

**OSSTF Toronto
TTBU Council
Virtual Meeting
4:45 p.m.
APRIL 22, 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: February 18, 2021 | <i>[pages 4-15]</i> |
| | 6. Election of Budget Committee Members | |
| | 7. On Time Motions | <i>[N/A]</i> |
| | 8. Executive Reports | |
| | 9. Questions to Executive/Items of Concern | |
| | 10. Provincial Executive Report | <i>[pages 37-50]</i> |
| | 11. Questions to Provincial Executive Report | |
| | 12. New Business, Late Motions and Notices of Motion | |
| #7:00 pm | 13. Adjournment | |

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Resolution and Complaints Process

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

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

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

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

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

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

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

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

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

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

**OSSTF Toronto
TTBU Council Meeting
February 18, 2021**

1. Meeting called to order at 4:45 p.m. Mark Kissel, 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 not been established. Move to Item 7 on the Agenda.

7. Executive Reports:

Leslie Wolfe

- Welcoming remarks thanking the TTBU Steering Committee and Executive Officer team for their work on the amended Rules of Order.
- Reported on the current political state of affairs.
- Spoke to reopening of schools with the Covid variant of concern as the Union continues to push for Health & Safety measures.
- Reported on two grievances filed; one in respect to supervision, and the requirement to teach both in person and online at the same time without consent.
- Advised that status of work refusals will be a regular feature at Council meetings in conjunction with other Health & Safety concerns, such as asymptomatic targeted testing.
- Reported on OSSTF/FEESO Covid Health & Safety/Legal Strategy.
- Spoke to the Doug Ford government and the need for OSSTF/FEESO Education Platform Consultations for the 2022 elections. Members encouraged to submit education platform suggestions before April 9, 2021.
- Interested Members are invited to join the campaign to elect an education-friendly provincial government. Organizers were chosen provincially to implement a plan to identify a core group of members interested in political action. A meeting will be held in March or April with a survey to complete by February 26, 2021.
- Council asked to encourage colleagues who have a keen interest in politics to explore ways to take control and join the fight to protect against the decimation of publicly-funded education in Ontario by way of a US-style system in which the private sector profits from the tax dollars paid to support public schools.

Chair advises that quorum has been reached.

4. The Agenda is approved with universal consensus.
5. The Minutes of January 21, 2021 are approved with universal consensus.

6. On Time Motion:

BIRT the TTBU Council Rules of Order for the 2020/21 Federation year be amended by deletion and substitution to read:

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 may be 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 may be 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 Council Representatives.
 - 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. It is non-debatable. 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. An adopted motion may be endorsed or received.
 - 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.
 - a. Professional conduct is characterized by courtesy and good faith, and not engaging in public criticism of the member's colleagues.
 - b. Members will not engage in any conduct that undermines the dignity or self-esteem of an individual, or which creates an intimidating, hostile or offensive environment.
67. Unprofessional conduct shall be dealt with in the following order:
 - a. The Chair will remind the member, and the house, of the rules and standards for the meeting.
 - b. If the conduct continues, the Chair will NAME the offender (“I have reminded _____ about the appropriate behaviour in the House; please be respectful. If this conduct continues, you will be removed from this meeting.”) Objectionable or disorderly words used by the offender shall be recorded and may be entered in the Minutes.
 - i. The case may be sufficiently resolved by an apology or a withdrawal of objectionable statements by the offender, if not;
 - ii. The Chair may choose to prevent the member from participating in further debate.
 - c. If the conduct continues, The Chair will ask the member to leave the meeting. (“Your conduct is interfering with the business of the House, I must direct you to leave the meeting.”)
 - i. If the member refuses to leave the meeting, they will be removed.

Definitions

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
 - a. BYL - Bylaw motions
 - b. CON - Constitution motions
 - c. MAC - Miscellaneous Action Motions
 - d. POL - Policy motions

e. 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".

CARRIED

Pauses for Points of Parliamentary Inquiry on January's Notice of Motion not being read into the Record. Mover and Seconder of Motion respond. Chair reads Item 63 of the Rules and concurs with Seconder.

Pause regarding Item 64 for clarification of "regular basis" Mover responds that "regular" is on an "as needed" basis.

Pause for reading of the Motion. Chair reads the motion.

Pause regarding Item 62 and the question of Notice of Motion. Chair responds and moves to the vote on the motion. Challenge to the Chair offered. With no Challenge, the Chair looks to the Mover to close debate.

Voting begins but some are unable to vote. Chair pauses the vote and asks voters to refresh and retry. Voting continues. Voting is paused again and the Chair provides three voting alternatives.

Pause regarding the Executives not being able to vote but are in agreement to step back and let members of the House vote on the Motion.

*Chair leaves voting open for 30 seconds with one last refresh. No Challenge to the Chair or move to alternate voting method. Vote closes, and the on-time motion is declared **CARRIED**.*

In favour: 58 / 90.6%

Opposed: 6 / 9.4%

7. Continuation of Executive Reports:

Michael Platt

- Provided a Health & Safety Report regarding complaints, work refusals and the Joint Occupational Health and Safety Committee (JOSH) 21-day recommendations.
 - OSSTF/FEESO will be receiving information to be used to build a Covid Health & Safety/Legal Strategy.
 - Work refusals: 7 in total: 4 from ETT, 1 from CUPE and 2 this week from the OSSTF TTBU.

Pause regarding concern that voting was unavailable for all during the on-time motion. Chair offers a reconsideration of the vote by unanimous consent of the House. Offer accepted but with one against, Chair advises that a Motion to Reconsider with a 2/3 vote to carry is needed.

Pause on suggestion to move forward. Chair advises a Motion to Reconsider is needed.

Pause on a Point of Parliamentary Procedure regarding who can move a Motion to Reconsider. Chair advises that it is open to all.

BIRT the previous motion be reconsidered.

CARRIED

Pause on clarification of who can move to reconsider. Chair clarifies and voting opens.

Pause regarding wording of motion to read “reconsidered” and not “considered”. Chair: ballot to be corrected.

*Pause to inquire on registration of non-voters possibly related to voting issues. Rony Masri: not the issue with voting. Chair rules no further pauses while a vote is ongoing. Vote closes, and the Motion to Reconsider is declared **CARRIED**.*

In favour: 33 / 56.9%

Opposed: 25 / 43.1%

*Chair begins the vote to reconsider the on-time motion with a simple majority to carry. Mover opens and closes debate and the ballot opens. Vote closes, and the on-time motion is declared **CARRIED**.*

In favour: 52 / 91.2%

Opposed: 5 / 8.8%

7. Continuation of Executive Reports:

Michelle Teixeira

- Provided a Staffing Report.
 - Annual Blue Binder discussions have concluded; the current Blue Binder can be found on our website.
 - The Annual Staffing Committee Training Workshop will be held via Zoom on Monday, March 8, commencing at 4:30. Staffing Committee members are encouraged to attend.

- The Board has confirmed that they will staff schools in the fall as in a normal year of brick and mortar.
- The Annual Staffing and Workload Survey will be conducted this year in April and May.

Lisa Black-Meddings

- Provided a Bargaining Report.
 - Spoke to recent bargaining meetings with the TDSB and the appointed Conciliator.
 - Two All-Member Bargaining Update Meetings to be held via Zoom on Wednesday, February 24 at 4:30 pm, and at 7:00 pm on Thursday, February 25.

Danica Izzard

- Reported on OSSTF Toronto Anti-Harassment Officer Training for Black, Indigenous and Racialized Members. Interested Members are encouraged to complete the online training scheduled for Monday, March 29 at 4:30 pm. Registration is open on our website until Friday, March 12, 2021 at 5:00 pm.

Chris Chandler

- Reported as Executive Liaison for the Eco Committee.
 - On Monday, March 1, Dr. Diane Saxe, former Environmental Commissioner of Ontario, will join the OSSTF Toronto Eco Committee for an online discussion beginning at 4:30 pm. All Toronto Members are welcome to join a discussion of environmental and sustainability issues that impact all Ontarians.
 - The Eco Committee was contacted by TTC Riders who are looking to vet curriculum to run in transition-year classrooms on financing public transit and the working of TTC fares.

Hayssam Hulays

- Reported as Executive Liaison to the Adult Day School Action Team.
 - Spoke to the Board's ineptitude with respect to benefits for ADS Teachers. We have filed a grievance and the Board is still trying to find the error. Hoping for a remedy soon.

8. Questions to Executive/Items of Concern

- Questions and concerns were addressed.

12. Adjournment: 7:03 p.m.

**OSSTF Toronto
TTBU Council Meeting
February 18, 2021**

8. Questions to Executive/Items of Concern

- Outdated TPH information regarding student masks
- Compiling info about on-calls and discrepancies between branches
- Consistency with the ability to stay home with one class on the Quad system
- Follow up with an issue of over 180 contacts in Quad 4
- Virtual School logistics and the Staffing and Workload Survey meeting
- Clarification on the recommendation that members wear goggles, a visor, or both
- Outcome of a grievance over the requirement for teachers to livestream classes at home
- H&S concern form is difficult to find on our website/put link on front page
- Ventilation system concern
- Opening delay with a call for a 2-week school delay

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 <p><i>Speaking time: 90 seconds</i></p>	Type “FOR” to SPOTTER
AGAINST (X)	<ul style="list-style-type: none"> • Debating against a motion <p><i>Speaking time: 90 seconds</i></p>	Type “AGAINST” to SPOTTER
QUESTION (?)	<ul style="list-style-type: none"> • To ask a question to the mover <p><i>Speaking time: 60 seconds</i></p>	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>.

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>.

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

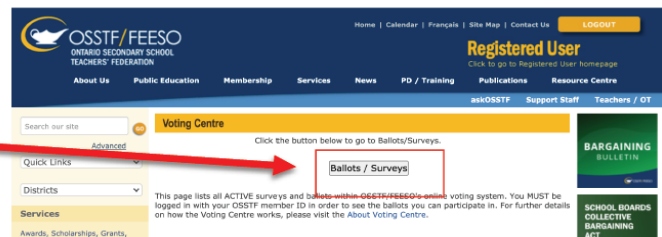
OSSTF TORONTO ONLINE VOTING INSTRUCTIONS

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, you'll notice on the bottom right margin of the page is the "Voting Centre" badge.



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



STEP 4: In the box titled page **Current Ballots**, click the appropriate link to the desired ballot and follow the instructions to cast your vote. Ballots will not appear until motions are ready to be voted upon.

Troubleshooting Tips:

A

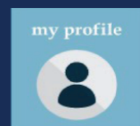
Not Seeing the Voting Centre badge?

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.

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.

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.
- a. Professional conduct is characterized by courtesy and good faith, and not engaging in public criticism of the Member's colleagues.
 - b. Members will not engage in any conduct that undermines the dignity or self-esteem of an individual, or which creates an intimidating, hostile or offensive environment
67. Unprofessional conduct shall be dealt with in the following order:
- a. The Chair will remind the Member, and the house, of the rules and standards for the meeting.
 - b. If the conduct continues, the Chair will NAME the offender ("I have reminded _____ about the appropriate conduct in the House; please be respectful. If this conduct continues, you will be removed from this meeting.") Objectionable or disorderly words used by the offender shall be recorded and may be entered in the Minutes.
 - i. The case may be sufficiently resolved by an apology or a withdrawal of objectionable statements by the offender, if not;
 - ii. The Chair may choose to prevent the Member from participating in further debate.
 - c. If the conduct continues, The Chair will ask the Member to leave the meeting. ("Your conduct is interfering with the business of the House, I must direct you to leave the meeting.")
 - i. If the Member refuses to leave the meeting, they will be removed.

Definitions

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
- a. BYL - Bylaw motions
 - b. CON - Constitution motions
 - c. MAC - Miscellaneous Action Motions
 - d. POL - Policy motions
 - e. 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 TTBV 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



AGM

ANNUAL GENERAL MEETING

THURSDAY, MAY 20TH, 2021

VIRTUAL (USING ZOOM PLATFORM)

CHECK-IN: 4:15PM / MEETING: 4:45PM – 7:00PM

ALL TTBU MEMBERS ARE WELCOME + ELIGIBLE TO VOTE

Meeting will include:

Reports from the President, Treasurer and Chief Negotiator
Constitution & Bylaw amendments

How to Register for the Virtual Meeting?

- Click on the following link: <https://osstftoronto.ca/ttbu-annual-general-meeting-2020-21-registration/>

Registration deadline: Wed. May 19th @ 4:30PM

- Meeting link will be sent on the day of the meeting
- Members must have a registered account on the Provincial OSSTF website (<https://www.osstf.on.ca>) as all AGM motions will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website

Dinner Allowance

- A dinner allowance of **up to \$50** (the Provincial OSSTF limit) will be reimbursed to those in attendance at the meeting and who submit their itemized receipt
- Reimbursement forms will be made available in the AGM package

Questions can be directed to the Executive Liaison to the Constitution and Steering Committee,
Rony Masri (rmasri@osstftoronto.ca)

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 04/21/2021	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	322,773.08	125,226.92
Total Member Levy	448,000.00	322,773.08	125,226.92
Other Revenue			
Investment Revenue	16,000.00	7,489.52	8,510.48
OTIP Rebate	25,000.00	30,000.00	-5,000.00
Total Other Revenue	41,000.00	37,489.52	3,510.48
TOTAL REVENUE	1,479,306.11	1,018,109.69	461,196.42
EXPENSE			
Executive			
Executive Time Release	687,000.00	343,500.00	343,500.00
Health and Safety Time Release	500.00	0.00	500.00
ExecExpenses/Member Meetings	16,500.00	786.76	15,713.24
Executive Action	12,000.00	0.00	12,000.00
Executive Mileage and Taxi	14,500.00	591.37	13,908.63
Total Executive	730,500.00	344,878.13	385,621.87
Meetings			
TTBU Executive	12,000.00	1,955.11	10,044.89
TTBU Council Meetings/Travel	29,000.00	3,309.35	25,690.65
TTBU Annual General Meeting	35,080.00	10,588.18	24,491.82
Branch Meetings (Rebates)	23,000.00	21,306.63	1,693.37
Total Meetings	99,080.00	37,159.27	61,920.73
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	135.60	8,264.40
Retirees Reception	7,000.00	0.00	7,000.00
Tributes	1,500.00	50.00	1,450.00
Time Release -Activities/Programmes	1,000.00	14,094.23	-13,094.23
Special Projects/Member Engagement	500.00	0.00	500.00
Total Activities/Programmes	93,900.00	15,958.87	77,941.13
Member Protection			
Grievances	31,000.00	5,808.36	25,191.64
Legal Retainer	17,000.00	16,950.00	50.00
Negotiations	5,000.00	490.29	4,509.71
Secondary Consultation(Common Conc)	1,000.00	0.00	1,000.00
Staffing(Data/Blue Bk/Training Wkp)	14,000.00	3,822.74	10,177.26
Total Member Protection	68,000.00	27,071.39	40,928.61
Committees			
Constitution Committee	3,900.00	504.79	3,395.21
TTBU Budget Committee	1,700.00	211.65	1,488.35
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
Total Committees	13,400.00	1,080.92	12,319.08

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 04/21/2021	Change
Office Expenses			
Staff Salaries	192,695.98	138,947.20	53,748.78
EI Expense	4,000.00	2,754.02	1,245.98
CPP Expense	8,000.00	6,155.20	1,844.80
WSIB Expense	6,400.00	3,322.74	3,077.26
Pension Expense	16,000.00	10,331.20	5,668.80
Benefit Plan	24,000.00	10,789.81	13,210.19
Total Staff Benefits	58,400.00	33,352.97	25,047.03
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	938.47	4,061.53
Supplies	18,500.00	5,693.92	12,806.08
Photocopying	4,500.00	485.10	4,014.90
Photocopier Leases	21,500.00	10,688.45	10,811.55
Paper Purchases	2,400.00	1,260.06	1,139.94
Printing	500.00	682.52	-182.52
Telephone	24,000.00	11,581.79	12,418.21
Postage	5,000.00	6,954.13	-1,954.13
Taxi and Courier	500.00	0.00	500.00
Parking/Management	5,000.00	3,320.00	1,680.00
Insurance	2,500.00	1,571.59	928.41
Total General Office Expenses	89,400.00	43,176.03	46,223.97
Computer/Network Support/Licenses	17,200.00	5,236.09	11,963.91
Website/Fibre	9,200.00	8,252.55	947.45
Contingency	130.13	0.00	130.13
Total Office Expenses	472,086.11	292,481.65	179,604.46
TOTAL EXPENSE	1,476,966.11	718,630.23	758,335.88
NET INCOME	2,340.00	299,479.46	-297,139.46

EJAE
AP

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 04/21/2021	Change
REVENUE			
Provincial Office Funding			
2000 - Basic District Rebates	1,599,801.00	1,215,598.00	384,203.00
2010 - Prof. Develop. and Training	88,817.00	0.00	88,817.00
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	1,225,598.00	497,835.00
Member Levy			
District Political Action Levy	85,000.00	48,916.81	36,083.19
Total Member Levy	85,000.00	48,916.81	36,083.19
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	0.00	1.00
Miscellaneous Revenue	58,500.00	0.00	58,500.00
Total Other Revenue	60,002.00	12,847.50	47,154.50
TOTAL REVENUE	1,868,435.00	1,287,362.31	581,072.69
EXPENSE			
Bargaining Unit Funding			
OTBU Funding - Funding Master	193,322.20	135,265.54	58,056.66
OTBU Funding - Other	13,757.12	0.00	13,757.12
PSSP Funding - Funding Master (net)	173,709.03	121,596.27	52,112.76
PSSP Funding - Other	12,361.41	0.00	12,361.41
TTBU Funding - Funding Master	881,071.81	616,550.26	264,521.55
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	944,759.57	450,660.47
Executive			
Executive Time Release	160,000.00	80,000.00	80,000.00
Executive Liaison Expenses	2,000.00	0.00	2,000.00
Total Executive	162,000.00	80,000.00	82,000.00
Meetings			
District Executive	2,000.00	31.36	1,968.64
District General & Annual Meetings	16,500.00	8,887.79	7,612.21
Inter-District Meetings/Training	0.00	0.00	0.00
AMPA	40,000.00	3,941.66	36,058.34
Total Meetings	58,500.00	12,860.81	45,639.19
Activities/Programmes			
Political Action	40,000.00	11,485.99	28,514.01
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	600.00	5,400.00
Community Forums/Member Outreach	6,000.00	0.00	6,000.00
AMPA Campaigns	5,000.00	2,913.99	2,086.01
Camille Natale Award	1.00	310.18	-309.18
Ex in Ed - Jim McQueen Award	8,500.00	445.20	8,054.80
Awards Event	4,000.00	0.00	4,000.00
Pregnancy ,Parental, Adoption Leave	1,550.00	0.00	1,550.00
Total Activities/Programmes	107,552.00	51,767.36	55,784.64

Printed On: 04/20/2021

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 04/21/2021	Change
Committees			
Constitution Committee	1,500.00	134.59	1,365.41
Communications PAC Committee	3,700.00	923.83	2,776.17
Finance Committee	1,600.00	416.07	1,183.93
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	858.80	2,141.20
Black, Indigenous, Workers of Colour	2,500.00	281.57	2,218.43
Eco Committee	1,100.00	319.98	780.02
Total Committees	23,000.00	3,324.38	19,675.62
Office Expenses			
Staff Salaries	48,174.00	30,322.39	17,851.61
EI Expense	1,000.00	644.74	355.26
CPP Expense	2,000.00	1,513.33	486.67
WSIB Expense	1,600.00	830.98	769.02
Pension Expense	4,000.00	2,578.76	1,421.24
Benefit Plan	6,000.00	3,220.43	2,779.57
Total Staff Benefits	14,600.00	8,788.24	5,811.76
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	234.62	1,015.38
Supplies	4,625.00	1,420.03	3,204.97
Photocopying	1,125.00	172.80	952.20
Photocopier Leases	5,375.00	2,672.11	2,702.89
Paper Purchases	600.00	263.49	336.51
Printing	125.00	170.63	-45.63
Telephone	6,000.00	2,996.65	3,003.35
Postage	1,250.00	1,951.50	-701.50
Taxi and Courier	125.00	0.00	125.00
Parking/Management	1,250.00	830.00	420.00
Insurance	625.00	392.90	232.10
Total General Office Expenses	22,350.00	11,104.73	11,245.27
Computer/Network Support/Licenses	4,800.00	1,223.89	3,576.11
Website/Fibre	2,300.00	2,063.30	236.70
Contingency	14.96	12.00	2.96
Total Office Expenses	118,878.96	79,484.55	39,394.41
TOTAL EXPENSE	1,865,351.00	1,172,196.67	693,154.33
NET INCOME	3,084.00	115,165.64	-112,081.64

E. + Q.E.
ADP



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



OSSTF TORONTO



OSSTF PENSION RETIREMENT PLANNING WORKSHOPS TEACHERS' PENSION PLAN MEMBERS 2021

Registration: TTBU members - "Events" calendar on our website - osstftoronto.ca

WORKSHOP # 1

DATE: Wednesday, February 17
TIME: 5:00 PM - 6:15 PM
PLACE: <https://register.gotowebinar.com/register/6397592380912897296>

WORKSHOP # 2

DATE: Thursday, April 8
TIME: 4:30 PM - 5:45 PM
PLACE: <https://register.gotowebinar.com/register/8171514754352962832>

WORKSHOP # 3

DATE: Tuesday, May 4
TIME: 7:00 PM - 8:15 PM
PLACE: <https://register.gotowebinar.com/register/455277390862795789>

WORKSHOP # 4

DATE: Thursday, May 27
TIME: 5:00 PM - 6:15 PM
PLACE: <https://register.gotowebinar.com/register/5929522584387547408>

**** You may also wish to register for an OTIP/Educator's Financial "Benefits & Financial Planning Retirement Seminar" at www.otip.com/events ****

Sign up for OTIP's free retirement webinar!

OTIP's popular retirement workshop "Walk into retirement with a plan" is now available as a webinar! Please share with your members who are planning for their retirement.

Members will learn about retirement planning from the comfort and safety of their own homes. OTIP's experts will discuss how to smoothly transition their current health, dental and travel coverage into retirement as well as the flexible plan options available to them.

Members can view the schedule and sign up for a free webinar today at www.otip.com/retirement_webinar

April 15, 2021

Provincial Executive Liaison Report

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

1. Ministry Initiatives Committee- Expanding Student Access to Online and Remote Learning

A special meeting of the Ministry Initiatives Committee was held on March 22. The Ministry said they have “a pressing item we wish to consult with you on regarding the proposed plans to expand access to online and remote learning in the publicly-funded education system. This is taking shape as a key priority for the ministry in the coming months, and we would like to present details around the next steps being considered for your collective advice and input.” At the meeting, the Ministry officials presented a slide-deck with a plan for the expansion of remote and online learning. Following the meeting they sent participants a copy of the slide deck.

The plan identifies three types of remote/on-line learning:

- Synchronous remote-learning – teachers would be employed by school boards, classes would be funded at 23:1;
- Teacher-supported on-line learning – teachers would be employed by school boards, classes funded at 30:1 (cap of 35);
- Fully independent online learning – teachers would be employed by TVO, Student to teacher ratio is not applicable.

The Ministry have framed the plan as providing choice, quality and equity for students and families. Andrew Davis assured the group that the government has no intention of changing any working conditions and committed to discussing the plan with affiliates.

Key Components

1. Boards would be required to provide synchronous remote learning:
 - as a permanent part of elementary and secondary schools effective September 2021. No additional admin. funding would be provided.
 - to students on snow days or during emergency school closures.
 - Students in remote learning would continue to have access to “desired supports through their physical school.”
2. TVO and TFO would become the gatekeepers and developers for online learning:
 - TVO and TFO, with input from trustee associations, would create and maintain a standardized list of online courses for each school system.
 - Content for the courses would be created by TVO and TFO and would be provided to school boards at no cost. Boards/teachers would be able to modify the content.
 - TVO and TFO would develop and implement a “provincial seat reservation system”
 - TVO and TFO would create a “centralized Centre of Excellence” for teacher professional development resources.

- TVO and TFO would establish a “global development strategy” re: online learning for out-of-province students. Boards would no longer be able to market to or enroll these students directly.
- 3. All students taking online courses would have access to connectivity, learning devices and a supervised space in which to work within their secondary school. Boards would be encouraged to utilize existing staff to supervise and support these students.
- 4. The online learning graduation requirement and opt out would be implemented effective September 2021 starting with those students who were enrolled in Grade 9 in September 2020-2021.
- 5. Online pedagogy would become a mandatory part of initial teacher education programs.
- 6. In addition to amending the Education Act to include the changes above, the government is proposing to create regulatory authorities:
 - to prescribe the roles and responsibilities of school boards, school authorities and other entities prescribed by regulation;
 - establish data-sharing processes; and
 - prescribe the use of technology infrastructure, such as software, information systems and/or technology-based instructional tools and resources

Implications

The synchronous remote learning is optional and may get little uptake based on how parents have responded to remote learning during the pandemic. It will likely be used primarily by students with health issues.

The requirement to provide synchronous remote learning during snow days is an issue. This would have significant implications for teacher workloads. There are also numerous equity questions that will need to be addressed (e.g. What if there is insufficient tech/internet for all students /staff in a family to access remote learning simultaneously? What if buses are cancelled but schools are open?).

This plan may actually result in less choice for students to participate in in-person classes. The creation of a standardized list of online courses may result in small and/or rural schools opting out of offering in-person courses that are not highly sought after.

School boards will lose access to a current funding stream when they can no longer enroll out-of-province students.

The current consortia may have little role to play in offering online learning as TVO and TFO become responsible for managing online enrollment.

It is unclear who will be creating the course content. The reference to collaborating with third parties could provide an avenue for the use of private companies.

The possible collective agreement issues are still being determined and will require further details. Issues such as workload, staffing levels, board funding, etc. are being examined.

The creation of a central coordination framework and technological infrastructure opens the door for further privatization in the future.

The proposed legislation could provide opportunities for the government to regulate for-profit entities to deliver online learning, and/or to control the tools and infrastructure that school boards would be able to use.

Actions

- As offered at the March 22nd meeting, OSSTF/FEESO has requested an additional meeting to further discuss the plan.
- Departments are reviewing the document to identify questions to be raised at the additional meeting.
- A written submission is being drafted and will be presented to PE April 6th for approval. The government has extended the deadline for submissions to April 7.
- OSSTF/FEESO is requesting a meeting with the government to discuss the collective agreement implications of the plan as per the terms of the central agreement.

2. Bill 254, Protecting Ontario Elections Act

Background

[Bill 254, Protecting Ontario Elections Act](#)

Attorney General Doug Downey (Barrie—Springwater—Oro-Medonte) introduced a bill that would amend the Election Act and the Election Finances Act. While the introduction of bills is the prerogative of the government or any MPP, this sweeping election bill was completed without any forewarning or prior consultation with Ontarians or the opposition political parties. The need for this bill is not clear except to make it easier for any governing party, particularly the current PC government, to fundraise more money and to stifle democratic debate by imposing severe limits on the expression of political dissent prior to an election.

Analysis

Although the bill has a number of proposals including expanding advance voting days, the three most pertinent elements are:

- Despite pre-election 2018 hype characterizing public subsidies to political parties as “political welfare,” Premier Doug Ford and the PCs have proposed to continue the current per-vote subsidies for political parties until the end of 2024. The amounts currently are \$5.9 million annually for the PCs, \$4.9 million for the NDP, \$2.9 million for the Liberals, and \$672,000 for the Greens. They will be adjusted for inflation and will also be adjusted after the 2022 provincial election as the vote totals change for each party.
- The bill would increase the annual contribution rates to political parties, constituency associations, leadership candidates and election candidates from \$1,650 to \$3,300. This would obviously help any governing party, especially one with deep-pocketed business supporters like the PCs. Although the opposition parties might benefit too, the total effect would not be anywhere near as positive as for the PCs. Despite the increase in contribution rates, the PCs are still maintaining the ban on corporate and union donations, which, of course, continues to favour their well-heeled supporters.
- The most jarring part of the bill that would impact OSSTF/FEESO’s involvement in any provincial election campaign is the extension of the current six-month limitations on third-party advertising to one full year. For example, the call for the June 2, 2022, election is scheduled for May 4, 2022. In a six-month pre-election window, that would be roughly the beginning of November 2021. In this bill, the limitations would now extend to the beginning of May 2021. This means that the present third-party advertiser spending limit of \$637,200 in the six months before the issuance of the

election writ will be expanded to 12 months. The current \$106,200 spending limit during the campaign period remains the same.

At the same time, the PCs are tightening the rules around collusion by third-party advertisers. The bill will now further limit the sharing of information, vendors or “a common set of political contributors or donors” with another third-party advertiser that represents the same political causes. This means that OSSTF/FEESO would face even more onerous restrictions in working with like-minded partners, like OECTA, ETFO, AEFO, CUPE or OFL, on issues of mutual interest. For example, it is quite conceivable that a strike action like “No Cuts to Education” would be ruled collusion if conducted within the one-year point of a call of a provincial election. This is would be disastrous for any political action.

Legislative Process

At the time of writing, the bill passed 2nd Reading in the Legislature and Committee hearings have been held. The President presented OSSTF/FEESO’s submission to the Standing Committee on Monday, March 29. The Bill is now in 3rd Reading. Although the opposition parties will vote against the bill, the PC majority should easily pass this bill.

3. Bill 269, Protecting the People of Ontario Act (Budget Measures)

Background

[Bill 269, Protecting the People of Ontario Act \(Budget Measures\)](#)

Peter Bethlenfalvy, MPP for Pickering-Uxbridge, introduced his first budget as Ontario’s Finance Minister, projecting an overall expense for 2021-2022 of \$173 billion and forecasting a deficit of \$33.1 billion. Although the Minister is projecting an increase in Education spending to \$31.3 billion for 2021-2022, OSSTF/FEESO has projected a cut of over \$800 million instead from the 2020-2021 budget.

Analysis

While this budget does not address many issues that OSSTF/FEESO supports like paid sick days and an increase in the education budget, the initial reaction to the budget has been muted. Most Ontarians are understandably fixated on the surviving the pandemic and are hesitant to condemn the PC government. In fact, governments across Canada (with the notable exception of Alberta) of all political stripes, have seen their support stabilize or increase. As well, all the provincial governments seeking re-election have been successful, some even increasing their standing from a minority to a majority government. At this point, it does not appear that the Ford government is facing any major backlash to this budget.

Legislative Process

On April 1, the Second Reading of the bill was carried and ordered referred to the Standing Committee on Finance and Economic Affairs. It is expected that interested parties will have the opportunity to address the committee. After that, the bill will be called for 3rd Reading. Although the opposition parties will vote against the bill, the PC majority will easily pass this bill. Staff will continue to monitor the bill’s progress through the legislative process.

As the government’s signature legislation, the budget bill outlines the government’s priorities and it is clear that education is not one of them. OSSTF/FEESO will continue to highlight the shortcomings of this budget bill and work with education affiliates and like-minded allies to oppose this bill.

The President presented an oral submission before the Standing Committee on Finance and Economic Affairs on April 9, 2021 highlighting OSSTF/FEESO’s concerns with the government’s plan to reducing public education funding.

4. 2022 Provincial Election Riding-by Riding Consultations

In continuing our preparation for the 2022 Provincial Election, an election readiness virtual consultation concentrating on a riding-by-riding analysis will be conducted on Wednesday, May 12 and Thursday, May 13. Unlike previous elections, our riding-by-riding consultations need to happen sooner because we need to take a much more assertive role in preparing and focusing our local districts/Bargaining Units for this election. This election, more than most in the recent past, is critical to the continued success and viability of our publicly-funded education system.

The meetings will be divided into four half-day sessions and will facilitate discussions about strategy and planning for each riding.

Each Bargaining Unit will be entitled to send two (2) representatives to the consultation. The representatives should include the Bargaining Unit PAC Officer and/or the person responsible for election readiness.

Members of the 2020-2021 Communications and Political Action Committee (CPAC) will participate with their respective Bargaining Units and will be fully funded in addition to the two member limit per Bargaining Unit. They will not count against their local BU's complement.

As well, the provincial Election Organizers will attend and be involved with their assigned districts. They too will not count against their local BU's delegation.

In the riding-by-riding consultations, Districts and Bargaining Units will meet in the following groups: Group	Districts / Bargaining Units
North Central and North West	1, 2, 3, 4, 31, 35 Algoma 5A, 5B, 6A, 6B
Central	13, 14, 15, 29
Toronto	12, 34
East	25, 26, 27, 28, 33, 35 U of O, Saint Paul, 30
South West	9, 10, 11
South Central	7, 8, 18, 24, 32 (unité 64), 35 WLUSA, TARA
South Horseshoe 905 Belt	21, 22, 23, 32 (unité 58), 35 Brock 16, 17, 19, 20, 30

Wednesday May 12, 9:00 – 11:30 AM
North Central, North West and Toronto

Wednesday May 12, 12:30 – 3:00 PM
Central and East

Thursday May 13, 9:00 – 11:30 AM
South West and South Central

Thursday May 13, 12:30 – 3:00 PM
South Horseshoe and 905 Belt

Registration will close on Friday, April 23, 2021.
Equity caucuses will occur for this event.

5. CUPE Education Worker Diverse and Inclusive Workforce Committee

On March 29, 2021, Staff in the Educational Services Department attended a meeting at the Canadian Union of Public Employees (CUPE) Education Worker Diverse and Inclusive Workforce Committee. The CUPE Education Worker Diverse and Inclusive Workforce Committee was created as part of the agreed to Central Terms in 2014-17 between CUPE, the Council of Trustee Associations (CTA) and the Crown. The focus of the committee is on collecting information and research from many sources, including other provincial jurisdictions. OSSTF/FEESO, along with ETFO, were invited to be members of this committee in December 2020.

At this meeting, Assistant Deputy Minister, Education Equity Secretariat, Pat Case, gave a presentation about why the Equity Secretariat was created and highlighted a number of the key projects they are currently tasked with. An item of discussion that is particular noteworthy is demographic data collection.

At this time, the Ministry of Education has secured contracts with almost all of the school boards in the province for the purpose of collecting demographic data on students and staff. There are four school boards that have not signed on, and Case expects that they will be securing those contracts in the next couple of weeks. Once data collection occurs the data (e.g. disproportions re: staff hiring, enrolment of student programs) will be publicly available. Case indicated that the goal of the data collection is to drive accountability as well as to drive change. Over the years, the school boards that have been conducting data collection showed that systemic barriers that exists in the education system disproportionately affect Indigenous, Black, and racialized students, students from low-income households, and students with disabilities.

Specifically to demographic data collection on staff, each school board will also be conducting employment systems review. There will be employment equity committees made up of staff representatives from all employee groups. The committees would design an instrument to gather data, review the data, and then move onto an employment systems review. Case stressed that it takes time to review policies and practice and to make changes on how to conduct hiring. OSSTF/FEESO Staff did ask if training and resources will be provided to school boards for data collection and employment systems review. Case committed to providing both training and resources. He also noted that one of the pitfalls of Reg. 274 was that no training was provided to those who were tasked with using the Reg. to conduct hiring.

Staff assigned has spoken with the Director of Negotiations/Contract Maintenance so that Protective Services field secretaries are aware of the data collection process, as Bargaining Unit leaders may be contacting them for advice.

Members of the Committee have agreed to invite representatives from two School Boards that have been conducting data collection to the next meeting to make a presentation. The Committee will be meeting again in the near future.

6. Ministry of Education De-streaming Roundtable Discussion: Educator Focused Supports

Staff from the Educational Services Department and the Protective Services Department attended the De-streaming Roundtable Discussion: Educator Focused Supports hosted by the Ministry of Education on March 31, 2021. The purpose of the meeting was to engage with the sector and community partners to help inform the successful implementation of a de-streamed grade 9 program. Prior to the meeting, the Ministry of Education sent out a copy of their *Draft Guide to De-Streaming for Board Leaders*.

There were 77 participants and after a few opening remarks, the participants were broken into four breakout rooms to discuss the following questions:

1. Open dialogue on experiences and perspectives
2. Facilitated Group Discussion:
 - a) How might effective and ongoing subject-specific supports for instruction and assessment for educators be implemented at the school and board-level?
 - b) What experiences can you share, or suggestions do you have for creating a culture of inquiry and equity-based learning for educators who are implementing de-streaming?
 - c) What considerations are necessary when leaders are making decisions about staffing and scheduling?

OSSTF/FEESO Staff raised the following key concerns during the breakout sessions:

- OSSTF/FEESO is also committed to de-streaming in grade 9 and the membership endorsed our report on Addressing Systemic Racism in Ontario Schools which outlines many of the same policies contained in the Ministry's Draft Guide to De-Streaming for Board Leaders.
- It appears to be no plan in place to address class sizes for de-streamed courses (not mentioned anywhere in the guide).
- There needs to be ongoing training and teacher/education worker buy-in contributing to the necessary culture shift. This was most problematic in the 90s and led to the failure of de-streaming. Where is the Ministry commitment to ongoing training and wrap-around supports? They did not materialize when implementing the latest new math curriculum.
- Currently, there are School Boards (e.g. Peel DSB) that are choosing to offer only academic grade 9 courses in September 2021 (all schools will have grade 9 academic English, while some schools will only offer academic compulsory courses). It is evident that there are insufficient system supports in place and this does not align the implementation recommendations in the Ministry's draft guide.
- While the Ministry's draft guide provides the way to implement de-streamed courses, what happens if the guide is not followed by Boards? Where is the accountability?
- There should be communication and consultation between the Ministry of Education, OSSTF/FEESO and other education unions, the school boards and Black, Indigenous, racialized students, as well as students living with disabilities in all matters related to de-streaming.
- Recommendations to help with the success of de-streaming should be evidence-based.
- There should be a commitment by the Ministry to further investigation into teaching, learning, and curriculum studies required to determine more specific and effective instruction methods that would support a de-streamed learning environment.
- The Ministry of Education should create specific programming to serve and support student needs.
- School boards should be held accountable through collecting and communicating disaggregated student and teacher data on de-streaming.

- Any new curriculum developed for de-streaming should provide clear assessment benchmarks and guidance for teachers and education workers.
- Class sizes for de-streamed classes should be kept small.
- The Ministry should provide appropriate funding to support any de-streaming initiatives.
- Teachers and education workers should be provided with appropriate training and access to additional resources prior to the implementation of de-streamed classrooms.

At this time, there are no further consultations scheduled.

Participants are invited to provide written submissions to the Ministry no later than April 20th, 2021.

7. Here for Students Campaign – February Insights

For the past few months, the *Here For Students* campaign has continued to focus on exposing the poor decisions of the Ford government around education policy. A new advocacy letter campaign was created in January to encourage supporters to send an email to their MPP (cc. to Minister of Education, Parliamentary Assistant to the Minister of Education, and the Premier) calling on them to “step up” and bring about better safety and learning measures now.

Here For Students has facilitated advocacy through organic social media posts, and emails to supporters encouraging them to send a message to the government.

Some February highlights include:

- Over 5,600 website page views;
- Average time users spent on the “we need government to step up” page – 2.5 minutes;
- Total email subscribers – 66,919;
- Over 23% of subscribers open the emails we send;
- About 3.4% of subscribers click the “email your MPP” function on average in February.

We are not investing any money into paid advertising through social media. All activity and actions are organic.

We are continuing to push out advocacy newsletters to our email list on a steady basis, usually once every 10-14 days, to highlight flaws and failures in the Ford government plans for education during the pandemic.

8. Teacher Education Staff Work Group Meeting

A meeting of the Teacher Education Staff Work Group was held on March 2, 2021. This meeting included representatives from OTF and each of the four teacher affiliates. Assigned Staff from the Educational Services Department attended the meeting on behalf of OSSTF/FEESO. The meeting agenda included the following items: OTF resolution regarding Pre-service programs, feedback to OCT Consultations, and follow-up on the February 5-6 OTF/Affiliate Symposium.

Items of Interest

The OTF Executive requested that the Teacher Education Staff Work Group (TESWG); develop a plan composed of potential lobbying actions that OTF and its Affiliates could take to ensure the integrity of teacher education pre-service programs at Ontario Faculties of Education. The initial discussion has generated challenges, concerns, and who best to

target messaging for each issue: Faculties of Education, the College of Teachers, and/or the Ministry of Education. The goal is to develop a joint message for consideration by April.

The OTF/Affiliate Symposium held on February 5-6, entitled *Creating Conditions, Conversations and Collaboration for Equity, Diversity & Inclusion in Teacher Education*, was, by all accounts, very well received. 87% of those who completed an exit survey reported being 'very satisfied' with the symposium, and the remaining 13% were 'satisfied.' Ideally, we will stick with this format, where participants have a range of workshops from academics, affiliates, and community activists to choose from, in addition to a variety of keynotes.

Feedback to Ontario College of Teachers' Consultations:

Foundations of Professional Practice – Feedback through an Anti-Oppression Lens

OTF and the affiliates had a great deal of input into the original document. Applying an anti-oppressive lens in one sense is like trying to rebuild a house with a coat of paint. Perhaps it would be better to start over, but that is a large project and not what OCT is asking for.

Assigned OSSTF/FEESO staff shared suggestions as to additional language regarding anti-oppression and equity, based on input from staff with assigned equity portfolios. For example, "Oppressed and equity-seeking groups must see themselves in both the curriculum and in pedagogy."

ETFO has done more work on this in consultation with their Additional Qualification staff. OTF and affiliate representatives provided feedback on the ETFO suggestions, indicating where less might be more, as the original document covers a good deal of equity in more broad-stroke language. For example, the document includes the following, "College members strive to be responsive pedagogical leaders who are respectful of equity and diversity within Ontario's classrooms and schools." OSSTF/FEESO staff recommended adding "with attention to oppressed and marginalized students and staff with an aim to dismantle oppression and racism in education." Getting more specific with language could lead to a situation where it is difficult to monitor, manage, or challenge teacher practice on their anti-oppression lens as applied to individual lessons and pedagogy.

Teaching and Learning through e-Learning – Thought Exchange

The main question in this invitation to provide feedback is whether or not there is support to move the *Teaching and Learning through E-learning* AQ course from a single Schedule C course to a Schedule D 3-part AQ. OTF will draft a response on behalf of OTF and the Affiliates that will indicate no support for making this course a three-part specialist for a number of reasons, including but not limited to the fact that there already exists a 3-part specialist *Integration of Information and Computer Technology in Instruction*. There are also concerns about the expansion of e-learning in the province as a permanent direction post-pandemic, and expanding teacher qualifications in this area could somehow add to the normalization of mandatory or private e-learning for students who are not best served in this way. The platform for providing input to OCT is anonymous, limiting the ability to provide responses from a federation perspective in any case.

The next TESWG meetings are scheduled for:

- Friday, April 9, 2021 Meeting with Ontario Association of Deans of Education
- Tuesday, May 11, 2021

9. Ontario Government Funding for New Personal Support Worker (PSW) Training

The Ontario Ministry of Labour, Training and Skills Development announced \$4.1 million in

funding to help train 373 new PSWs and provide them with additional health and safety resources ([Ministry Announcement Link](#)). This funding has been allocated to support eight PSW training projects at Ontario colleges and 'other important health care training partners, 'with the intent of providing more PSWs to provide the best care for seniors and residents in long-term care homes'.

While it is laudable to fund the tuition, paid placements, and educational resources to minimize PSWs' exposure to infections, the government has left one key stakeholder out of the conversation and funding: the 23 school boards with Continuing Education PSW programs. The Ontario Association of Adult and Continuing Education School Board Administrators (CESBA) has learned that the immediate impact of this announcement has been a reduction of students enrolled in PSW programs through school boards, as they opt for college diploma programs with free tuition. CESBA notes that school board adult and continuing education programs accept a broader range of people, including mature students who do not have a high school diploma, newcomers, and refugees, and that these programs have higher graduation rates than some college programs. CESBA hopes to meet with the Minister of Health to discuss the inclusion of Ontario's school boards in the government funding initiative, to support a needed influx of PSWs, particularly in the long-term care home sector. ([CESBA Response Link](#)).

The Provincial Executive approved sending a letter to the Minister of Health and the Minister of Labour, Training and Skills Development to express OSSTF/FEESO's disappointment in the lack of consultation or consideration around funding additional PSW training spaces in school board adult and continuing education programs as part of its funding announcement. The letter also supports or echoes CESBA's position and call for the inclusion of Ontario's school boards in the government's funding initiative to train, graduate and employ much needed capable and qualified PSWs.

10. Plan for Ongoing Outreach to Parent/Community Organizations 2021

Parent and community outreach is paramount as we move forward as an organization toward the next provincial election. Parent and community allies are essential if we want to defeat the Ford government. Not only do we need to continue to reach out to current allies in meaningful and inventive ways, but also we need to build further parent and community support away from the noise of the current issues that are dividing us. There are parent and community groups that we are regularly reaching out.

There are varying degrees of engagement with these groups. We are currently reaching out to several other groups in hopes of adding them to our list of allies. They are:

- Urban Alliance on Race Relations
- Ontario Education Workers United
- Parents of London Ontario
- School Council Chairpersons of Ontario

Outreach from the Provincial Office is important, but engaging and encouraging our Districts to research, outreach and build contacts with local organizations is crucial.

Parent and community group input is important in building current relationships, fostering new relationships, and bringing other voices into our messaging. Outreach should be consistent with the main purpose being collaboration and support of events/actions as well as unifying like-minded groups to defeat the current government in the next Ontario election.

Next steps for outreach can include:

- Reaching out through our *Here For Students* website and providing resources regularly;
- Community ally gatherings – in locals – bringing together the union and our community partners with parent groups (town halls, virtual webinars);
- Building our parent council influence through regular contact, asking for input, surveys and information sharing;
- Assisting with donations;
- Tying in our Election Organizers to assist with outreach and building momentum in communities;
- Late winter/early spring webinar to engage parent and community groups focusing on student advocacy followed by creating advocacy resources for parents;
- A wider reach for our Community Ally newsletter – offer translation in various languages for our allies to share;
- Asking parent and community groups for material for our School Council newsletter and sharing it with school councils through the school council newsletter and our school council representatives;
- Increasing outreach to school council chairs;
- Inviting parent and community groups to give input into our education platform through a survey; and
- Inviting school councils to give input into our education platform through a survey.

11. People for Education Annual Ontario School Survey

On February 23rd People for Education released their Annual Ontario School Survey. The 2021 Survey focused on principals and the impacts of COVID-19 on Ontario's schools. The survey results include responses from 1173 schools from across Ontario, including 906 in-person, 226 hybrid, and 41 virtual schools.

Principals indicated that their workloads have grown as COVID responsibilities have been added. Unsurprisingly, as is the case with our members, they identified that “there was no move to postpone or eliminate existing tasks such as School Improvement Planning, EQAO testing, or implementing new curriculum.” 50-60% of principals reported that their levels of stress are unmanageable. The survey asked principals to rank the following COVID-related issues:

- Coordinating staffing
- Scheduling courses
- Space & distancing
- Staff tech knowledge
- Health & safety
- Troubleshooting tech issues
- Communicating with parents or staff
- Managing student enrolment
- Ventilation

The highest ranked issues varied by school type. Again, the results reflected what OSSTF/FEESO has been saying. Space and distancing, coordinating staffing, and Health and Safety issues ranked highest with principals of in-person schools. For principals of virtual schools, the highest ranking issues were managing student enrollment, coordinating staffing, and communicating with parents or staff. Hybrid school principals ranked coordinating staffing, managing enrollment and space and distancing.

While People for Education renewed their call for the creation of an Education Advisory Task Force, the principals made a series of more specific recommendations. These include:

- More teachers (French, Special Education, Supply, Occasional) and school staff (Educational Assistants, Designated Early Childhood Educators, office staff, supervision staff);
- No more new initiatives (e.g., for the District School Board (DSB) and/or the Ministry of Education (MoE) to stop adding new curriculum pieces/changes);
- More time (more Professional Activity (PA) days; uninterrupted holidays; extended breaks for mental health & for planning; shorter school day to allow time for planning; more lieu days with “supply principals” to fill in rather than relying on principals from other schools);
- To receive information of changes/decisions from DSB and MoE before they’re announced publicly and with enough time and enough detail to implement those changes.

As these asks align well with the positions that OSSTF/FEESO has been taking, staff is discussing with Sussex how to amplify the recommendations through our *Here for Students* website.

12. World Education Support Personnel Day

In 1999, OSSTF/FEESO created Support Staff Appreciation Day to celebrate the valuable contributions of education workers and acknowledge their important roles within publicly funded education in Ontario at all levels. Through a motion from the Provincial Executive to Provincial Council, OSSTF/FEESO made the decision in 2020 to immediately end our recognition of the OSSTF/FEESO Support Staff Appreciation Day and begin celebrating World Education Support Personnel (ESP) Day on May 16.

Similar to World Teacher’s Day, World Education Support Personnel (ESP) Day was launched in connection with Education International’s (EI) first-ever ESP Conference in 2018. This is a day to recognize the extraordinary contribution education workers make to our schools and our union. In addition, OSSTF/FEESO celebrates the work of education workers across the globe, emphasizing their role to ensure the delivery of high quality education, and to shine a light on the challenges that education workers face in their workplaces.

This year, the Recognition and Promotion Subcommittee of the Communications and Political Action Committee put together a plan to celebrate OSSTF/FEESO World ESP Day. This plan involves recording a message from each member of the Provincial Executive (PE).

This message will be sent to members via social media and a DBU memo. There will also be information regarding the promotion of World ESP Day sent to Bargaining Unit leaders.

For more information on World Education Support Personnel Day, please visit: <https://www.ei-ie.org/en/detail/15830/history-in-the-making-education-international-launches-first-worldwide-education-support-personnel-day>

13. OFL Laurentian Crisis Campaign

At the Ontario Federation of Labour (OFL) Heads of Unions meeting on Monday, March 15, participants were presented with a proposal for the OFL to engage in a short, concentrated campaign on highlighting the financial crisis at Laurentian University. This specific campaign would complement ongoing OFL persuasion and acquisition campaigns.

The financial difficulties at Laurentian University will have a significant impact on public sector workers in post-secondary institutions, including OSSTF/FEESO members. The OFL

requested support for this campaign, which will incorporate key messaging from the Ontario College and University Faculty Association (OCUFA).

The OFL estimates this campaign to cost \$105,000, including \$75,000 of digital ad spend, which would take place through the month of April, and include static graphics, a short video, social posts, and connection to the *Save Laurentian* web landing page. The ads would run in Sault Ste. Marie (Minister of Training, Colleges and Universities Ross Romano's riding), Sudbury (where Laurentian University is located), plus nine other battleground ridings that contain at least one college or university campus.

Ross Romano has been under significant public criticism for saying very little about the situation at Laurentian University, citing that the bankruptcy of the university is "before the courts," and he cannot comment. The Minister's absence on this issue is gaining notice.

The Provincial Executive has approved a \$20,000 donation to the OFL campaign in support of the Laurentian University campaign.

14. Canadian Labour Congress Triennial Convention 2021

The delayed Canadian Labour Congress Triennial Convention, which was scheduled to take place May 4–8, 2020, in Vancouver, British Columbia has been re-scheduled as [a virtual convention](#) for June 16-18, 2021. To accommodate all CLC members from all of Canada's different time zones, the convention will run from 12:30 PM to 5:00 PM daily. Interested OSSTF/FEESO members, who are delegates at local CLC Labour Councils, should review the following information which is found in DBU #174/2020-2021.

- 1) The Number of Delegates and their Allocation
- 2) Convention Expenses: Cost-sharing between districts and Provincial Office
- 3) Financial Support for Labour Council Presidents
- 4) Financial Support for OSSTF/FEESO Equity Caucus Delegates
- 5) OSSTF/FEESO Candidates for CLC Positions
- 6) OSSTF/FEESO Pre-Convention Delegate Meeting

Registrations must be submitted online by no later than Monday, April 26, 2021. Please log into the Upcoming Events section on the Registered Users homepage of the OSSTF/FEESO website. A link to the CLC/CTC Event with the Cvent registration page is located there. For convention registration information, please contact Wendy Ozyer at wendy.ozyer@osstf.ca. For further information, please contact Paul Kossta at paul.kossta@osstf.ca

15. Support for the Stephen Lewis Foundation – Partners in Pride Campaign

The Stephen Lewis Foundation contacted OSSTF/FEESO with a request for financial support to respond to the emergency needs that are arising for LGBTIQ communities in central and eastern Africa during the COVID-19 pandemic.

The pandemic "has exacerbated the inequities that LGBTIQ community in many parts of sub-Saharan Africa have long faced, including persecution, discrimination, harassment, and violence." Their request for financial support would go toward the Partners in Pride campaign, which is a global initiative to ensure that LGBTIQ organizations in sub-Saharan Africa can provide holistic HIV and AIDS services to LGBTIQ communities.

OSSTF/FEESO has supported the Stephen Lewis Foundation in the past and they were helpful in the preparation of the *Common Threads II – From Canada to South Africa*:

Combatting HIV/AIDS Together resource. Other unions are partnered with the Foundation on this campaign, including CUPE, PSAC, OPSEU, and Unifor.

The Provincial Executive approved a \$3,000 to the Stephen Lewis Foundation.

HB/fd



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.ossfforonto.ca

Protecting and Enhancing Public Education