribbon Campaign
 - Ontario Coalition for Better Child Care
 - EGALE
 - Workers Action Centre
- Partnerships in development
 - Ontario Black History Society (OBHS)
 - Ontario Alliance of Black School Educators (ONABSE)
 - Facing History and Ourselves
 - Have hired an Equity, Diversity, Inclusion (EDI) Coordinator
 - an individual who is an expert in developing a culture of representation and value in equal opportunity
 - will advise the provincial organization on improving policy and practice to support EDI
 - In the process of updating a tool for voluntary self-identification
 - Information will be used to monitor the equity performance of initiatives and design new measures that achieve greater equity, diversity, and inclusion

The Provincial Executive will continue to look inward to address systemic racism while challenging discrimination in all of its forms. Collectively, OSSTF/FEESO has an opportunity and responsibility to move this organization forward employing anti-racist and anti-oppressive practices. The first step in this process is engaging in thoughtful conversations around racism and discrimination, listening to each other.

2. **Canadian Teachers' Federation Women's Committee Report – April 2021**

The Canadian Teachers' Federation (CTF) Women's Committee met virtually on April 27, 2021. Members of the committee represent various unions across Canada and include:

- North West Territories Teachers' Association
- Nova Scotia Teachers' Association
- Quebec Teachers' Association
- Ontario English Catholic Teachers' Association
- British Columbia Teachers' Federation

UNCSW 65

The United Nations Commission on the Status of Women met virtually in March 2021. The document created at this event, setting the standards and parameters for women's equality, received small gains during this commission. Some Middle Eastern and African countries worked hard to try and remove all definitions related to LGBTQ2S1 persons and narrow the definitions of 'family.' There was also an attempt to remove language around freedom of association and collective bargaining. COVID-19 was also mentioned in the document. It was stated that a significant number of women have been pushed out of the workforce and those that remain are low-paid essential workers. ILO C190 was a focus with the agreement that many women, including Canadians, are fighting for this to be ratified in their countries. In Canada, Ontario and Alberta have been holdouts in the quest to ratify C190, but in recent days, there has been movement on ratification by those provinces.

Simameni Update

This initiative is funded by Global Affairs and is a joint venture with the Uganda National Teachers' Union. The purpose of the program is to promote access, retention and education for girls. Despite the pandemic, this program, which was started in early 2020, has made significant progress. This program improves access and retention of education for girls in Uganda. Many girls became mothers during the pandemic and have returned to school with babies. Provisions were put in place to address this. Radio ads have been successful to share positive and inspiring messages educating Ugandans on the importance of educating girls. Gender-sensitive teaching activities have been created as well as teacher workshops on gender-responsive activities, strategies and materials.

New Project in the Gambia

The CTF infuses gender equality into all international work. This new initiative is funded by the Government of Canada. While an agreement is not yet signed, it is imminent. The focus of this initiative is supporting women teachers in the Gambia. Most teachers are, isolated, rural in must travel to very remote communities. The goal is to match 48 women with 12 experienced mentors. Participating women will be provided with:

- A cell phone;
- Pedagogical and Personal Support;
- Acceptance.

This 15-month project is a joint venture with the Gambian Teachers' Union and the Gambian Secretary-General.

3. Spring Parent Webinar and Outreach Update

The first parent advocacy webinar was held on April 27, 2021. Approximately 50 parents attended and the discussion was robust.

Panelists included Parents Engaged in Education, Director – Theresa Pastore <https://www.parentsengagedineducation.ca/>; Coalition of Black Early Childhood Educators founder – Nicole Cummings-Morgan, Ontario Autism Coalition co-founder – Laura Kirby McIntosh <https://ontarioautismcoalition.com/> and York Communities for Public Education co-founder – Shameela Shakeel.

Panelists spoke on many issues that parents have been facing since the start of the COVID-19 pandemic and how teachers and education workers will be instrumental in identifying and repairing the trauma when the pandemic ends. They spoke on the challenges that students and parents are facing with the switch to full time online learning and how the pandemic has brought many societal inequities to light.

This webinar was recorded and will be shared on the OSSTF/FEESO YouTube channel as well as sent out to all community allies to share with their members.

Two parent/community webinars are planned during the summer months. The topics will be determined shortly.

4. Spring Boost 2021

The New Member Engagement Advisory Work Group hosted a very successful virtual *Spring Boost* event April 26 - April 29, 2021. While the event was geared to new members (those who have been OSSTF/FEESO members for up to 10 years), any OSSTF/FEESO member was welcome to register for one workshop and one keynote address. Dr. Robyne Hanley-Dafoe, author and collaborator on our *Cultivating Resilience* workshop, generously gave her energy, humour and time to strengthen our members.

The events were:

- April 26: 4:30-6:30 pm - *Cultivating Resilience* workshop
- April 27: 6:30-8:30 pm - *Cultivating Resilience* workshop (two offered: one English, one French)
- April 28: 6:30-8:00 pm - Robyne Hanley-Dafoe keynote
- April 29: 4:30-6:00 pm - Robyne Hanley-Dafoe keynote

A total of 178 participants attended one or two events over the course of the four evenings. Attendees were from all parts of the province and the organization: Provincial Executive, Provincial Office staff, NMEAWG members, Educational Services presenters, new members, not-so-new members and guests (OTF, a few Mums/Dads/tiara-wearing children of members).

Some of the early New Member registrants to one of Ms. Hanley-Dafoe's sessions received a signed, hard copy of "*Calm Within the Storm*" and ALL participants to one of her sessions received an e-copy. Also included were additional links for communications/events with Dr. Robyne for members wishing to continue their connection.

The NMEAWG is hopeful that they will be able to invite New Members to attend their long-delayed conference during the 2021-2022 school year.

5. **Virtual Pride Toronto 2021**

As the pandemic continues to place limits on public gathering, Toronto Pride 2021 will again be a virtual event. With central online events planned for the weekend of June 26 and 27, the main virtual event – the Virtual Parade 2021 - is scheduled for Sunday, June 27 at 2:00 pm.

Information on how to participate in the virtual parade can be found by visiting the [Pride Toronto Parade page](#).

While we once again will be physically distancing this Pride season, the spirit of togetherness and empowerment continues. OSSTF/FEESO continues to be a proud supporter of Pride events and activities across the province. This will be Pride Toronto's 40th anniversary, with June again proclaimed as Pride Month.

This year, Pride supporters are asked to remember the ongoing struggle for the rights of LGBTQ2SI rights while remembering that the event is now 40 Years Proud.

Pride Toronto 2021 is taking place all this month, with all events taking place on virtual platforms. More information of specific events can be found by visiting the [Pride Toronto VirtualPride website](#).

Pride Around the Province:

As plans for local Pride celebrations around the province are announced, you are encouraged to get involved and show your support. While events will differ depending on time, location, and local Health Unit guidelines, the spirit of Pride will remain the same.

For more information about OSSTF/FEESO and Pride events, please contact Tracey Germa at tracey.germa@osstf.ca

6. **British Columbia Teachers' Federation – Privatization Think Tank**

On May 7, 2021, the British Columbia Teachers' Federation (BCTF) hosted a 'think tank' to discuss privatization trends in education. BCTF invited OSSTF/FEESO to send two delegates to participate; staff from the Communications and Political Action and Educational Services departments attended. Most attendees were either research staff at BCTF or members who are currently teaching/practicing within the British Columbia public education sector.

The think tank was centered on *Education and the Commercial Mindset*, by Samuel E. Abrams. Participants were encouraged to read *Education and the Commercial Mindset* in advance of the think tank and Abrams spoke to the group in order to stimulate discussion. Abrams' work emphasizes four key lessons:

1. To understand privatization, you need to understand the libertarian arguments against government participation in public education (i.e., Milton Friedman, Ayn Rand, etc.).
2. Privatization is driven by 'the commercial mindset' itself (i.e. the claim that business and profit are intrinsically connected to improved outcomes).
3. Crisis narratives remain strategically central to privatization efforts (including bad-faith misinterpretations and misuse of statistical data).
4. Defenders of public education need to recognize that the system itself is not blameless (what Abrams calls 'Bureaucratic Pathology').

Following Abrams' presentation, participants watched a moderated panel discussion featuring Annie Kidder (People for Education), Alex Hemmingway (Centre for Policy Alternatives – BC), and Joel Westheimer (Research Chair in Democracy and Education at the University of Ottawa). Key observations from the discussion include:

- Defenders of public education ought to pay attention to the steady advance of individualized thinking about education. Individualized rhetoric adopts a singular, consumer-based perspective ("I'm okay"; "my kids are okay"; "my choice") rather than conceiving of public education as a collective good.
- Defenders of public education need to push back against conceptualizations of public education as preparation for work rather than preparation for citizenship.

The day ended with group discussions on how privatization is currently manifesting in public education and strategies for resistance.

7. **Ontario Coalition for Better Child Care: Federal Budget 2021 Update**

As one of the founding members of the Ontario Coalition for Better Child Care, OSSTF/FEESO has been actively engaged in the work of advocating for universally accessible, affordable, high quality inclusive child care since the inception of the coalition in 1981. We have a seat (and a say) at both the Provincial Council and the Board of the OCBCC.

Along with our fellow members – child care centres, educators, trade unionists, parents, grandparents and concerned citizens – we are pleased that childcare received national attention within this year's federal budget. The plan includes many of the components necessary to build a national child care and early learning system that is long overdue.

Next, we will continue our work to follow this budget through adoption in Parliament and encouragement to the provincial government to collaborate with the federal government to ensure that every piece of this plan is available to Ontarians. Right now, we can celebrate that our persistent, consistent and collaborative advocacy works.

8. **Education Technology – Privacy, Marketing and Approval Processes for Ed Tech Apps**

The Educational Services department continues to monitor the Education Technology (Ed Tech) sector. The department is conducting research into how Ed Tech apps are approved by boards and how teachers and education workers can identify board-approved Ed Tech apps. In PE#159 2019/2020, *Friends, Enemies and Frenemies: Canadian Leadership in Ed Tech*, staff identified a need to monitor both the Ed Tech sector generally and direct marketing to teachers and education workers specifically.

As part of this monitoring, staff attended the 2021 Bring IT Together conference hosted by Educational Computing Organization of Ontario (ECOO) and the Ontario Association of School Business Officials (OASBO). The conference featured a number of panels in which teachers from public and catholic boards, representing both elementary and secondary panels demonstrated a range of Ed Tech apps. At least some presenters had a formal 'coach' relationship to the vendor. That is, they had a formal relationship in which they act as ambassadors for Ed Tech companies to promote use of their projects. In that role, the coaches assist teachers with becoming more comfortable with relevant apps, thereby creating demand on behalf of the vendors. Participants in the Bring IT Together Conference were encouraged to use free versions of the software, but to advocate at school and board levels for group purchases of the premium version. In sum, this is an example of how the Ed Tech industry is marketing directly to teachers and education workers.

Staff also attended a Bring IT workshop in which panelists (John McCormick, Associate CIO Upper Grand DSB; Sally London, Manager of Research and Analytics, Hamilton-Wentworth DSB; and Luis Gomes, Senior Manager IT Services, Wellington Catholic DSB) described privacy concerns about Ed Tech apps. These concerns include lack of security, inappropriate collection of personal information, and inappropriate disclosure of personal information. The panel also outlined steps being taken to formalize and standardize evaluations of Ed Tech apps through the Educational Computing Network of Ontario Vetting Applications for Security and Privacy (ECNO VASP) program. There are currently no province-wide mechanisms or consistent standards for Ed Tech evaluation. ECNO VASP vets apps that boards submit upon their own review for pedagogical value. The ECNO VASP review focuses on evaluating the privacy and security measures features of board-submitted Ed Tech apps.

Educational Services department staff contacted this workshop's panelists in pursuit of further information. As a result, department staff have been invited to meet with the ECNO VASP Steering Committee as part of the committee's efforts to connect with education stakeholders and explore mutual concerns. An initial meeting will take place as soon as scheduling allows.

9. **Here for Students Campaign – Final Analytics for April 2021 Campaign**

The Communications / Political Action Department coordinated a paid social media campaign through *Here for Students* in April 2021 prior to the third party advertising restrictions imposed by Bill 254 – *Protecting Ontario Elections Act, 2021*.

OSSTF/FEESO committed \$30,000 in total social media spend on paid ads. Some ads were targeted in Progressive Conservative vulnerable ridings, while some of the ads were issued province-wide. The focus of the campaign was to acquire additional supporters to our email database that was built-up during the last round of bargaining.

The campaign exceeded initial estimates in email acquisition and was deemed the most

successful social media ad campaign we have had with *Here for Students* outside of the bargaining process. Most supporters were directed to a survey, which attracted over 5,000 responses and additional email contacts.

Final analytics for mini-campaign:

- Impressions: 2,013,615
- Ontarians Reached: 524,798
- Site Visits: 14,896
- Total Spend: \$30,000
- Supporters Acquired: 6,453
- Avg. Cost/Supporter: \$4.64
- Conversion Rate: 43.3%.

This increases our database of supporter emails around 74,700, up from the average of 67,000 that we had during bargaining.

The survey for supporters during this mini-campaign solicited over 7,000 responses, a record for any of the surveys since the start of the *Here for Students* campaign. The frustration of poor government policy on education during the pandemic was evident in the responses and demographic of those who replied – 30% of respondents identified as “concerned citizens”.

Highlights of the survey results include the following:

- 56% of respondents were parents, 30% were concerned citizens, 13% were educators, and 1% were students. There was a good balance of representation from the geographic regions of the province.
- 60% of respondents said they have a child or children attending a publicly funded school in Ontario.
- 75% of respondents said that they live in a government-designated hotspot area.
- 58% STRONGLY agree that the government should immediately offer vaccines to education workers and teachers; 74% said they either strongly or somewhat agree.
- People were split evenly on the issue of keeping schools in remote learning until it's safe to return to in-person learning.
- 51% STRONGLY agree that the government must follow through on past commitments on introducing stronger safety measures (i.e. smaller class sizes, testing, paid sick days); 66% either strongly or somewhat agreed.
- Participants identified “pandemic fatigue” as the most difficult aspect for them and their child(ren) returning to remote learning (44%). Finding someone to take care of their child (12%) and explaining to their child that they cannot see their friends or go to school (10%) were other concerns.
- Open question; we asked people to share their experiences and feedback on what they saw as some of the greatest challenges over the past few months. Top responses included:
 - Hybrid is not sustainable for teachers or students
 - Difficult to find someone to watch their child

- Concern that children with special needs are not getting the education they need
- Need to have schools with smaller class sizes, more school resources and mental health supports
- Concerned about privacy with hybrid learning when their child is in-person in a classroom.

Summary

The survey results show the consistent theme of parent and student frustration with the pandemic and its impact on learning. It confirms past data we have received that parents and the public in general are split on the issue of school reopening. Every family has a unique set of circumstances and it is very difficult to find consensus on this specific issue.

The heightened level of engagement we saw through the *Here for Students* campaign suggests that parents and the public are now more engaged on education issues as they relate to the pandemic at a far higher level than they were a year ago. This is evident in the increase of advocacy seen by parent and community groups against the Ford government as the frustration of chaotic decision-making and a lack of clear information has brought many to their breaking point.

10. OCT Consultation and New Members Survey

The Ontario College of Teachers (OCT) sought input from College members by random selection, stakeholders and sector partners to help finalize and implement changes at the OCT due to the passing of *Bill 229, Protect, Support and Recover (Budget Measures), 2020*. Topics for input included the new governance model, the sexual abuse prevention program, mandatory reporting and other related initiatives. The College will also be surveying new members as part of the *Transition to Teaching* report – a study on the experiences of new teachers that the OCT has tracked over 20 years. These initiatives were announced via the OCT's electronic newsletter *Your College and You*.

11. OCT to Release New Professional Advisory on Anti-Black Racism

On May 3, 2021, the Ontario College of Teachers (OCT) announced they have partnered with Amorell Saunders N'Daw to provide professional advice on anti-Black racism for Ontario Certified Teachers.

Saunders N'Daw is the principal of Amorell & Co, as well as partner and equity, diversity and inclusion lead at KBRS, a recruiting firm. She supports public and privately owned organizations across a range of sectors by providing counsel and training on creating more inclusive cultures.

The OCT stated their partnership with Saunders N'Daw supports their ongoing commitment to eliminate systemic racism in education. Her role on the advisory will be to provide all Ontario Certified Teachers with a self-reflective framework that will “inform and improve their daily practice.”

When feedback is requested from stakeholders, OSSTF/FEESO will contribute to the Advisory through collaboration with the Ontario Teachers' Federation and education affiliates.

12. 14th Trinational Conference for the Defense of Public Education

The 14th Conference of the Trinational Coalition for the Defense of Public Education occurred on May 21-22, 2021 through a virtual platform. OSSTF/FEESO had a delegation of approximately 20 representatives, including Provincial Executive, staff and members

(Chairs of Committees and representatives on OFL Committees).

OSSTF/FEESO is part of the organizing and steering committee of the coalition represented by Gary Fenn, Director of the Communications / Political Action Department.

The conference opened with an acknowledgement of the traditional lands and territories of Indigenous peoples from all three countries. The coalition recognized the retirements of two long-standing leaders, including Larry Kuehn from BCTF and Domenic Bellissimo from OSSTF/FEESO.

Vice-President Karen Littlewood made a presentation on behalf of Canada on the issue what fighting for public education has looked like during the pandemic, and was accompanied by Cecily Myart-Cruz, President of the United Teachers of Los Angeles, and Raciél Gutiérrez from Section 18 of the Coordinadora Nacional de Trabajadores de la Educación (CNTE); the teachers union of Mexico.

Topics featured in the other plenary sessions included:

- Privatization of education and the global agenda
- Transformation of teachers' work and curriculum
- Decolonizing, emancipatory education and alternative curriculums; and
- A just recovery and teacher advocacy.

Peter Bates from the Educational Services Department made a presentation on the *transformation of teachers' work and curriculum* during the plenary session. Associate General Secretary Domenic Bellissimo moderated this plenary, and Paul Bocking from District 12 OTBU acted as a note-taker for this session.

While most delegates who attended were from Canada, the United States, and Mexico, there was also representation from Honduras, Colombia, Ecuador, Bolivia, and Puerto Rico. At the end of the conference, delegates had an opportunity to offer suggestions for what should go into a declaration from the coalition.

The organizers of the conference will meet in the coming weeks to finalize a declaration, which will act as a call to action to educators to continue the fight to protect public education.

13. Invitation to Co-host the National Indigenous Education and Reconciliation Network Gathering (NIERNG) in 2022

On May 12, 2021 the Ontario Teachers' Federation was invited, along with each of the education affiliates (AEFO, ETFO, OECTA, and OSSTF/FEESO), to be a co-host for the 2022 National Indigenous Education and Reconciliation Network Gathering (NIERNG). This unique annual Gathering affords hosts the opportunity to raise awareness on the work we are doing to promote Indigenous education and reconciliation as both individual organizations and as a collective.

This annual Gathering is organized by a working collective of just one or two representatives from a diverse group of education-related organizations. OSSTF/FEESO has been a part of the collective since 2017.

The Ontario education affiliates who are members of the network have had very preliminary conversations about the implications of co-hosting the event in 2022. The proposed dates for the NIERNG 2022 event are May 25–27. The Gathering will be in

Ottawa at the Canadian Geographic offices located at 50 Sussex Drive.

Three key responsibilities are associated with co-hosting the event:

1. Gathering agenda development and promotion with invitees ahead of the event
2. Coordinating with presenters and creating event materials; and
3. Financial contribution of approximately \$10,000 to help offset the costs of meals and conference materials.

The Provincial Executive approved OSSTF/FEESO as a co-host of the NIERNG 2022 event.

14. Presidents' Symposium 2021

Summer Leadership returns this year in a revised format for 2021. Rebranded as the Presidents' Symposium, the event will take place on a virtual platform on August 19 and 20, with new president's training on August 18. The event will focus on high-level training for bargaining unit presidents and required anti-racism training, equity training, and inspirational keynotes.

The leaders of the provincial NDP and Liberal parties will join us briefly, as their appearance at AMPA was cancelled. Notable workshops include:

- A President's Introduction to Alternative Dispute Resolution (Stitt Feld Handy)
- Building Sustainable Trust-based Relationships (Queen's University)
- Media Training – Interview and Answering Questions (Sussex Group)

Opportunities for workshops and training for other local leaders and time-release officers will continue to be offered at appropriate conferences, regionals, workshops, and webinars throughout the year, rather than at the Presidents' Symposium.

Registration for the event will still occur through the usual Cvent process we are long familiar with, while the actual event will be delivered through a new platform that presents a unified view of the Symposium's offerings and is accessed through a browser. Please note, this is not the mobile app that was successfully piloted at the 2019 Leadership Conference but a different offering that is purpose-built for delivering hybrid and virtual events. It utilizes Zoom for keynotes, leadership speeches, and workshop delivery. Attendees will have the ability to experience (walk the virtual floor) the event at least a week in advance of the event's start date to get comfortable with the features and navigation offered. Details on the specific features, layouts and overall look and feel of this virtual event will be forthcoming as we get further into the planning cycle.

An agenda and Cvent registration details will be forwarded to bargaining unit presidents in the coming weeks.

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

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