



**OSSTF Toronto  
District 12 Annual General Meeting  
Virtual Meeting  
4:45 p.m.  
June 17, 2021**

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**AGENDA**

1. Call to Order: 4:45 p.m.
2. Acknowledgement of Traditional Lands and Anti-harassment Statement
3. Pledge *[p.8]*
4. PROC 101-21; PROC 102-21 PROC 103-21; PROC 104-21 *[p.11]*
5. Moment of Silence
6. Report of the District President: Leslie Wolfe
7. Report of the District Treasurer: David Pickering *[p.18-25]*
8. Questions to the District President and Treasurer
9. Provincial Executive Report
10. Questions to the Provincial Executive Report
11. Timed Item: 5:30 p.m. - On Time Motions *[p.26-33]*
12. Late Motions *[p.34-35]*
13. Timed Item: 7:00 p.m. - Adjournment



## **OSSTF Toronto 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 Resolution and Complaint Process.

**The *Anti-Harassment & Equity Declaration*, as found in the Provincial Policies and Procedures (1.8), shall be read at the beginning of every District Committee meeting.**

## ***Resolution and Complaints Process***

An anti-harassment officer will be appointed for the General Meeting and the Annual General Meeting.

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 and will also form the Complaints and Resolutions committee.

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

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

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

If the complainant chooses to provide such a written complaint, it will be submitted to the designated staff person in the District 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 District 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)

# OSSTF TORONTO ONLINE VOTING INSTRUCTIONS

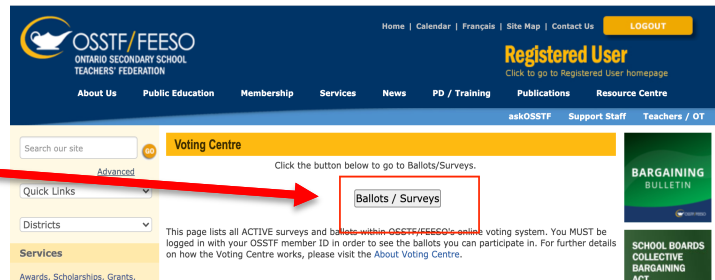
**STEP 1:** Login to the **Registered Users** section of the Provincial OSSTF website with your **OSSTF Member ID**:

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

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



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



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

## Troubleshooting Tips:

Need Member Profile or Voting Centre assistance?

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

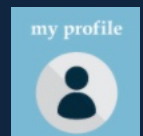
call 416-751-8300 / 1-800-267-7867 between 8:30 a.m. and 5 p.m.

### A Not Seeing the Voting Centre Badge?

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

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

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



### C Verify your details

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

### D Ballots are time sensitive AND targeted

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

## OSSTF TORONTO Virtual AGM Reference Guide

### Upon Entrance into the Virtual Meeting

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

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

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

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

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a chevron. Click the chevron.
- Select “Spotter” 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)
<p style="text-align: center;"><b>WHITE</b></p> <p><i>Speaking time: 90 seconds</i></p>	<ul style="list-style-type: none"> <li>● Mover initially speaking to the motion</li> <li>● Debating in favour of a motion</li> </ul>	<p>Type “WHITE” to SPOTTER</p>
<p style="text-align: center;"><b>BLUE</b></p> <p><i>Speaking time: 90 seconds</i></p>	<ul style="list-style-type: none"> <li>● Debating against a motion</li> </ul>	<p>Type “BLUE” to SPOTTER</p>
<p style="text-align: center;"><b>YELLOW</b></p> <p><i>Speaking time: 60 seconds</i></p>	<ul style="list-style-type: none"> <li>● To ask a question about the motion either of the mover, or of the Chair</li> </ul>	<p>Type “YELLOW” to SPOTTER</p>
	<ul style="list-style-type: none"> <li>● To amend a resolution (motion),</li> <li>● Call the question (which triggers a vote to see if there is support for moving immediately to vote on a motion)</li> <li>● Also used to postpone a resolution, refer a resolution, table a resolution and for other procedural motions.</li> </ul>	<p>TYPE “YELLOW” to SPOTTER + complete the online form to submit your amendment: <a href="https://bit.ly/D12amendments">https://bit.ly/D12amendments</a></p>
<p style="text-align: center;"><b>RED</b></p> <p><i>Speaking time: 90 seconds</i></p>	<p>The red card interrupts the business of the house. It is used for Questions of Privilege or Points of Order:</p> <p><b>Question of Privilege</b></p> <ul style="list-style-type: none"> <li>● those statements/questions that need to be made but are not directly related to the business of the meeting, yet are of importance to the meeting.</li> </ul>	<p>(see next page)</p>

<p><b>RED</b></p> <p><i>Speaking time: 90 seconds</i></p>	<ul style="list-style-type: none"> <li>For example, if noise in the background is affecting your ability to hear the speaker, use the red indicator, wait to be recognized by the Chair and then indicate your concern.</li> </ul> <p><b>Point of Order</b></p> <ul style="list-style-type: none"> <li>directed to the Chair of the meeting and is directly related to the rules governing the meeting.</li> <li>For example, if you believe a resolution is not in order because it contravenes established rules in the Bylaws, Constitution, or Rules of Order, you may use the red indicator, and upon being recognized by the Chair, state your concern.</li> </ul>	<p>Type "RED" to SPOTTER</p>
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### Sequence of Indicators

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

Subsequent rotation of debaters: BLUE (CON), YELLOW (QUESTION), WHITE (FOR).

- The order of where you are placed into the queue can be viewed at <https://bit.ly/D12sequence>.
- 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 "**Support: A to L**" or "**Support: M to Z**" from the drop-down chat list for questions to Steering

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

- Open the chat feature as noted above.
- Select "**Spotter**" from the drop-down list and type "**QUESTION**". This will indicate to the Spotter that you wish to ask a question.
- Only the Spotter is able to acknowledge your request to ask your question. If you send it to someone else, you will not be placed in the queue.
- The Spotter will add you to the queue. The Chair will recognize speakers in the order in which the request to speak is received.
- When you are recognized by the Chair, you will be able to un-mute your mic. At the end of 60 seconds or when you have finished your question, your microphone will be muted.
- The order of where you are placed into the queue can be viewed at <https://bit.ly/D12sequence>.

### Voting at the AGM

Follow the instructions to vote here: <https://bit.ly/OSSTFvoting>

The Chair will indicate when voting opens and closes.

All motions to the AGM will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website. In order to vote, members must have a registered account on the [Provincial OSSTF website](#).

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

**For an organized list of all the materials and links you will need for this meeting:**  
<https://linktr.ee/D12meetings>

## THE PLEDGE

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

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

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



# OSSTF District 12 Toronto

## Rules of Order 2020-2021

### Procedures

1. Each person shall be recognized by, and address, the Chair in the order determined by these procedures and when they have been identified with the appropriate colour indicator they wish to speak on.
2. The Procedures in preparing the Agenda must be followed.
3. The Chair shall begin the meeting at the time scheduled for Call to Order.
4. The meeting will continue until Adjournment.
5. Virtual District meeting Representatives must change their screen name to be <first name, last name, Bargaining Unit>. Failure to do so will result in removal from the meeting.
6. Virtual Observers must change their screen name to be <OBS: first name, last name>. Failure to do so will result in removal from the meeting.

### Procedures for Debate

7. There shall be 4 coloured indicators used during debate:
  - a. **WHITE**: speaking in favour of the motion (90 second time limit)
  - b. **BLUE**: speaking against the motion (90 second time limit)
  - c. **YELLOW**: used for other actions including calling for an amendment to the motion on the floor, call the question, questions to the Chair or to the mover through the Chair, motions to refer, postpone, limit or extend limits of debate (60 second time limit). Answers to the questions are not timed. This colour shall be used for Subsidiary Motions (i.e. amendments), and specific Incidental Motions (i.e. Division of a Question).

Members may only ask one question each time they are recognized by the chair on YELLOW. There shall be a sixty second time limit for questions (no preamble).
  - d. **RED**: used for Privileged Motions and other Incidental Motions may only be made through the use of this colour (STOPPAGE) and may interrupt debate upon recognition by the Chair.
8. The mover of the resolution shall be heard first using a WHITE colour indicator, and may also choose to close debate.
9. Members shall alternate between WHITE (pro), BLUE (con), and YELLOW colour indicators.
10. Once a Member has identified the colour indicator they wish to speak on they will be placed into sequence. Changing colours may change the order of speakers.

- 11. When speaking, Members shall first state their name, Bargaining Unit, and the colour indicator they are speaking on.
- 12. If there are Members waiting to speak and at least four debaters have been heard, the Chair shall judge the debate as exhausted whenever the remaining Members on the speakers' list are all WHITE or all BLUE.
- 13. Amendments must be submitted to Steering in writing using the appropriate form prior to debate of the amendment.

**Authority for Procedures**

- 14. Past Practice shall be the authority for all procedures not addressed by the above procedures.
- 15. The Provincial OSSTF Rules of Order shall be the authority for all procedures not addressed by the above procedures.
- 16. Robert's Rules of Order Newly Revised (current version) shall be the authority for all procedures not addressed by the above procedures.

**Summary: Use of the cards**  
(this is not an exhaustive list)

<b>Colour Indicator</b>	<b>When to use</b>	<b>Time to speak</b>
White	Speak in favour of a motion	90 seconds
Blue	Speak against a motion	90 seconds
Yellow	Ask a question	60 seconds
Red	Point of Order	90 seconds

APPROVED November 12, 2020

**PROCEDURAL MOTIONS FOR THE  
OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING  
JUNE 17, 2021**

**PROC 101-21**

District Constitution Committee

$\frac{1}{2}$

BIRT the Agenda be adopted.

**PROC 102-21**

District Constitution Committee

$\frac{1}{2}$

BIRT the Minutes of the November 12, 2020 OSSTF Toronto District General Meeting be approved.

**PROC 103-21**

District Constitution Committee

$\frac{1}{2}$

BIRT the Minutes of the November 12, 2020 OSSTF Toronto District Annual General Meeting be approved.

**PROC 104-21**

District Constitution Committee

$\frac{1}{2}$

BIRT the District Constitution Committee for the 2020-2021 OSSTF Toronto Annual General Meeting be authorized to edit the motions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the motions.

**PROC 105-21**

Deborah Buchanan-Walford (TBU) / Hardeep Chauhan (TBU)

$\frac{1}{2}$

BIRT CON 101-21, CON 102-21, CON 103-21, CON 104-21, CON 105-21, CON 106-21, CON 107-21, CON 108-21 be considered en bloc.

WITHDRAWN

**PROC 106-21**

Deborah Buchanan-Walford (TBU) / Hardeep Chauhan (TBU)

$\frac{2}{3}$

BIRT the bloc in PROC 105-21 be approved.

WITHDRAWN

**OSSTF Toronto  
District General Meeting  
District 12 Office  
November 12, 2020**

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1. Call to Order: Ellen Hinan, Provincial Speaker Bank, called the meeting to order at 4:30 p.m.
2. The Chair read the Acknowledgement of Traditional Lands and Anti-harassment Statement.
3. Announcements were made by the Chair. Online voting/virtual meeting procedures were given.
4. Approval of Agenda:  
BIRT the Agenda be approved. CARRIED
5. Adoption of Procedures for Debate:  
BIRT the Rules of Order as written be adopted for the Federation year 2020/21. CARRIED
6. Treasurer's Report: David Pickering
  - Provided a background explanation regarding the draft District Budget.
  - Thanked members of the District 12 Finance Committee for their work in preparing the District 12 Budget.
  - Presentation of Draft District 12 Budget 2020/21:
    - Presented and spoke to last year's unaudited Comparative Income Statement.
    - Presented and spoke to District 12 Finance Committee's Funding Master Grid information.
    - Presented and spoke to the Draft District 12 Budget 2020/21.
    - No questions were asked.
7. On Time Motions:  
BIRT the OSSTF Toronto District 12 Budget 2020/21 be approved. CARRIED  
  
BIRT OSSTF Toronto District 12 endorse the candidacy of Hayssam Hulays for election to the position of OSSTF Treasurer. CARRIED  
  
*Red Card: Above motion. Chair asked for clarification.*  
*Red Card: Above motion. Chair acknowledged Red Card concerns.*  
*Red Card: Regarding a Blue Card comment.*  
*Red Card: Point of Order. Motion to Extend meeting time to 5:40 pm withdrawn.*
8. New Business, Late Motions and Notices of Motion:  
NIL
9. Adjournment: 5:39 p.m. on a timed item

**OSSTF Toronto  
District Annual General Meeting  
District 12 Office  
November 12, 2020**

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1. Call to Order: Ellen Hinan, Provincial Speaker Bank, called the meeting to order at 5:48 p.m.
2. The Chair read the Acknowledgement of Traditional Lands and Anti-harassment Statement.
3. The Chair read The Pledge.
4. PROC 101-20, PROC 102-20, PROC 103-20, PROC 104-20  
  
PROC 101-20  
  
BIRT the Agenda be adopted. CARRIED  
  
PROC 102-20  
  
BIRT the Minutes of the June 13, 2019 OSSTF Toronto Annual General Meeting be approved. CARRIED  
  
PROC 103-20  
  
BIRT the Minutes of the October 17, 2019 OSSTF Toronto District General Meeting be approved. CARRIED  
  
PROC 104-20  
  
BIRT the District Constitution Committee for the 2019-2020 OSSTF Toronto Annual General Meeting be authorized to edit the motions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the motions. CARRIED
5. Moment of Silence: Observed in honour of those members no longer with us.
6. Report of the District President: Leslie Wolfe
  - Welcoming remarks.
  - Introduction of the District Leadership Team with acknowledgement of the District Committee Chairs for their contributions to the District Committees.
  - Introduction of Provincial Office guests OSSTF President Harvey Bischof, OSSTF Treasurer Earl Burt, D12 OTBU/PSSP Secretariat Martha Hradowy, and Chair Ellen Hinan.

- Introduction of District Steering Committee.
- Appreciation given to Staff for their assistance with tonight's meeting.
- Provided an overview of the past year as we moved from organizing pickets, to the teaching of students while self isolating. In these times, it's of utmost importance to stay safe within a pandemic.
- Reported that Local Bargaining is underway with meetings being regularly scheduled.
- The three OSSTF Toronto Bargaining Units continue working with each other to build our collective solidarity.
- A challenging year is upon us but we must remain successful with member engagement. We plan to work together collectively as we move through this challenging year and beyond.

7. Report of the District Treasurer: David Pickering

- Advised that OSSTF Toronto Audited Financial Statements could not be presented due to a pandemic delay. House was directed to the excerpt provided from p.15 of the Provincial Financial Handbook regarding audited statements.
- The OSSTF Toronto Income Statement Current Fiscal Year, the OSSTF Toronto Funding Master Information 2020-2021 and the Draft OSSTF Toronto Budget 2020-2021 were the same as presented in the November 12, 2020, 4:30 pm District Budget Meeting Package.

*Chair moved to Timed Item 11 - On Time Motions, 6:15 pm.*

11. On Time Motions:

CON 101-20

BIRT OSSTF Toronto Constitution and Bylaws be edited to use gender neutral language.

CARRIED

BYL 101-20

BIRT 4.2.8 be amended by the addition of "and Steering" after "Constitution".

CARRIED

BYL 102-20

BIRT 4.2.8. be amended by the addition of a subsection that reads: "Each bargaining unit may appoint one member to assist the Chair by performing the duties of a Steering Committee during a District General Meeting and District Annual General Meeting."

CARRIED

BYL 103-20

BIRT 4.2.8. be amended by the addition of a subsection that reads: "Members of Steering can only participate in a vote if it is a secret ballot, and they are voting members of the meeting."

CARRIED

*Red Card: Point of Clarification on BYL 103-20.*

BYL 104-20

BIRT 4.2.8. be amended by the addition of a subsection that reads: "Members of the meetings' Steering Committee will remain on the meeting's Steering Committee from the Approval of the Agenda until Adjournment".

CARRIED

*Red Card: Point of Order. Chair responded re OSSTF Steering bodies and Constitutional Rules.  
Red Card: BYL 104-20.*

BIRT BYL 104-20 be called to question.

CARRIED

BIRT the meeting adjournment extended to 7:25 pm.

CARRIED

*Chair grants a 15 minute extension. No challenge to the Chair.  
Red Card: Clarification as to what motion we are voting on. .*

BYL 105-20

BIRT 4.2.8. be amended by the addition of a subsection that reads: "The Chair of the District General Meeting and the District Annual General Meeting shall be a non-voting member appointed by the Executive Liaison to the District Constitution Committee".

CARRIED

BYL 106-20

BIRT Bylaw 15 be amended by the addition of, "Each Bargaining Unit President or designate is responsible for the distribution of voting badges to their members for the District meetings on the day of the meeting".

CARRIED

BIRT the Agenda change by moving Item 12 - Late Motions up to Item 11.

CARRIED

*Red Card: Incorrect ballot as written in the voting station.  
Red Card(s): Clarification requested as to which motions are being voted upon. Explanations were given.*

BIRT agenda Item 12 be dealt with immediately.

CARRIED

Item (12) New Business, Late Motions and Notices of Motion:

PROC 105-20

BIRT CON-102, 20, BYL 111-20, BYL 112-20, BYL 113-20, BYL 114-20, BYL 115-20, BYL 116-20, BYL 117-20, BYL 118-20 and BYL 119-20, be considered en bloc.

CARRIED

*Red Card: Time extension and position of equity motions.*

PROC 106-20

BIRT the bloc in PROC 105-20 be approved.

CARRIED

CON 102-20

BIRT Article 5.2.8 be amended by the deletion of "Gay Straight Alliance" and substitution of "Pride".

CARRIED

BYL 111-20

BIRT Bylaw 4.2.4.1.7 be amended by the deletion of "Gay Straight Alliance" and substitution of "Pride".

CARRIED

BYL 112-20

BIRT Bylaw 4.2.5.1.14 be amended by the deletion of "Gay Straight Alliance" and substitution of "Pride".

CARRIED

BYL 113-20

BIRT Bylaw 4.2.7 be amended by the deletion of "Gay Straight Alliance" and substitution of "Pride Committee".

CARRIED

BYL 114-20

BIRT Bylaw 4.2.7.1.1 be amended by the insertion of “, Two-Spirited” after “Transgender”.

CARRIED



BYL 115-20

BIRT Bylaw 4.2.7.1.2 be amended by the insertion of “, Two-Spirited” after “Transgender”, in both instances within the bylaw.

CARRIED

BYL 116-20

BIRT Bylaw 4.2.7.1.4 be amended by the insertion of “, transphobia” after “homophobia”.

CARRIED

BYL 117-20

BIRT Bylaw 4.2.7.1.6 be amended by the insertion of “, Two-Spirited” after “Transgender”.

CARRIED

BYL 118-20

BIRT Bylaw 4.2.7.1.8 be amended by the insertion of “, Two-Spirited” after “Transgender”.

CARRIED

BYL 119-20

BIRT Bylaw 4.2.7.1.10 be amended by the insertion of “, Two-Spirited” after “Transgender”.

CARRIED

13. Adjournment: 7:42 p.m on a timed item.

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

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- 1. OSSTF District 12 Toronto Audited Financial Statements - Delayed by Pandemic**
- 2. OSSTF District 12 Toronto Income Statement 2019-20 Fiscal Year**
- 3. OSSTF Funding Master Information 2021-22**
- 4. Draft 2 OSSTF District 12 Toronto Budget 2020-2021**

# '2021

## Financial Handbook

For Treasurers, Presidents  
and Office Managers



### AUDITS

The Provincial Office attempts to provide a no-cost audit to each District every two to three years. The cost of more frequent audits or auditing additional sets of books must be paid by the District or the Bargaining Unit. Please contact Mariya Zolotko, Financial Controller, if you have questions about audits.

	Budget 07/01/2019 to 06/30/2020	Actual 07/01/2019 to 06/30/2020	Change
<b>REVENUE</b>			
<b>Provincial Office Funding</b>			
• 2000 - Basic District Rebates	1,595,013.00	1,586,874.54	8,138.46 •
2010 - Prof. Develop. and Training	88,052.00	82,276.61	5,775.39
2015 - Union Training	1.00	0.00	1.00
• 2045-Events to Engage	6,000.00	8,500.00	-2,500.00 •
• 2050 - PAC Special Distr. Programs	2,500.00	14,083.69	-11,583.69 •
• 2052 - District Coalitions	25,000.00	28,409.75	-3,409.75 •
2055 - Dist Excellence in Education	1.00	0.00	1.00
2080 - District WSIB Funding	1,310.00	1,237.56	72.44
2090 - Member Accessibility Funding	1.00	0.00	1.00
• AMPA Funding	65,000.00	0.00	65,000.00 •
Election Readiness / Mobilisation	1.00	0.00	1.00
Other Provincial Office Funding	1.00	0.00	1.00
<b>Total Provincial Office Funding</b>	<b>1,782,880.00</b>	<b>1,721,382.15</b>	<b>61,497.85</b>
<b>Member Levy</b>			
• District Political Action Levy	90,000.00	85,531.80	4,468.20 •
<b>Total Member Levy</b>	<b>90,000.00</b>	<b>85,531.80</b>	<b>4,468.20</b>
<b>Other Revenue</b>			
• Interest Revenue	3,500.00	0.00	3,500.00 ↑ 2R
Active Retired Members	1.00	11,740.00	-11,739.00
Camille Natale Award Income	1.00	0.00	1.00
• Miscellaneous Revenue	77,000.00	77,000.00 •	0.00
<b>Total Other Revenue</b>	<b>80,502.00</b>	<b>88,740.00</b>	<b>-8,238.00</b>
<b>TOTAL REVENUE</b>	<b>1,953,382.00</b>	<b>1,895,653.95</b>	<b>57,728.05</b>
<b>EXPENSE</b>			
<b>Bargaining Unit Funding</b>			
OTBU Funding - Funding Master	193,625.36	192,884.16	741.20
OTBU Funding - Other	13,932.44	13,932.44	0.00
PSSP Funding - Funding Master (net)	160,358.78	155,884.75	4,474.03
PSSP Funding - Other	11,538.72	0.00	11,538.72
TTBU Funding - Funding Master	869,713.90	867,490.10	2,223.80
TTBU Funding - Other	62,580.84	62,580.84	0.00
Active Retired Members	0.00	11,760.94	-11,760.94
Allocation To BUs From Surplus	77,000.00	77,000.01	-0.01
<b>Total Bargaining Unit Funding</b>	<b>1,388,750.04</b>	<b>1,381,533.24</b>	<b>7,216.80</b>
<b>Executive</b>			
Executive Time Release	158,000.00	158,000.00	0.00
Executive Liaison Expenses	2,000.00	845.76	1,154.24
<b>Total Executive</b>	<b>160,000.00</b>	<b>158,845.76</b>	<b>1,154.24</b>
<b>Meetings</b>			
District Executive	2,000.00	829.22	1,170.78
• District General & Annual Meetings	16,500.00	3,530.73	12,969.27 • ↑ 8E
Inter-District Meetings/Training	0.00	3,232.92	-3,232.92
• AMPA	124,000.00	24,047.95 •	99,952.05
<b>Total Meetings</b>	<b>142,500.00</b>	<b>31,640.82</b>	<b>110,859.18</b>
<b>Activities/Programmes</b>			
Political Action	60,000.00	28,676.71	31,323.29
• Labour Council	26,500.00	35,145.51 •	-8,645.51
Election Readiness/Mobilisation	1.00	6,698.59	-6,697.59
Affiliations/Coalitions	10,000.00	10,000.00	0.00
• Grants and Donations	4,500.00	7,526.44 •	-3,026.44
Community Forums/Member Outreach	6,000.00	6,204.00	-204.00
AMPA Campaigns	1.00	0.00	1.00
Camille Natale Award	1.00	400.00	-399.00
Ex in Ed - Jim McQueen Award	8,500.00	7,790.40	709.60
Awards Event	4,000.00	67.79	3,932.21
Pregnancy ,Parental, Adoption Leave	1,550.00	168.49	1,381.51

OSSTF District 12  
Comparative Income Statement

	Budget 07/01/2019 to 06/30/2020	Actual 07/01/2019 to 06/30/2020	Change
<b>Total Activities/Programmes</b>	<u>121,053.00</u>	<u>102,677.93</u>	18,375.07
<b>Committees</b>			
Constitution Committee	1,500.00	317.54	1,182.46
Communications PAC Committee	3,700.00	2,786.97	913.03
Finance Committee	1,600.00	1,096.13	503.87
• Gay/Straight Alliance Committee	3,500.00	6,429.78	-2,929.78
Occupational Health and Safety Cttee	1,600.00	103.64	1,496.36
Human Rights Committee	4,500.00	811.84	3,688.16
Status of Women Committee	3,000.00	1,505.74	1,494.26
Black, Indigenous ,Workers of Colour	2,500.00	990.69	1,509.31
Eco Committee	1,100.00	786.96	313.04
<b>Total Committees</b>	<u>23,000.00</u>	<u>14,829.29</u>	8,170.71
<b>Office Expenses</b>			
• Staff Salaries	48,174.00	45,586.97	2,587.03
EI Expense	1,000.00	940.23	59.77
CPP Expense	2,000.00	2,084.30	-84.30
WSIB Expense	1,600.00	1,074.74	525.26
Pension Expense	4,000.00	3,881.55	118.45
Benefit Plan	6,000.00	4,607.97	1,392.03
• Total Staff Benefits	14,600.00	12,588.79	2,011.21
Temporary Help	240.00	336.00	-96.00
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	4,571.92	-3,321.92
Supplies	4,625.00	4,126.37	498.63
Photocopying	1,125.00	1,015.98	109.02
• Photocopier Leases	5,375.00	7,343.52	-1,968.52
Paper Purchases	600.00	306.70	293.30
Printing	125.00	85.88	39.12
Telephone	6,000.00	5,574.85	425.15
Postage	1,250.00	3,226.94	-1,976.94
Taxi and Courier	125.00	7.60	117.40
Parking/Management	1,250.00	505.04	744.96
Insurance	625.00	3,244.12	-2,619.12
Total General Office Expenses	22,350.00	30,008.92	-7,658.92
Computer/Network Support/Licenses	3,000.00	5,999.98	-2,999.98
Website/Fibre	3,300.00	1,967.01	1,332.99
• Contingency	14.96	21,678.95	-21,663.99
<b>Total Office Expenses</b>	<u>118,078.96</u>	<u>144,066.62</u>	-25,987.66
<b>TOTAL EXPENSE</b>	<u>1,953,382.00</u>	<u>1,833,593.66</u>	119,788.34
<b>NET INCOME</b>	<u>0.00</u>	<u>62,060.29</u>	-62,060.29

↓ 4E

↓ 2E

↓ 2E

E.O.E.  
↑  
AP

Ontario Secondary School Teachers' Federation  
 2021/2022 - Basic Rebate Only  
 OSSTF DRAFT FUNDING MASTER

District 12: Toronto	Barg. Units	FTE	Basic Rebate per FTE	Unit Rebate per FTE over 100	Unit Rebate for FTE over 1,000	Effective Comm. Rebate	Rebate per Unit	Time Release Generators				District Rebate per FTE over 2,000	Distance and Comm. Costs	District Office Rebate	Total Funding Master		
								Base Per FTE	Unit FTE 100 to 1,000	Unit FTE 1,000 to 2,000	Unit FTE over 2,000					Minimum Time Release Adjustment	Dist. FTE over 500
	1	4,816.7	345,036	166,830	62,999	0	1,650	12,872	46,340	19,308	36,257	0	402,595	56,064	30,000	85,000	
Teachers	1	1,013.4	72,593	32,307	221	0	1,650	12,872	46,340	259	0	0					
Occasionals	1	925.1	66,268	29,184	0	0	1,650	12,872	42,484	0	0	0					
PSSP																	
Total District Allocation	3	6,755.2	483,897	228,321	63,220	0	4,950	38,617	135,165	19,567	36,257	0	402,595	56,064	30,000	85,000	\$1,583,653

Ontario Secondary School Teachers' Federation  
 2021/2022  
 District A/C 2010 Funding

District 12: Toronto	2021/22 FTE	2021/22 Funding Master	2021/22 a/c 2010 Funding	2020/21 a/c 2010 Funding
		6,755.2	\$1,583,653	\$81,127

Draft 2 District Budget 2021-22

June 10, 2021

	DISTRICT	TTBU	OTBU	PSSP
<b>REVENUE</b>				
Provincial Funding Master	\$ 1,583,653.00	\$ 855,574.64	\$ 180,006.92	\$ 164,322.48
District				
TTBU				
OTBU				
PSSP				
District Political Action Levy *	\$ 81,000.00			
Provincial Rebates:				
... AMPA	\$ 62,000.00			
... Political Action 2050*	\$ 1.00			
... District Coalitions (Labour Council) 2052*	\$ 15,000.00			
... Election Readiness*	\$ 1.00			
... Excellence In Education 2055	\$ 1.00			
... Member Accessibility 2090	\$ 1.00			
... Workplace Training (Reps. / New Memes) 2010	\$ 81,127.00	\$ 57,846.46	\$ 12,170.49	\$ 11,110.05
... New Member Workshops 2070	\$ 1.00			
... Union Training 2015	\$ 1.00			
... WSIB 2080	\$ 1,310.00			
... Other (2043,2045,2050)	\$ 6,000.00	?		?
Interest	\$ 1,500.00			
Active Retired Members	\$ 1.00			
Misc Income / Allocation from Accumulated Surplus	\$ 77,000.00	\$ 54,903.76	\$ 11,551.37	\$ 10,544.87
Camille Natale Award	\$ 1.00			
Bargaining Unit levies	?	?		?
	\$ -			
<b>TOTAL REVENUE</b>	<b>\$ 1,908,598.00</b>	<b>\$ 968,324.86</b>	<b>\$ 203,728.78</b>	<b>\$ 185,977.40</b>
<b>EXPENDITURES</b>				
<b>Meetings</b>				
AMPA	\$ 124,000.00			
Executive	\$ 2,000.00			
General	\$ 16,500.00			
<b>Total Meetings</b>	<b>\$ 142,500.00</b>			

<b>Activities/Programmes</b>				
Political Action *	\$	40,000.00		
Labour Council *	\$	26,500.00		
Election Readiness *	\$	1.00		
Affiliations/Coalitions *	\$	10,000.00		
Grants & Donations *	\$	6,000.00		
Community Forums/Member Outreach *	\$	6,000.00		
AMPA Campaigns	\$	1.00		
Carmille Natale Award	\$	1.00		
Excellence in Ed.- Jim McQueen Award	\$	8,500.00		
Awards Event*	\$	4,000.00		
PPAL Workshops	\$	1,000.00		
<b>Total Programmes</b>	<b>\$</b>	<b>102,003.00</b>		
<b>COMMITTEES</b>				
Constitution Committee	\$	1,500.00		
Communications Political Action Committee*	\$	3,700.00		
Finance Committee	\$	1,600.00		
Pride Committee	\$	3,500.00		
Occupational Health and Safety Committee	\$	1,600.00		
Human Rights Committee	\$	4,500.00		
Eco Committee	\$	-		
Status of Women Committee	\$	1,100.00		
Black & Indigenous & Workers Of Colour	\$	3,000.00		
<b>Total Committees</b>	<b>\$</b>	<b>23,000.00</b>		
<b>Officers Salaries and Expenses</b>				
Executive Officers Release (Note 1)	\$	161,600.00		
Executive Liaison Expenses	\$	2,000.00		
<b>Total Officers Salary Expenses</b>	<b>\$</b>	<b>163,600.00</b>		
<b>Office Expenses</b>				
Staff Salary	\$	48,174.00		
Staff Benefits	\$	15,185.00		
Temporary Help	\$	240.00		
Bank Charges and Audit	\$	500.00		
Building Operation costs	\$	25,900.00		
Office Expenses	\$	22,350.00		
Computer Support / Licenses	\$	4,800.00		
WebSite/Fibre	\$	2,300.00		
<b>Total Office Expenses</b>	<b>\$</b>	<b>119,449.00</b>		
Contingency	\$	14.96		
2010 PD / Allocation from Surplus to Bargaining Units	\$	158,127.00		



TOTAL EXPENSES	\$ 708,693.96					
TOTAL DISTRICT REVENUE	\$ 1,908,598.00					
TOTAL DISTRICT EXPENSES	\$ 708,693.96					
Amount left to distribute by FTE	\$ 1,199,904.04					
	TTBU	↓ 167	OTBU	↓ 67	PSSP	↓ 45
FTE	4,816.70	1,013.40	925.10	↓ 219	District	6,755.20
Percent of Dist	0.7130	0.1500	0.1369			
Fiscal 2021-22 Distribution - After District Expenses	\$ 855,574.64	\$ 180,006.92	\$ 164,322.48			
Provincial Entitlement for PD Training	\$ 57,846.46	\$ 12,170.49	\$ 11,110.05		\$	81,127.00
Allocation from Surplus to Bargaining Units	\$ 54,903.76	\$ 11,551.37	\$ 10,544.87			
Total amount after District Expenses with PD amount	\$ 968,324.86	↓ \$ 203,728.78	↓ \$ 185,977.40			
Fiscal 2020-21 after District Expenses with PD amt	\$ 985,067.11	\$ 216,140.55	\$ 194,212.38			
percentage of previous year's total	0.98	0.9426	0.9576			
<p>Note 1 - time release costs attributable to District Officers and Liaisons to Committees, as per the District and Provincial Constitutions (see Financial Handbook)</p> <p style="text-align: right;">E.A.O.G. [Signature]</p>						

**ON TIME MOTIONS FOR THE  
OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING  
JUNE 17, 2021**

**CON 101-21**

Deborah Buchanan-Walford (TBU) / Hardeep Chauhan (TBU)

$\frac{2}{3}$

BIRT Article 2 of the District 12 Constitution be amended by insertion of sections 2.1.X to read:

2.1.X “Racialized” shall mean “the process by which societies construct races as real, different, and unequal in ways that matter to economic, political and social life”. This term replaces outdated language such as ‘ “racial minority”, “visible minority”, “person of colour” or “non-White”. (OHRC)

WITHDRAWN

\*\*

**CONS 101-21 to 108-21:**

Constitution, Page 3

*Article 2 - Definitions*

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**CON 102-21**

Deborah Buchanan-Walford (TBU) / Hardeep Chauhan (TBU)

$\frac{2}{3}$

BIRT Article 2 of the District 12 Constitution be amended by insertion of sections 2.1.X to read:

2.1.X “Intersectional oppression” shall refer to the “intersectional oppression [that] arises out of the combination of various oppressions which, together, produce something unique and distinct from any one form of discrimination standing alone...” (OHRC). Intersections can include, but are not limited to persons who are Black, Indigenous, Racialized, 2SLGBTQ+, persons with disabilities, persons who are neurodiverse, persons of varying religious identities, and all intersectionalities therein.

WITHDRAWN

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**CON 103-21**

Deborah Buchanan-Walford (TBU) / Hardeep Chauhan (TBU)

$\frac{2}{3}$

BIRT Article 2 of the District 12 Constitution be amended by insertion of sections 2.1.X to read:

2.1.X “Black” shall mean any racialized person who identifies with the African and/or Caribbean diaspora, recognizing that many Black-Caribbean’s and Black people from Africa do not define themselves as Black, but that Black diaspora is global.

WITHDRAWN

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**CON 104-21**

Deborah Buchanan-Walford (TBU) / Hardeep Chauhan (TBU)

$\frac{2}{3}$

BIRT Article 2 of the District 12 Constitution be amended by insertion of sections 2.1.X to read:

2.1.X “South Asian” shall mean anyone racialized person who identifies with the South Asian diaspora, descendants from India, Pakistan, Sri Lanka, Bangladesh, Bhutan, Nepal, the Maldives and including those who immigrated or transplanted as a result of indentured service to the Caribbean, Trinidad and Tobago, Guyana, Mauritius, Fiji, East Africa, South Africa, and so forth, recognizing that many Indo-Caribbean and Brown people from Africa do not define themselves as South Asian, but that South Asian diaspora is global.

WITHDRAWN

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**CON 105-21**

Deborah Buchanan-Walford (TBU) / Hardeep Chauhan (TBU)

$\frac{2}{3}$

BIRT Article 2 of the District 12 Constitution be amended by insertion of sections 2.1.X to read:

2.1.X “Indigenous” shall include “status, non-status, First Nations, Métis and Inuit.” (OHRC)

WITHDRAWN

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**CON 106-21**

Deborah Buchanan-Walford (TBU) / Hardeep Chauhan (TBU)

<sup>2</sup>/<sub>3</sub>

BIRT Article 2 of the District 12 Constitution be amended by insertion of sections 2.1.X to read:

2.1.X “Racism” shall mean “an ideology that either directly or indirectly asserts that one group is inherently superior to others.” (OHRC)

WITHDRAWN

**CON 107-21**

Deborah Buchanan-Walford (TBU) / Hardeep Chauhan (TBU)

<sup>2</sup>/<sub>3</sub>

BIRT Article 2 of the District 12 Constitution be amended by insertion of sections 2.1.X to read:

2.1.X “Anti-Black Racism” shall mean rhetoric/language prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy.

WITHDRAWN

**CON 108-21**

Deborah Buchanan-Walford (TBU) / Hardeep Chauhan (TBU)

<sup>2</sup>/<sub>3</sub>

BIRT Article 2 of the District 12 Constitution be amended by insertion of sections 2.1.X to read:

2.1.X “Institutional Racism” shall mean the systematic distribution of resources, power and opportunity in our society to the benefit of people who are white and the exclusion of Black, First Nations, Indigenous, Metis, Inuit or Racialized people.

WITHDRAWN

**CON 109-21**

Deborah Buchanan-Walford (TBU) / Derik Chica (TBU)

<sup>2</sup>/<sub>3</sub>

BIRT Article 5 of the District 12 Constitution be amended by insertion of subsection 5.1.X to read:

5.1.X An Additional Four (4) Dismantling Anti-Black Racism and Intersectional Oppression Executives.

~~Cost estimate: \$51,000.00 (Cost estimate removed at request of mover)~~

\*\*

**CON 110-21**

Deborah Buchanan-Walford (TBU) / Derik Chica (TBU)

<sup>2</sup>/<sub>3</sub>

BIRT the Constitution be amended by insertion of Article X to read:

Article X- Anti-Racism Policy and Procedure

X.1 The District shall have an Anti-Racism Policy and Procedure

\*\*

Constitution, pages 3-5

**CON 111-21**

Deborah Buchanan-Walford (TBU) / Laura Clayton (TBU)

<sup>2</sup>/<sub>3</sub>

BIRT Article 11 of the District 12 Constitution be amended by deletion to read:

11.1 Amendments to these articles may be made at an Annual General Meeting ~~provided notice of motion has been given to the Constitution Committee twenty (20) days in advance of the Annual General Meeting.~~

~~11.1.1. The Constitution Committee shall ensure that the District Executive is provided copies of the proposed amendments at least ten (10) days prior to the General Meeting.~~

11.1.2 Each Bargaining Unit Executive must provide the proposed amendments to their membership prior to the General Meeting.

11.1.3. Amendments submitted in accordance with Article 11.1 may be passed by a two thirds (<sup>2</sup>/<sub>3</sub>) majority of those present and voting ~~and otherwise by nine tenths (9/10) majority.~~

\*\*

WITHDRAWN

Constitution, Page 5

*Article 11 - Amendments to the Constitution*

**CON 112-21**

Deborah Buchanan-Walford (TBU) / Laura Clayton (TBU)

<sup>2</sup>/<sub>3</sub>

BIRT Article 11 of the District 12 Constitution be amended by insertion to read:

11.1.x. As of June 17, 2021 all new amendments to the Constitution shall include a notation as to the month and year the new amendment was added.

\*\*

Constitution, Page 5

*Article 11 - Amendments to the Constitution*

**BYL 101-21**

Deborah Buchanan-Walford (TBU) / Derik Chica (TBU)

1/2

BIRT Bylaw 5 be amended by insertion of subsection 5.X to read:

5.X The District shall have a member levy dedicated to funding anti-black racism and intersectional oppression positions and initiatives where such funds are to be used to allow each Dismantling Anti-Black Racism and Intersectional Oppression Executive access to up to 30 days of time release during the school year, as well as to complete their duties.

**Cost estimate: \$76,000.00**

\*\*

Bylaws, page 12

*Bylaw 5 - District Finances*

**BYL 102-21**

Deborah Buchanan-Walford (TBU) / Laura Clayton (TBU)

1/2

BIRT Bylaw 3 be amended by insertion of subsection 3.1.X to read:

3.1.X The Dismantling Anti-Black Racism and Intersectional Oppression Executives shall be elected or appointed by their respective Bargaining Units as follows:

- Two (2) from the BU with the largest FTE;
- One (1) from the BU with the second largest FTE;
- One (1) from the BU with the third largest FTE;

The Constitution and Steering Committee will recommend this motion be ruled out of order if CON 109-21 is defeated.

\*\*

Bylaws, page 6

*Bylaw 3 - Determination of Executive Members*

**BYL 103-21**

Deborah Buchanan-Walford (TBU) / Derik Chica (TBU)

½

BIRT Bylaw 4.2.10.1 be amended by insertion of subsection 4.2.10.1.x to read:

To create, update and annually review the duties of the Dismantling Anti-Black Racism and Intersectional Oppression Executives’ Manual with approval by the District Executive.

\*\*

Bylaws, page 11

*Bylaw 4 - Standing Committees and Affiliations*

*4.2.10 Black, Indigenous, and Workers of Colour*

*4.2.10.1 Terms of Reference*

**BYL 104-21**

District Constitution Committee

½

BIRT Bylaw 15 be amended by the addition of, “District meeting voting badges are non-transferable and only valid on the day they are issued”.

\*\*

Bylaws, page 18

*Bylaw 15 - Representation at General and Annual General Meetings*

**BYL 105-21**

District Constitution Committee

½

BIRT 4.2.1.2 be amended by the deletion of “subject to ratification by the District Executive”.

\*\*\*

Bylaws, page 7

*Bylaw 4 - Standing Committees and Affiliations*

*4.2 Membership and Terms of Reference of Standing Committees and Affiliations*

*4.2.1.2 The chairpersons of the Standing Committees, except for Occupational Health and Safety and Finance, shall be elected internally by their respective committees, subject to ratification by the District Executive. Committee chairpersons shall be elected annually, at the first meeting of the committee and hold office until the following June 30.*

**BYL 106-21**

District Constitution Committee

1/2

BIRT 6.2.1 be amended by substitution to read: “Each Bargaining Unit shall notify the Secretary/Treasurer and AMPA Coordinator of the names of all delegates and alternates no later than the third Monday in December”.’

\*\*\*

Bylaws, page 13

*Bylaw 6 - Delegates to AMPA*

6.2.1 *Each OSSTF Toronto Bargaining Unit shall notify the District Secretary/Treasurer of the names of all candidates for AMPA Delegate, indicating the vote total for each candidate, no later than the third Monday in December.*

---

**BYL 107-21**

District Constitution Committee

1/2

BIRT 7.2 be amended by the addition of “All matters discussed in Executive Session shall remain absolutely confidential to those members present during the Session.”

\*\*\*

Bylaws, page 14

*Bylaw 7 - Rights, Privileges and Duties of Members*

7.2 *Duties of Members*

---

**BYL 108-21**

District Constitution Committee

1/2

BIRT Bylaw 8.1 be amended by addition to read:

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

\*\*\*

Bylaws, page 14

*Bylaw 8 - Duties of the District Executive*

8.1 *It shall be the duty of the District Executive to:*

---



**BYL 109-21**

Deborah Buchanan-Walford (TBU) / Priscilla Solorzano (TBU)

1/2

BIRT Bylaw 1 - Quorum be amended by deletion and substitution to read:

1.1. A quorum for District Executive meetings shall be at least ~~fifty percent (50%)~~ seventy-five percent (75%) of the membership of the District Executive, with representation from ~~at least two~~ all bargaining units.

1.3. A quorum for a District General Meeting or the Annual General Meeting shall be ~~one hundred (100)~~ two hundred (200) members or five percent (5%) of the membership of OSSTF Toronto, whichever is less.

\*\*

WITHDRAWN

Bylaws, page 6

*Bylaw 1 - Quorum*

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**BYL 110-21**

Laura Clayton (TBU) / Deborah Buchanan-Walford (TBU)

1/2

BIRT Bylaw 8 be amended by addition of subsection 8.1.x. to read:

8.1.x. create a membership database which members can elect to be added to which includes all members' names, preferred pronouns, branch or job site, and preferred email addresses that is public to all members of all bargaining units and available on each of the bargaining units' websites.

\*\*

Bylaws, page 14

*Bylaw 8 - Duties of the District Executive*

---

**BYL 111-21**

Laura Clayton (TBU) / Deborah Buchanan-Walford (TBU)

1/2

BIRT Bylaw 13 be amended by addition of subsection 13.x. and 13.x.1 to read:

13.x. Access to Meetings

13.x.1. All meetings shall be made accessible to all members by providing both in-person and electronic means to participate.

**Cost estimate: \$10,000.00**

WITHDRAWN

\*\*

Bylaws, page 17

*Bylaw 13 - Meetings*

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**LATE MOTIONS FOR THE  
OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING  
JUNE 17, 2021**

**BYL 112-21**

Deborah Buchanan-Walford (TBU) / Laura Clayton (TBU)

$\frac{2}{3}$

BIRT Bylaw 4.2.10.1 of the District 12 Constitution be amended by insertion to read:

4.2.10.1.X To develop the Anti-Racism Policy and Procedure.

\*\*

Bylaws, page 11

*Bylaw 4 - Standing Committees and Affiliations*

4.2.10                    *Black, Indigenous, and Workers of Colour*

4.22.10.1                *Terms of Reference*

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**MAC 101-21**

Rick Beer (TBU) /

$\frac{2}{3}$

BIRT that District 12 OSSTF endorse that:

1. An OSSTF member has been placed on home assignment for sharing resources to support educators in teaching about Justice for Palestinians
2. the TDSB's response has the appearance of legitimizing the comments of a reporter with a documented history of Islamophobia
3. the TDSB's response supports the silencing of staff speaking out against anti-Palestinian racism
4. the board's position that staff members emails be subject to "approval" and "vetting" threatens the academic freedom and right to professional judgement of education workers
5. the public nature of the press coverage, the board's response, and the current focus on the human rights abuses of the government of Israel make this a public, political issue

and direct the District Executive to compose a letter

- a) containing the endorsed points (numbered 1-5)
- b) acknowledging that the government of Israel is engaged in human rights abuses, as reported by reputable international organizations
- c) defending an education workers' right to speak about human rights abuses

- d) explicitly affirming support of Javier Davila
- e) signed by the presidents of the TTBU, the PSSP and the OTBU that shall be
  - i. sent to the TDSB trustees
  - ii. posted, as a shareable document, to the social media accounts of the district, the TTBU, the PSSP and the OTBU
  - iii. emailed to all members of D12 via mailing lists of the TTBU, the PSSP and the OTBU.

before June 30, 2021.



## **Black, Indigenous, and Workers of Colour (BIWOC) Committee Report to District Annual General Meeting**

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Submitted by Danica Izzard, Executive Liaison

The committee has been hard at work this year. It involved providing a space to discuss concerns of Black, First Nations, Metis Indigenous, and racialized workers and a look forward to the future. Our co-Chairs Hardeep Chauhan and Joy Martyr-Andre have continued to create a respectful and collaborative space despite the challenges of meeting remotely during the pandemic.

This year for the federation PD day, members of the committee developed professional development. The PD engaged members who identify as Black, Indigenous and/or People of Colour, in authentic conversations and strategies for support within OSSTF Toronto, such as building leadership capacity, navigating union spaces, combating Anti-Black Racism and maintaining mental wellness.

The committee also chose recipients for the Black, Indigenous, and Workers of Colour committee award. The award honours advocacy of issues of concern to Black, Indigenous, and workers/students of colour, including incorporating anti-racist and decolonization practices into our Union and education system.

Once again, the committee would like to congratulate this year's recipients: *Lisa Barnwell, Andrea Cross, Michael Gibson, and Imani Hennie-Hamadi.*

Some projects were not completed, primarily due to the disruption of the COVID-19 pandemic, but the committee intends to continue their work as the circumstances allow next year. You are encouraged to check out past curriculum resources on the [OSSTF Toronto BIWOC Committee page](#).

New members are always welcome. You can find the dates of meetings on the OSSTF Toronto events calendar.

# D12 Eco Committee Report 2020/21

The OSSTF D12 Eco Committee continued this year to provide a platform for enhancing ecological learning and professional development to interested members of the TDSB, during the worldwide pandemic.

This year, the Committee's focus was on the following key areas:

- TDSB Climate Change initiatives.
- a February PD session for TDSB teachers focusing on “green collar” career opportunities, provided by Relay Education.
- A presentation from Dr. Dianne Saxe, Deputy Leader of the Green Party of Ontario, and former Environmental Commissioner of Ontario, to TTBU members.
- A visit from TTCriders to provide information to attending members on student-focused advocacy campaigns on mass transit issues.

This year's PD session, held via for approximately 35 members, focused on career opportunities in Green Industries and resources for teachers to promote and educate students on ecological career pathways. The workshop covered a number of topics and exercises that were demonstrated and provided a glimpse at the interactivity that students would experience in the classroom if Relay were invited to their classroom.

In May, Dr. Dianne Saxe was invited to share a slideshow about ecology and sustainability in Ontario, to review the Ford administration's record on the environment, and to answer member questions about the path forward to a greener Ontario.

In June the Committee invited Shelagh Pizey-Allen from TTCriders to outline their programs and campaigns which promote affordable and quality mass transit for students and all riders of the TTC, and to review how possible changes to fares and Presto ticket packages could impact public school communities.

Other meetings included discussions around how to promote ecology and sustainability in Board operations, unions, pension plans, and our schools.

Many thanks to Committee members for all their work!

Chris Chandler, Executive Liaison  
Natasha Bartels, Co-Chair  
Adam Shalaby, Co-Chair

## **D12 Pride Committee Report 2020/21**

The OSSTF D12 Pride Committee provided a safe and inclusive space for members to gather and discuss matters of concern relating to LGBTQ2S+ education workers and students generally, and with specific reference to their experiences within the TDSB and OSSTF.

The Committee in its meetings this year finalized plans for the printing and delivery to brick and mortar schools in September 2021 of the winning entries from the most recent Positive Space student poster competition, since the distribution of those materials was disrupted by Covid, and since so many school GSAs had become online communities.

The Pride Committee also participated in the planning of and approval of the contents of this year's multi-affiliate Pride Month celebrations, to be held this year via Zoom on June 24, 2021, including performances from a wide and diverse range of artists, representative of the entire LGBTQ2S+ community.

Committee members also worked on ways to support the newly launched and entirely member-driven TDSB GSA Network, which seeks to bring together GSAs from across the TDSB to advance the work of building safe and positive communities for our members and their students. The Committee also discussed ways to support OSSTF members doing the sometimes difficult work of educating students on sensitive human rights issues.

Chris Chandler, Executive Liaison  
Bruce Garrett, Chair

## Status of Women Annual Report – 2020-2021

We would like to thank the members of the District 12-Toronto Status of Women Committee for their commitment to the committee despite the challenges and demands COVID presented.

We look forward to meeting again during the 2021-2022 school year as we continue to provide opportunities for members from all three bargaining units to support women and women identified members and students. We plan to continue to work towards identifying and removing barriers which may inhibit OSSTF/FEESO members from participating in union business. Our committee would like to extend an invitation to any interested members of the district to join us.

In solidarity,

Solange Scott, Status of Women Committee Co-Chair

Michelle Pagniello, Status of Women Committee Co-Chair

Nicole Gauthier, Executive Liaison to the Status of Women Committee

# Education Workers

# united

for a pride to remember

Hosted by:

Elsie B.O.

Featuring:

Martha Chaves &  
Elvira Kurt with  
special guests!

THURSDAY, JUNE 24<sup>TH</sup>

4pm - 9pm ON

ZOOM!



- 4:00 PM Open the ZOOM call, people can LOG IN
- 4:15 PM Human Rights statement Land 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**

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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.



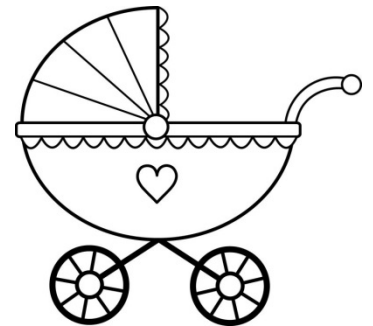
OSSTF TORONTO  
Presents

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# 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 4<sup>th</sup>, 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](mailto:dizzard@osstftoronto.ca)

Nicole Gauthier  
Executive Officer  
[ngauthier@osstftoronto.ca](mailto:ngauthier@osstftoronto.ca)

**MAXIMUM \$50.00 DINNER REBATE APPLICATION FOR  
REGISTRANTS OSSTF DISTRICT 12 ANNUAL GENERAL MEETING  
Thursday June 17<sup>th</sup>, 2021 (4:45 PM – 7:00 PM)**

- Scan/Attach **ORIGINAL** receipt dated Thursday June 17<sup>th</sup>, 2021 – (No more than \$50.00 will be rebated)
- Keep a copy of rebate items for your records
- PLEASE PRINT CLEARLY

Rebate cheque payable to :

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

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

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

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

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

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

Email to: [mreid@osstftoronto.ca](mailto:mreid@osstftoronto.ca)

D12 and the AGM A/C

Or via Canada Post:

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

2020-2021

D-12 A/C - 5170



Childcare / Dependant Care Submission

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

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

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

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

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

\_\_\_\_\_

\_\_\_\_\_

Documentation of Living Wage Attached:

Original Receipt Attached:

Copy of Original Receipt & Submission kept:

Originals Sent to Address Below: