

**OSSTF Toronto
TTBU Council
Virtual Meeting
4:45 p.m.
DECEMBER 10, 2020**

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: November 19, 2020 | <i>[pages 16-17]</i> |
| 4:50 pm | 6. Election of TTBU Virtual AMPA 2021 Delegation | |
| | 7. On Time Motions | <i>[pages 18-20]</i> |
| | 8. Executive Reports | |
| | 9. Questions to Executive/Items of Concern | |
| 6:50 pm | 10. Provincial Executive Report | <i>[pages 28-37]</i> |
| | 11. Questions to Provincial Executive Report | |
| | 12. New Business, Late Motions and Notices of Motion | <i>[page 38]</i> |
| 7:30 pm | 13. Adjournment | |

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

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| The information in this package should be reported to members at your next OSSTF Branch Meeting. |
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OSSTF Toronto Teachers' Bargaining Unit Anti-Harassment Policy and Procedure

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

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

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

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

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

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

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

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

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

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

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

Resolution and Complaints Process

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

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

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

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

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

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

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

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

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

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

OSSTF TORONTO Virtual Council Meeting Information

Thursday, December 10, 2020

Council Representatives are strongly advised to set up an account on the [Provincial OSSTF website](#) if you don't already have one, and to do a practice sign-in if you do, to ensure you are able to access voting at Thursday's TTBU Council Meeting.

Accessing Council

Any Member in attendance at the Council meeting must sign in using their **first and last name and Branch**. This can be accomplished either at sign-in, or by clicking the 'change name' option found in the top right corner of the video screen in which your name/image appears. If the 'change name' option is not available to you, please use the chat function to direct-message a request to have your name changed. Include your first name, last name and Branch and direct-message either Nadia Vanker, Jessica Ramirez, Marlene Parkhouse or Marion Reid. They will change your name for you. If you request a name change from anyone else in the chat, they will not be able to help you, and will not respond. Only those whose full name and Branch name are visible will be able to stay in the meeting.

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

Voting at Council

Follow the [attached instructions](#) to vote. The Chair will indicate when voting opens and closes.

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

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



NOTE: Only registered TTBU Council Representatives can register to vote and participate in voting.

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

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

To participate in Debate

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a chevron. Click the chevron.
- Select 'Spotter' from the drop-down list and indicate the colour indicator you wish to speak on (i.e. white, blue, yellow or red).
- The order of where you are placed into the queue can be viewed at <http://bit.ly/TTBUsequence>.

- Only the Spotter is able to acknowledge your request to speak. If you send it to someone else, you will not be placed in the queue. Speakers will be sequenced by the Spotter, in accordance with our Rules of Order, and recognized by the Chair in the appropriate order.
- When recognized by the Chair, you will be able to un-mute your mic. At the end of your allotted time or when you have finished, your microphone will be muted.

Questions to Steering/Amendments to Motions

- Select Steering from the drop-down list for questions to Steering or to notify steering you wish to submit an amendment to a motion
- Complete the following online form to submit your amendment: <http://bit.ly/TTBUamendments>
- Amendments to motions may be viewed on the following link: <https://bit.ly/TTBUmotions>

Questions to Executive Report/Items of Concern

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a small chevron. Click on the chevron.
- Select 'Spotter' from the drop-down list and write "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 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.

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

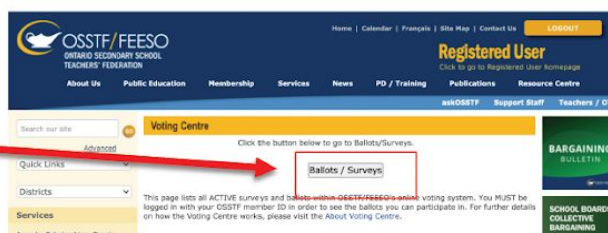
STEP 1: Login to the **Registered Users** section of the Provincial OSSTF website with your **OSSTF Member ID**:

<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.

Council Guide 2020

Purpose

1. The purpose of the Council Guide is to provide information for Council Representatives regarding the monthly Council meetings and how they function including documenting important past practices.

Submitting a motion to Council

2. Motions are submitted to the Administrative Assistant, with responsibilities for Council (mleblanc@osstftoronto.ca), on Wednesday the week before Council, by 4:30pm.
3. The Constitution and Steering Committee meets to propose the agenda and examine each resolution (motion) for correct and appropriate wording, and consider whether any resolutions are out of order. Reasons Steering might recommend that a resolution be ruled out of order could include the following:
 - It might be contrary to an existing article or bylaw.
 - It might be redundant to an existing article or bylaw.
 - It might refer to a bylaw or procedure that does not exist.
 - It might not be germane.
4. The Executive Liaison to Steering contacts the mover of a motion to let them know if the committee is recommending their motion be ruled out of order and the rationale.

Submitting a question to Council

5. Members uncomfortable with speaking at the microphone at Council may submit their question/concern by sending an email prior to the Wednesday before Council to mleblanc@osstftoronto.ca with the subject line, "Question/Concern for Council". Please be sure to include your name and Branch. The Chair will read the question/concern at the beginning of the appropriate agenda item.

Registration for Council

6. Council Representatives need to be registered to vote at Council. Branch Presidents complete the *Branch Executive Form* once elections are complete in the school and submit it to the OSSTF Toronto office.
7. The Steering email address (steering@osstftoronto.ca) is used exclusively for submitting Branch Representative information, Council Representative information, and Council Alternates.
8. The Steering email address is checked by the Executive Liaison to Steering and/or the assigned Administrative Assistant.
9. To designate an alternate for the Branch, the Branch President should 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.

Voting Badges

10. The Executive Liaison to Steering, or designate, and an office staff member distribute voting badges before the Council meeting. Once the meeting begins, the office staff continues to distribute the badges. All Council Representatives must be prepared to show photo ID.
11. TTBU Council voting badges are non-transferable and only valid on the day they are issued.

Elections at Council

12. 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.
13. The Provincial Executive Assistant, or designate, will Chair the TTB Council meeting for the portion of the meeting when Provincial Council elections and AMPA elections occur.
14. The Chair steps down if they are running in an election being held at Council, and the Chair is filled by the Provincial Executive Assistant or designate.

Council Meeting

15. The Provincial Executive Assistant sits in close proximity to the Chair and advises the Steering Committee during the meeting when requested to do so.
16. Late motions/amendments are typed and projected onto a screen by a Steering member.

| Card | When to use | Time to speak |
|--------|---|---------------|
| White | Speak in favour of a motion | 90 seconds |
| Blue | Speak against a motion | 90 seconds |
| Yellow | Ask a question. Amend a motion, call the question, motions to refer, postpone, parliamentary inquiry to the Chair, limit or extend limits of debate. | 60 seconds |
| Red | Point of Order or Question of Privilege, Challenge the Chair, Request a Rising Vote or Suspension of the Rules. Debaters using the red card for anything other than questions of privilege or points of order will be declared OUT OF ORDER. | 90 seconds |
| n/a | Question on reports | 60 seconds |
| n/a | Items of concern | 60 seconds |

17. The coloured cards can be found beside each of the microphones. Members are to use these cards when waiting at the microphones so the Spotter can determine the correct order of speakers to be recognized by the Chair.
18. Timing lights can be located in front of the Chair. A yellow light indicates that approximately 2/3 of the speaking time has elapsed. A red light indicates that the speaking time has expired at which time the Chair will stop the Member and the microphone will be turned off.

Virtual Meetings

19. The Council meeting will take place via electronic meeting platform. Registered Council Representatives will receive an email that contains the access the morning of the meeting. The link for the meeting will be posted on OSSTF Toronto website for any TBU member that wishes to attend, although only registered Council Representatives can vote.
20. Sign in will open at least twenty minutes before the meeting call to order.
21. To participate in the Council meeting, Virtual Council Reps must change their screen name to be <first name, last name, Branch>. Virtual Observers must change their screen name to be <OB: first name, last name>. Failure to do so will result in removal from the meeting.

22. Participants may be asked by one of the meeting hosts to turn on their camera for identification purposes. Aside from that time you may choose to turn your camera on, or leave it off.
23. The microphone of a speaker will only be un-muted when they are called on and recognized by the Chair.

Voting in the Virtual Council Meeting

24. In order to vote, registered TTBU Council Rep must have a registered account on the Provincial OSSTF website.
25. All motions to Council will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website.
26. Support for difficulty with the login process, or setting up an account can be accessed by contacting Membership-Database@osstf.ca during regular business hours.
27. The Chair will indicate in the Council meeting when voting opens and closes in the Voting Centre.

Debate in the Virtual Meeting

- Open the chat feature located at the bottom of your screen
- Above the text box you will see chevron. Click the chevron.
- Select Spotter from the drop-down list and indicate the colour indicator you wish to speak on (i.e. white, blue, yellow or red).
- Only the Spotter is able to acknowledge your request to speak. If you send it to someone else, you will not be placed in the queue. Speakers will be sequenced by the Spotter, in accordance with our Rules of Order, and recognized by the Chair in the appropriate order.
- Speakers will be sequenced by the Spotter and recognized by the Chair in the appropriate order.
- When recognized by the Chair, you will be able to un-mute your mic. At the end of your allotted time or when you have finished, your microphone will be muted.

Questions to Executive Report/Items of Concern in a Virtual Meeting

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a small chevron. Click on the chevron.
- Select Spotter from the drop-down list and write "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 the request to speak is received.
- When 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.
- Select Steering from the drop-down list for questions from Steering.

Questions to Steering/Amendments to Motions

- Select Steering from the drop-down list for questions to Steering or to amend a motion.

Virtual Council Meeting Frequently Asked Questions (FAQ)

What if I have technical difficulties during the meeting?

If you are having difficulties with the electronic platform of the meeting, contact Nadia Vanker for assistance at nvanker@osstftoront.ca and/or call 416-393-8900.

If your problem is with the accessing the provincial OSSTF website, you need to contact Membership-Database@osstf.ca during regular business hours.

I am not able to vote and want to check if I am registered as a delegate for the meeting.

- During the meeting, open the chat feature, select Nadia Vanker.
- She will be able to assist you.
- Council Representatives are registered via Branch Executive Forms submitted by the Branch President in advance of the meeting. Forms cannot be processed after noon the day of the meeting. Alternates are registered by the Branch President by sending an email before noon the day of the meeting to steering@osstftoronto.ca stating the name of the alternate, who they are replacing and the name of the Branch.

How do I contact the anti-harassment officer during the meeting?

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a small chevron. Click on the chevron.
- Select AHO from the drop-down list and you will be able to write to the anti-harassment officer.

How do I contact Steering during the meeting?

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a small chevron. Click on the chevron.
- Select Steering from the drop-down list and will be able to write to Steering.

How do I submit a late motion or amendment?

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a small chevron. Click on the chevron.
- Select Steering from the drop-down list and will be able to write to Steering about submitting a late motion/amendment.

Council Frequently Asked Questions (FAQ)

What is a motion?

A directive for what we are going to do.

How do I submit an on-time motion?

Submit your motion to Michelle Leblanc at mleblanc@osstftoronto.ca by 4:30pm on the Wednesday a week before Council.

Where can I find the tentative agenda and on-time motions before Council?

They are posted on the osstftoronto.ca website on Friday morning the week before Council. You can find them under Member Resources - Meetings - TTBU Council: Tentative Agenda.

How do I move a motion?

Go to a microphone with a white card (hold it high in the air), and wait to be acknowledged by the Chair.

How do I enter into debate?

Go to a microphone with the appropriate card (hold it high in the air). See the chart on page 2 to know which card you should use and how long you will have to speak.

Why would a motion be out of order?

There are a variety of reasons a motion can be out of order but most commonly is when it contradicts the constitution. The most common reason an amendment is out of order is if it contradicts the idea and/or original intent of the main motion.

When/how do I challenge the Chair?

If the Chair makes a ruling that you think is unfair, you can challenge the Chair. You can only challenge the Chair immediately after a ruling. You go to the microphone on a red card and upon recognition by the Chair, say you wish to challenge the Chair. The Chair will explain why they made their ruling. You will have the opportunity to explain why you disagree with the ruling of the Chair. Then there will be a vote of voting delegates to see if they support the challenge to the Chair or uphold the ruling of the Chair.

How do I end debate?

You can go to the microphone on a yellow card upon recognition by the Chair, ask the Chair to “call the question”. This is non-debatable. The Chair will immediately move to a vote to see if people want to call the question (vote on the topic immediately) or continue debate.

How do I submit a question if I am uncomfortable speaking at the microphone?

One of the recommendations of the Barriers to Participation at Council Ad Hoc Work Group was that the Executive provide a process by which Council Delegates who might otherwise not wish to come to a microphone during the Council Meeting can submit a Question to the Executive or a Branch Concern.

Questions must be submitted no later than 4:30 pm on the Wednesday prior to Council (the same deadline as for on time motions) to mleblanc@osstftoronto.ca. Include in the subject line: Question for Council. Please be sure to include your name and Branch. The Chair will read the question/concern at the beginning of the appropriate agenda item.

When is it appropriate to use a red card?

A red card is used to interrupt debate. A red card can be used to challenge the Chair or make a point of order (for example, a speaker cannot be heard because the sound system is faulty). It is not appropriate to use a red card for an announcement. Please provide any announcements to the Chair in writing before the meeting.

How do I propose an amendment to a motion?

Go to the Steering desk and get a resolution (motion) sheet and complete it. You will need to write down the exact wording of your motion. You will also need to submit your name and Branch and the name and Branch of a seconder. Once you have completed this, submit it to the Steering desk. When you would like to move your motion, you go to the microphone with a yellow card.

I have a question about the rules that isn't on here!

Visit the Steering desk (beside the Chair) anytime during the meeting for information. Steering is also available for 10 minutes directly after the meeting at the Steering desk. You are welcome to come by with a question.

OSSTF TTBU Council

Rules of Order

Procedures

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

Debate

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

TTBU Members may only ask one question each time they are recognized by the chair on YELLOW.
 - (d) **RED**: used for Questions of Privilege, Points of Order, Challenges to the Chair, Suspension of Rules, or Rising Votes, and may interrupt debate upon recognition by the speaker (90 second time limit). Privileged Motions and other Incidental Motions may only be made through the use of this colour. Red shall not be used for announcements.
8. Once a Member has identified the colour they wish to speak on they will be placed into sequence. Changing colours may change the order of speakers.
9. When speaking, Members shall first state their name, Branch, and the colour they are speaking on.
10. Only a Council Representative can move a motion, second and vote on motions.

11. The mover of the resolution shall be heard first, followed by the first BLUE speaker. Subsequent debaters shall rotate in the order of YELLOW, WHITE, BLUE speakers.
12. If there are TTBU Members waiting to speak and at least four debaters have been heard, the Chair shall judge the debate as exhausted whenever the remaining TTBU Members on the speakers' list are all WHITE or all BLUE.
13. The appropriate form must be used to submit motions. Amendments must be submitted to Steering in writing prior to debate of the amendment.

Voting

14. Votes will be taken as follows and in the following order:
 - i. First Council Delegates will cast their vote;
 - ii. If not conclusive, or at the request of a single Council Representative using RED, the Chair will request Council Representative to identify themselves (Council Representatives who are unable to identify themselves should notify Steering so that arrangements can be made);
 - iii. If not conclusive, or at the request of a single Council Representative using a RED, the Chair will call for a counted vote;
15. At the conclusion of this procedure, the Chair will announce if the motion carried or failed.

Authority for Procedures

16. The Council Guide shall be the authority for all procedures not addressed by the above procedures.
17. Past Practice shall be the authority for all procedures not addressed by the above procedures.
18. The Provincial OSSTF Rules of Order shall be the authority for all procedures not addressed by the above procedures.
19. Robert's Rules of Order Newly Revised (current version) shall be the authority for all procedures not addressed by the above procedures.

ADOPTED September 2020

TTBU Council Rules of Order Revision Plan of Action Timelines

Currently, the TTBU Constitution and Steering Committee is in the process of reviewing the Council Rules of Order through an equity lens, with a goal of making the rules more accessible to all members. Below is a plan and timeline in place to revise this year's TTBU Council Rules of Order. Once established, these rules may be used at the next TTBU AGM.

1. Online survey to AGM attendees and Councillor Representatives

- The survey would be distributed to those that attended the AGM in November and to our registered Councillor Representatives.
- Surveyors will have the opportunity to self-identify what equity seeking group(s) they belong to
- Surveyors will be asked to provide suggestions on how to better accomplish the business of our meetings
- Survey dates: December 10, 2020 to January 4, 2021 @ 4:30 PM

2. One-on-one consultations w/ the Constitution and Steering Committee

- Those who wish to speak directly with the Committee would have an opportunity to share their ideas instead of the survey
- Consultation dates: January 5, 2021 and January 11, 2021 from 4:30 to 6:00 PM (5 minute appointments for people to provide verbal feedback)

3. Constitution and Steering Committee review of all feedback and creation of a draft Council Rules of Order.

- This would occur between January 8th and January 13, 2021, with a finalized draft at the January 14th Constitution and Steering Committee meeting.

4. Draft Council Rules of Order presented at January Council meeting

- Councillors are provided with a copy of the draft Rules of Order for their feedback during the meeting via "Committee of the Whole"
- Motion to adopt Draft Rules (come into effect at February meeting)
- Notice of Motion presented for the Finalized Draft of the Council Rules of Order
 - to be voted on at the February Council meeting,
 - based on Council's feedback

5. Creation of final draft of the Council Rules of Order

- The Constitution and Steering Committee would meet between January Council and February Council to incorporate into the Rules of Order any feedback.

6. Final Draft of Council Rules of Order voted on at February Council meeting.

- These Rules of Order would come into effect at the next Council meeting (April).

Any inquires can be directed to the Executive Liaison to the Constitution and Steering Committee, Rony Masri, at rmasri@osstftoronto.ca.

**OSSTF Toronto
TTBU Council Meeting
November 19, 2020**

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.
4. The agenda was deemed approved.
5. The minutes of October 19, 2020 were deemed approved.

6. Treasurer's Budget Report & Related Motion

David Pickering

- Reported on the progress of Branch Rebate cheques.
- Unaudited June 30, 2020 Fiscal Statement was explained in a Covid-impacted year.
- Acknowledged the TTBU Budget Committee for their input on the preparation of the Draft TTBU Budget.
- Presented and spoke to Draft TTBU Budget 2020-2021.

Red Card: Quorum inquiry and count requested. Chair: 93 voters in the meeting. Quorum is met.

Red Card: Members being rejected from the meeting and unable to rejoin. Chair will address the problem with staff.

Red Card: Problem with entering the meeting and displayed name issue. Chair will address the problem with staff.

BIRT the OSSTF Toronto Teachers' Bargaining Unit Budget 2020/2021 be approved.

CARRIED

7. On Time Motions: none.

Red Card: Issues with accessibility to meeting. Chair will address the problem with staff.

Red Card: Clarification of meeting entry procedures with both the Council meeting and following Annual General Meeting.

8. Executive Reports:

Leslie Wolfe

- Welcoming remarks.
- Advised that a written Bargaining Report from the Chief Negotiator will be shared in the days to come.
- Reported on recent discussions with the Board regarding considered initiatives and lack of union consultation.

- Quad 2 still has outstanding issues and the union will work to continue as TTBU advocates.
- Branch Presidents asked to underscore the need for their colleagues to reach out to school Trustees to discuss their experiences and the experiences of their students.
- Branch Presidents asked to review with their colleagues the forthcoming TDSB Occupational Health & Safety memo and the importance of completing all Occupational Health & Safety forms as a matter of action.
- Update on health & safety complaints to the Ministry of Labour, of which worker group recommendations were rejected by the Board and are now being investigated.
- Reported on Thought Exchange processes.
- Spoke to a recent meeting with education labour leaders and TDSB Chair Alexander Brown. Ongoing, regular meetings will be scheduled.
- Reported on the union reaching out to Toronto Public Health (TPH) concerning a growing rift between education workers in Toronto and TPH communications.

Red Card: Timed item 10 on the agenda not being addressed. Chair explained the item was recognized before 5:15 and a representative from the Provincial Executive was not present at the meeting.

9. Questions to Executive/Items of Concern:
 - Questions and concerns were not addressed due to adjournment time.
10. Provincial Executive Report/Questions to Provincial Executive Report:
 - A written report was provided to Council members.

Questions to the Provincial Executive were not able to be answered.

11. New Business, Late Motions and Notices of Motion - N/A
12. Adjournment: 5:30 p.m.

**ON TIME MOTIONS TO
DECEMBER 10, 2020
TTBU COUNCIL**

For AMPA 2021:

1. BIRT TTBU Council endorse the following motion to AMPA 2021:

BIRT it is the Policy of OSSTF that there should be no field trips to Quebec until Bill 21 is rescinded and Quebecers' freedom of expression is fully restored.

Mira Gerhard, A.Y. Jackson S.S. /
Catherine Wooldridge, A.Y. Jackson S.S.

2. BIRT TTBU Council endorse the following motion to AMPA 2021:

BIRT AMPA direct the Provincial Executive to create a new, clearer and more accessible infographic that outlines the structural organization of OSSTF and share and/or distribute to members on an annual basis.

Hardeep Chauhan, Cedarbrae CI /
Joy Martyr-Andre, Victoria Park CI

3. BIRT TTBU Council endorse the following motion to AMPA 2021:

BIRT it is the policy of OSSTF that the Ministry of Education should fund students and teachers in Adult Day School according to the same funding model afforded to regular day schools in Ontario.

Deborah Buchanan-Walford, Emery ALC /
Laura Clayton, SCAS

4. BIRT TTBU Council endorse the following motion to AMPA 2021:

BIRT Article 8.1.1.2 be amended by the addition of "one of whom shall be a racialized person who self-identifies as Black and/or Indigenous," after "Vice-Presidents,"

Deborah Buchanan-Walford, Emery ALC /
Derik Chica, Emery Edvance

OSSTF/FEESO Constitution & Bylaws 2020-2021, page 3

Article 8 Provincial Organization

8.1 Executive Body

There shall be a Provincial Executive consisting of:

8.1.1 Voting members as follows:

8.1.1.1 the President (Chief Executive Officer),

8.1.1.2 two Vice-Presidents,

8.1.1.3 the Treasurer,

8.1.1.4 three Executive Officers.

5. BIRT TTBU Council endorse the following motion to AMPA 2021:

BIRT Article 8.1.1.4 be amended by the addition of “one of whom shall be a racialized person who self-identifies as Black and/or Indigenous” after “three Executive Officers.”.

Deborah Buchanan-Walford, Emery ALC /
Derik Chica, Emery Edvance

OSSTF/FEESO Constitution & Bylaws 2020-2021, page 3

Article 8 Provincial Organization

8.1 Executive Body

There shall be a Provincial Executive consisting of:

8.1.1 Voting members as follows:

8.1.1.1 the President (Chief Executive Officer),

8.1.1.2 two Vice-Presidents,

8.1.1.3 the Treasurer,

8.1.1.4 three Executive Officers.

6. BIRT TTBU Council endorse the following motion to AMPA 2021:

BIRT it is the policy of OSSTF that the School Resource Officer Program, or the local equivalent of police officers being stationed inside schools, should not exist.

Deborah Buchanan-Walford, Emery ALC /
Derik Chica, Emery Edvance

7. BIRT TTBU Council endorse the following motion to AMPA 2021:

BIRT that OSSTF establish a \$10,000 fund for local districts to develop local campaigns, in collaboration with community organizations, to terminate local School Resource Officer Programs, or the local equivalent of police officers being stationed inside schools.

Deborah Buchanan-Walford, Emery ALC /
Derik Chica, Emery Edvance

8. BIRT TTBU Council endorse the following motion to AMPA 2021:

BIRT the work groups created to represent the interests of equity seeking groups be led by representatives of that equity seeking group.

Joy Martyr-Andre, Victoria Park CI /
Hardeep Chauhan, Cedarbrae CI

9. BIRT TTBU Council endorse the following motion to AMPA 2021:

BIRT Bylaw 15.2 be amended by addition of a new subsection to read "In preparation for central bargaining, the Provincial Executive will provide a report of the results of the survey of local leaders conducted to determine issues to go to the central bargaining table prior to entering into discussions about central table discussion issues."

Lisa Black-Meddings, TTBU Executive /
Leslie Wolfe, TTBU Executive

OSSTF/FEESO Constitution & Bylaws 2020-2021, page 26

Bylaw 15 Collective Bargaining
15.2 Central Brief Approval

10. BIRT TTBU Council endorse the following motion to AMPA 2021:

BIRT Bylaw 15.2 be amended by addition of a new subsection to read "In preparation for central bargaining, and prior to the development of a central bargaining brief, the Provincial Executive shall conduct a survey of the affected Members to establish bargaining priorities prior to the development of a central table opening brief."

Lisa Black-Meddings, TTBU Executive /
Leslie Wolfe, TTBU Executive

OSSTF/FEESO Constitution & Bylaws 2020-2021, page 26

Bylaw 15 Collective Bargaining
15.2 Central Brief Approval

11. BIRT TTBU Council endorse the following motion to AMPA 2021:

BIRT Bylaw 15.2 be amended by addition of a new subsection to read "In preparation for central bargaining, prior to presenting a draft version of the central bargaining brief, the Provincial Executive shall provide to Bargaining Unit Presidents and Chief Negotiators a report of the results of the bargaining priorities survey of affected Members."

Lisa Black-Meddings, TTBU Executive /
Leslie Wolfe, TTBU Executive

OSSTF/FEESO Constitution & Bylaws 2020-2021, page 26

Bylaw 15 Collective Bargaining
15.2 Central Brief Approval



Walk into Retirement with a Plan

OTIP & Educators Financial Group Benefits and Financial Planning Seminars

This **complimentary** workshop is open only to members and spouses

| | |
|--------------|---|
| Date: | December 15, 2020 |
| Time: | 4:30 – 6:00 p.m. |
| To Register: | https://register.gotowebinar.com/register/3819309080068805135?source=OTIP |

If you have any questions, please email otipevents@otip.com

You may also wish to register for the OSSTF Pension Retirement Planning Workshops

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

TTBU members must be registered for our website.

PSSP and Occasional Teachers please call D12 office to register - 416 393-8900

Presented by:



Professional Development Proposal Form 2020-2021

OSSTF District 12 - Toronto Teachers' Bargaining Unit

Purpose:

Our Board-wide professional development (PD) day on Friday, February 12, 2021, is an opportunity for our members to engage in self-directed PD. To help enhance the opportunities on that day, the OSSTF Toronto PD Committee is soliciting PD workshop proposals from our members to allow for a variety of virtual workshops to be made available on that PD day.

Selection Guidelines

- The workshop or event should be open to all members of the Teacher's Bargaining Unit.
- The workshop or event will only be conducted virtually.
- Preference will be given to proposals that are
 - compatible with Federation interests, activities and initiatives
 - cost effective
 - complete

Completion of Proposal Form

- Complete the fillable PDF form, save it and send it to the OSSTF Toronto Teachers' Educational Services Officer, Rony Masri, at rmasri@osstftoronto.ca
- **Deadline: Wednesday, January 6, 2021.**
- Workshops are either full day (9:00 am to 3 pm) or half day (9:00 am to 11:30 or 12:30 am to 3:00 pm)
- Any questions can be directed to Rony Masri (rmasri@osstftoronto.ca or at 416-3939-8900 ext. 238).

Please note OSSTF Toronto will not pay for presenters. A small honorarium will be provided instead.

Proposal Process

- Preference will be given to proposals that best meet the selection criteria.
- The PD committee will review and approve the proposals
- Applications will be notified if their workshop has been approved by mid January
- Once workshops have been approved, the PD committee will be in contact with the PD workshop organizer(s) to help finalize plans
- Registration for all approved workshops is TBD

Professional Development Proposal Form 2020-2021

OSSTF District 12 - Toronto Teachers' Bargaining Unit

Please read the Selection Guidelines listed on the first page of this document. The completed Proposal Form is to be sent via email to Rony Masri at rmasri@osstftoronto.ca.

Submissions Deadline: Wednesday, January 6, 2021.

| | | | |
|---|---|---------------------------|---------------|
| 1. Title of presentation or workshop: | | | |
| 2. Proposing Member(s) and contact information: <i>Must be a member or members of OSSTF Toronto, with a full or part-time permanent contract.</i> | | | |
| Full Name | School / Worksite (not Virtual School) | Phone No. | Email Address |
| | | | |
| | | | |
| | | | |
| | | | |
| 3. Date(s) of workshop or presentation: | | Friday, February 12, 2021 | |
| 4. Will this be a full day or half-day workshop? | | | |
| 5. Workshop Description (as how it would be presented to members through our website or emails): | | | |
| | | | |

| | | | | | |
|---|--|-------|--|-----------|--|
| 6. Workshop Keywords: | | | | | |
| 7. Number of expected attendees: | | Min: | | Max: | |
| 8. Presenter Information: | | | | | |
| Name | | Email | | Phone No. | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| 9. Outline any advanced preparation required of attendees: | | | | | |
| 10. Additional Information: | | | | | |
| | | | | | |

OSSTF Toronto's Status of Women Committee

Presents

The Kathryn Maxwell Bursary

In an effort to assist OSSTF Toronto members with engaging in, or continuing the efforts to raise awareness about women's issues and their impact on our daily lives; locally or globally we are offering Members from all three Bargaining Units the opportunity to apply for an annual bursary in honour of Kathryn Maxwell. Clubs and/or events which raise awareness, consciousness or encourage activism pertaining to women's issues may receive funding of up to \$100 per worksite, per year.

As each TDSB worksite is limited to one application per year members are encouraged to coordinate their applications through their Branch President.

Applications will be accepted on first come, first served, rolling basis until May 14th, 2021 or until the Committee's allotted funds are allocated*. Members are encouraged to apply early.

*OSSTF Toronto Status of Committee will determine the overall amount available to this initiative at the beginning of each school year

Please turn over for application



Questions? Contact Nicole Gauthier
ngauthier@osstftoronto.ca

Only successful applications will be acknowledged

Name of Teacher/PSSP advisor: _____

Club/initiative name:

Date of event/length of initiative: _____

Amount of funding requested (up to a max of \$100): _____

Please provide a brief description of the club/initiative and clearly outline how the requested funding will be utilized to support women and women-identified individuals at your work site:

[illegible]

Date of submission:

| | | | | | |
|--|--|--|--|--|--|
| | | | | | |
|--|--|--|--|--|--|

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OSSTF TORONTO
Presents

**PREGNANCY, PARENTAL,
ADOPTION AND SURROGACY
LEAVE VIRTUAL WORKSHOP**

TO BE HELD ON

**Tuesday,
April 20, 2021**
4:30pm – 6:00pm



***Register online at:**

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

Registered participants will receive the access link the morning of the workshop.

Danica Izzard
Executive Officer
dizzard@osstftoronto.ca

Nicole Gauthier
Executive Officer
ngauthier@osstftoronto.ca

December 3, 2020

Provincial Executive Liaison Report

To: D12 TTBU Council

From: Harvey Bischof, President
Earl Burt, Treasurer

1. Canadian Labour Congress Women's Committee

The Canadian Labour Congress (CLC) Women's Committee met on November 23, 2020. The virtual meeting was attended by multiple affiliates such as CUPW, OFL, BCFL, LIUNA, NUPGE, SFL, OECTA, ETFO, IBEW, USW, SEIU, NFL, CFNU, PSAC and CUPE.

The CLC Director reported that the CLC Equity and Human Rights department has merged and Vicki Smallman has been appointed the Director. Fatima Gardaad is a new hire whose portfolio included anti-black racism and Indigenous issues.

The *National Survey on Harassment and Violence at Work in Canada* from the University of Western Ontario was launched earlier in 2020 and will remain open until approximately International Women's Day – March 8, 2021. There is an option in the survey for members to indicate they are interested in participating in a focus group later. Members are encouraged to fill out the survey [online](#).

On December 7, 2020, the CLC's website Domestic Violence at Work will launch. It will include many resources and education pieces for workers and union leaders regarding domestic violence. The website address is DVatWork.ca.

There was a discussion, which covered the many action coalitions that the CLC is involved in arising out of work with the United Nations, which are occurring right now. One of them is the Gender-Based Violence (GBV) Action Coalition, which is looking to ratify [ILO C190](#).

The CLC presented to the federal Standing Committee on the Status of Women - Impact of COVID-19 on Women. Their focus was on women's jobs, unpaid work and the care economy to create a care economy commission. The CLC has also participated on a Task Force on Women and the Economy with a similar focus to the standing committee, migrant workers, women, Indigenous people, people of colour, unpaid workers and new Canadians. These are thought to be the people who are most impacted by COVID-19 and who have suffered the most and, therefore need to be at the centre of these discussions.

The 50th Anniversary on the Royal Commission of Status of Women is on December 7. The Equal Pay Commission and Centre for Research and Education on Violence Against Women and Children compiled a manifest of sorts. This document will be released shortly.

There has finally been some movement on creating a National Action Plan (NAP) on

GBV. The blueprint group, led by Women's Shelters Canada has been leading the advocacy on this for the last 5 years. Minister Monsef is quite motivated to make progress towards an action plan. The CLC is currently part of this roundtable. The government has developed some guiding principles, which have been agreed upon by the Provinces and Territories. Unfortunately, there is not a lot of transparency in this process of development and it is mostly focused on federal actions. In addition, compliance of Provinces and Territories will be difficult. The ILO Convention 190 has been a roadmap to this Action Plan and while it is not perfect, it is a small step towards a lofty goal.

Indigenous groups are monitoring the Murdered and Missing Indigenous Women and Girls (MMIWG) calls to action from the National Inquiry on MMIWG. There is still no movement on the calls to action. Many Indigenous women's organizations are involved in the NAP blueprint group and there is a hope that some of the calls will be integrated into the plan.

2. Meeting with Ministry of Education Equity Secretariat

Educational Services staff along with representatives of the Ontario Teachers' Federation and the other teacher affiliates met with Pat Case, Assistant Deputy Minister, Education Equity Secretariat and members of his team. The meeting was requested by OTF on behalf of the affiliates to discuss the possibility of accessing government funds to provide professional development resources to members. Similar partnerships have occurred under previous liberal and progressive conservative governments.

The meeting provided OTF and the affiliates with an opportunity to talk about the quality professional development that the Federations provide to their members. We suggested that the Ministry of Education's plan to implement anti-racism and human rights training and professional development could provide an opportunity for the Federations to collaborate with the Ministry as we have under previous governments. ADM Case replied that he has wanted to work with the affiliates. He then took the opportunity to describe the work that the Education Equity Secretariat is doing. Work is continuing on the collection of student identity-based data. The Ministry had been holding regular meetings of stakeholders on this project and the collection of staff data but those stopped under Ford. However, the project has continued without us. Eight boards are on the verge of being able to disaggregate their student data. Thirteen boards have continued working on collecting staff data. Case indicated that the government remains committed to this work and they are working to have signed contracts with every board by the end of the year. He has been speaking with all of the directors to keep the project moving. OSSTF/FEESO asked if the school board data would be available to other organizations and Case assured us that part of the goal of this project is to ensure that the data is made public.

Case also talked about the need for boards to develop credible human rights complaint procedures that can be used by school communities. According to Case, there were more than 800 applications made to the Ontario Human Rights Tribunal from 2012-2018 from the education sector and half of those came from employees. The boards that have "produced" the largest number of complaints have been assigned Human Rights Advisors. The goal of the advisors is to help address systemic issues as well as individual complaints. The secretariat is also working with indigenous partners to include indigenous ways of dispute resolution.

Case also mentioned the PPM on a draft hiring policy and wanted us to consider encouraging racialized members to seek advancement. He remarked that the difficulty

they had in appointing an acting director in Peel. There were only four black and four south Asian associate directors in the sector. He said that things were somewhat better when they looked at the participants in Supervisory Officer courses. OSSTF/FEESO suggested that the Ministry should consider the barriers that Black, Indigenous, and People of Colour face including the cost of the courses required. We also suggested that the government should consider providing non-teaching staff with in the system to apply for management positions. This would be a better first step than opening up the search for directors to people outside of education.

The rest of the meeting focused on the government's plan for "a year of professional learning" on anti-black racism. The Equity secretariat has planned for four sessions that will be provided to school boards. They are currently thinking of creating self-directed learning modules or recorded webinars created by ministry staff that teachers would access. Further information shared since the meeting suggests that the webinars might be available to school boards for presentation during PD days. There was no response when we raised questions about plans for training for other education workers. Case suggested that the affiliates would be provided with an opportunity make some remarks at the beginning of the session. The ministry staff also suggested that the affiliates might help to find members with lived experience and teachers doing exemplary work to participate in the sessions. No opportunity to collaborate on the content was suggested.

At the conclusion of the meeting, Case suggested that while there was no money in his budget to consider partnerships with the affiliates, he thought there might be other avenues available and that he would take any proposals we presented forward to the deputy minister. Staff has developed an initial proposal requesting provincial funding for work that the Federation has already planned, including expansion of the mentorship program, development of the Allyship and Combatting Anti-Black racism workshops, the Canadian Black lives resources and delivery of regional professional development opportunities on equity and anti-racism.

Review of Interim Policy for School Board Hiring Practices

As of October 29, 2020, Regulation 274 – Hiring Practices was revoked by the Ford government and an interim policy outlining hiring practices for boards was put into place. This interim policy remains in effect until December 31, 2020. The government has released a draft Policy/Program Memorandum (PPM) for stakeholder feedback. Once it releases the final PPM, all publicly funded school boards will be expected to use it as a guideline in the creation of their own hiring policies.

The following are the key components of the interim policy.

Collective Agreements:

Both the interim policy and the PPM are to work in conjunction with the provisions of Collective Agreements. In the event of a conflict between the two, the Collective Agreement will prevail.

Roster of OTs and LTO List:

This has the same requirements as Regulation 274 but an interview is no longer required to get on the LTO list.

Job Advertisements:

Postings are only necessary for LTO jobs greater than 30 school days or for permanent positions. The postings must include bona fide job requirements and qualifications, as well as be consistent with Regulation 298.

Candidate selection:

All teachers interviewed are expected to have the required qualifications. There is no prescribed number of teachers to be interviewed. While one of them should include the most senior qualified applicant from the LTO list, the other teachers selected for interviews shall be based on consideration of:

- Diversity and equity (boards should consider whether special programs under the OHRC may be implemented to address the effects of systemic discrimination on identified groups based on code grounds).
- Merit and additional qualifications or experience.
- Early-career educators (completed teacher education program within the last five years).
-

Interviews:

School boards should consider using multiple sources and methods to evaluate teachers during the interview process, not necessarily just an interview. The selection panel should be diverse and include those who have the knowledge/experience/lived experience to reflect the needs and interests of communities that have been under-represented in decision-making.

Rights of Unsuccessful Candidates:

These are the same requirements as were formerly in Regulation 274.

Qualifications and Merit:

Before hiring any teacher for any role (casual to permanent), boards are to consider formal qualifications, as well as:

- Professional skills and aptitudes.
- Lived experiences.
- Skill sets.
- Background and varied work experience that may be considered valuable to the position (i.e. under-represented group, ability to speak languages beyond English and French, community work with diverse communities).
- Maintain due regard to the best possible program for the school, as determined by the principal during the hiring process, while demonstrating commitment to students/time spent/suitability to assignment and local needs in a particular school.

Promoting Equity and Diversity:

Equity and diversity within the workforce are critical factors that can be applied in the interview and hiring process.

Enhanced Teacher Employment Mobility:

Boards shall grant an interview to relocating permanent teachers who apply to be placed on the LTO list, if the teacher is either currently employed by a public school board in Ontario or has been within the last calendar year.

Conflict of Interest:

Board employees shall not participate in, or influence the outcome of, the hiring of a person with whom the employee has a relationship. These include family/intimate/financial relationships during the preceding five years or past/present and private interests, where it could conflict with duties.

Key Effects of the Interim Policy:

- Seniority as a factor in the selection process has been severely limited.
- Those interviewed do not have to be on the LTO list.
- Heavy emphasis on “other considerations” rather than qualifications.
- Permanent teachers from other boards can now be interviewed for placement on the LTO list.

Once the final PPM is released, there is no explicit statement requiring school boards to consult local stakeholders for feedback prior to the creation of the new board hiring policy.

3. Performance Appraisals for Teachers and Education Workers

On October 30, 2020, the Ministry of Education issued a memorandum to school boards that contained a number of provisions that it stated would assist boards by providing “the flexibility needed to continue to operate effectively during this time.” Among the actions in the memo were proposed amendments to the regulations regulating Teacher Performance Appraisals.

The memo states that regulatory amendments that will be introduced include:

“Providing boards time to focus on the New Teacher Induction Program and performance appraisals in support of new teachers, by providing a temporary pause on the current cycle of appraisals for vice-principals, principals and experienced teachers. Principals and supervisory officers would maintain the ability to initiate a performance appraisal, where required. The requirement for Annual Learning Plans and Annual Growth Plans would remain in place for all teachers and principals respectively.”

The Teacher Performance Appraisal (TPA) requirements are currently laid out in Part X.2 of the *Education Act*, and in *O. Reg. 99/02 of the Act*. These lay out the steps and timelines that must be followed when conducting a TPA, and amendments would be required in order to allow for the “pause” referred to in the memo. Under S. 277.22(3) of the *Act*, if any timeline is missed in the TPA process, the person responsible for completing that step must complete it as soon as possible. That provision remains in effect until any regulation or amendment to the regulation can be put in place to allow boards to delay the process.

Unfortunately, no detail regarding the regulatory changes have been provided, nor has any anticipated date for the changes been announced, so it is impossible to speculate what effect the changes may have for teachers. We are currently seeking clarification from the Ministry on how the changes might affect teachers who are midway through the TPA process, particularly those who have received an “Unsatisfactory” rating on their first TPA and have not had a subsequent “Satisfactory” evaluation. However, until the regulatory changes are released, we will have no answers.

The memo and forthcoming changes to regulations do nothing to address the issue of performance appraisals for education workers, since they are not governed by any regulation. In addition, there is no provincial requirement for school boards to do performance appraisals for education workers, although boards do so as a matter of practice. The Ministry has indicated that it will not be providing direction to school boards regarding education worker performance appraisals during the pandemic. Accordingly, the question of the appropriate level of performance appraisal for education workers remains a matter for discussion between school boards and bargaining units at the local level.

4. Teacher Education Staff Work Group Meeting

A meeting of the Teacher Education Staff Work Group was held on November 23, 2020. This meeting included representatives from OTF and from 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: Faculty and Provincial Teacher Education Liaison Committee updates, Pending Teacher Education Matters, and for the OTF/Affiliate Teacher Education Symposium to be held on February 5-6, 2021.

Items of Interest

The Symposium is entitled *Creating Conditions, Conversations and Collaboration for Equity, Diversity & Inclusion in Teacher Education*. A question was raised regarding the nomenclature of the Symposium: whether or not the affiliates would mind whether or not 'affiliate' was a part of the title, or if its inclusion in the description of the conference would suffice. The Symposium topic is timely, and includes the following keynotes and workshops in a packed agenda:

Note Keynotes/topics

- Rania Mugammar on Systemic Racism
- Jodie Williams and Nancy Rowe on addressing anti-Indigenous racism
- Darlene Ciuffettelli Parker on addressing poverty in Ontario schools

Workshops (two timeslots with 5 options each):

- Learning While Black – ETFO
- Equity in Practice – OSSTF
- Virtual Tour of Canadian Museum for Human Rights
- *Possibilities*: poverty as it relates to school and classroom practice – Charmain Brown
- Créer des milieux scolaires et communautaires où règnent la sécurité, la force et la liberté – COPA
- Culturally relevant and responsive pedagogy (CRRP) – ETFO
- Racial Justice – OSSTF
- Addressing Anti-Oppression: COPA & OTF's Supportive Tools - Safe@School
- The moccasin project and other calls to action – Nancy Rowe & Jodie Williams
- Tour virtuel du musée canadien pour les droits de la personne

Attendees for the symposium include Assigned OTF and Affiliate Staff, FEA WG reps and similar affiliate members, up to 10 faculty members and teacher candidates/faculty of education, interested affiliate executive, keynote speakers, and workshop presenters.

The next TESWG meeting is scheduled for January 19, 2021.

5. Professional Misconduct Regulation Changes

On November 5, 2020, the Ontario government filed changes to the *Ontario College of Teachers Act (OCTA)* to amend *O. Reg 437/97, Professional Misconduct* and the *Early Childhood Educators Act (ECEA)* to amend *O. Reg 223/08, Professional Misconduct*.

The following paragraph was added to each Act:

Making remarks or engaging in behaviours that expose any person or class of persons to hatred on the basis of a prohibited ground of discrimination under Part I of the *Human Rights Code*.

There are now 28 grounds in the OCTA, and 29 grounds in the ECEA, that describe the activities that constitute professional misconduct. The additions to each Act are further supported by the Colleges' public commitments to address anti-racism, including the Ontario College of Teachers' development of an AQ course about anti-black racism and the College of Early Childhood Educators' Practice Guideline on Diversity and Culture.

These regulation changes came in to force on the day they were filed.

6. Changes to OCT and ECE Professional Colleges found in Bill 229 – Protect, Support and Recover from COVID-19 (Budget Measures) - an Act to Amend Various Acts

On November 5, 2020, the Ford Government introduced, through the budget, an act that will make changes to the *Early Childhood Educators Act (ECEA)* and the *Ontario College of Teachers Act (OCTA)* should the Bill receive Royal Assent. Staff and legal counsel have identified five areas of significant change from the passing of the first reading of the Bill. Further analysis is ongoing by the Member Protection Department in consultation with legal counsel.

i. Retroactive Revocation

Schedule 9 and Schedule 33 of Bill 229 provide parallel changes to the ECEA and the OCTA respectively. These changes ultimately grant the Colleges greater authority and power over members in cases involving acts of child abuse and child pornography. The Bill's amendments aim to retroactively revoke a member's certificate, if the member was previously found guilty of an act of professional misconduct relating to sexual abuse or child pornography.

Under the current Acts, members could reapply for reinstatement of revoked licenses after five years. Given the retroactive provision in Bill 229, this has the potential to affect members who (i) did not at the time of discipline have their certificates revoked (for example if they negotiated a lesser penalty than revocation) or (ii) did have their certificate reinstated following a sexual abuse or child pornography finding. The Bill's changes will also eliminate this reinstatement option.

Additional subsections in the Schedules do include a provision to allow a person to apply for reinstatement, should a conviction be overturned or they be granted a pardon. Potentially an oversight, but the Bill does not extend this same right to members who were found guilty of sexual abuse but were never criminally charged or convicted, or who were charged but were acquitted.

It is anticipated that these proposed changes will have little impact on our current membership, given that most of our teachers and early childhood educators are employed in the public education sector and that employers require vulnerable sector screens for most employees. By the time convictions are found and criminal matters are complete, members are usually a long way down the road in termination cases or on lengthy home assignments, where they are not actively working or requiring a license. As such, individuals would likely not, or soon not, be employed where they would be represented by OSSTF/FEESO.

Also of note is that under the current *OSSTF/FEESO Policy for Approval of Legal Assistance*, OSSTF/FEESO does not provide legal support when the member has been convicted of an offence under the *Criminal Code*, the *Narcotics Control Act*, or the *Controlled Drugs and Substances Act*, for which a pardon has not been granted.

ii. New Reporting Obligations Pertaining to “Offences”

Beyond the changes related to convicted persons, Bill 229 further seeks to provide more oversight to the Colleges by proposing changes that would require a member to report certain findings made against them to the registrar of their college.

Should the Bill be enacted, members would now be required to notify their college in matters where they have been found guilty of any “offence” by filing a report with the registrar containing detailed information regarding that offence. This includes an additional obligation to update the College on an ongoing basis regarding their legal case. These reports must be made “as soon as reasonably practical”.

What is not clear at this time is the type of reporting that falls under “offence”. The new expected reporting to the College would seemingly include matters unrelated to their profession, such as impaired driving charges, domestic legal matters, and bail conditions for private matters. This would drastically increase investigations at the College, including expenses, which could impact our members’ college fees. There is also a lack of clarity on the subjective timelines for the reporting and what would be deemed as “as soon as reasonably practical” by the Colleges.

iii. Application for Re-Instatement for Members Guilty of Sexual Abuse

Where Bill 229 adds an exemption, which prevents members from making application for re-instated certificates, there remains the section of the OCTA to provide this provision. This appears to be an oversight during the drafting of the language and further clarification is being requested.

iv. Less Discretion to Remove Information from the Registrar

Bill 229 amends the Acts to provide that the registrar is no longer required to remove terms and conditions imposed by the Discipline Committee from the public registrar that are no longer applicable. Further clarification is required for this amendment, as this appears to align with the current practice of the OCT already.

v. Changes to the College’s Governance Structure and Administration

Specific to the OCTA, the Bill also proposes modifications to bring these changes in line with governance restructuring at the Ontario College of Teachers.

The changes from Bill 229 come following the tabling of Bill 48 in the fall of 2018, which initiated the strengthening of the definition of sexual abuse in both the ECEA and OCTA. As an expansion of those changes, Bill 229 aims to implement a sexual abuse prevention program by the Colleges.

7. Ontario College of Teachers – November 2020

The first meeting of the Governing Council for the 2020-2021 school year took place October 1 & 2 through a virtual platform.

The Chair explained that the morning of October 1 was not open to the public as the Council was involved in anti-Black racism training.

Council shared that several in camera meetings, discussing personnel issues, had taken place since the last time the public had been invited. It was then announced that Michael Salvatori has officially resigned as registrar and a recruitment plan is underway with hopes of completion prior to the New Year.

In order to support members, Professionally Speaking will begin to have a « Standards » section; and a new Professional Advisory regarding Boundaries is now available at <https://www.oct.ca/resources/advisories/professional-boundaries>. A new AQ on anti-Black racism will be moving forward as will an AQ on ASL (American Sign Language).

It was not mentioned during the meetings, but it is important to note that all changes regarding therapy and counselling have gone through now; confirming that OCT pays but also that they can come after the member for funds (<https://www.ontario.ca/laws/regulation/200493>).

While Bill 229 had not yet been introduced at the time of the meeting of Council, the items within it – including professional misconduct and the changes to the composition, representation and appointment process of the OCT – had all previously been discussed in both committee and full council.

Members who take an interest in the college accreditation process might want to look at this link to see the applications that are being made: <http://www.pegab.ca/CurrentApplications.html>. For Bachelor of Education, one application is expected soon from the newly-formed French university and one has already been received by a private, faith-based college.

8. Mental Health First Aid (MHFA) Funding

Mental Health First Aid (MHFA) continues to be a key pillar of the OSSTF/FEESO Strategic Action Plan (SAP).

Due to the ongoing pandemic, the SAP underwent some modifications and we have reviewed different ways that we might be able to provide access to the MHFA training sooner, rather than later. Funds are available, as before, from account #2015 and also include courses offered through the Mental Health Commission of Canada (MHCC). Please see www.mhfa.ca for further information.

Please review the procedures, and application form, for accessing account #2015 funds located in the OSSTF/FEESO Financial Handbook, and contact norm.westbury@osstf.ca with any questions.

9. WSIB Claims During COVID-19

While COVID-19 has changed many things in our world, the process for reporting to the WSIB and making claims under the Workplace Safety and Insurance Act (WSIA) is not one of them.

If you have been exposed to COVID-19 in the workplace, or been told to self-isolate due to close contact with a COVID positive case, visit www.wsib.ca and fill out the Workers' Exposure Incident Form (form 3958A).

Make sure you submit the form to the WSIB and keep a copy for your records. If you are diagnosed with COVID-19 after an exposure in the workplace, visit www.wsib.ca and complete WSIB Form 6 (Worker Report of Injury/Disease). You must

submit Form 6 to the WSIB, send a copy to your employer, and you should keep a copy for yourself.

You should then visit your doctor and request that they submit your COVID-19 diagnosis, along with a completed WSIB Form 8.

The doctor must submit Form 8 to the WSIB and they should provide a copy to you for your records.

COVID-19 is an occupational illness when a worker contracts the disease because of exposure at the workplace and, therefore, WSIB benefits are available.

If you need assistance with finding the documents or completing the forms, speak with your local leader(s) who can also get assistance from their Protective Services field secretary as needed.

If you have any questions please direct them to norm.westbury@osstf.ca.

10. CTF Lobbying for Tax deductions

The Canadian Teachers' Federation is advocating with the Government of Canada to allow teachers and education workers working from home to be able to deduct the cost of information technology and connectivity from their annual taxes. OSSTF/FEESO has been supporting this lobbying effort and has provided the CTF with some data on the expenses that were and are being incurred by members for working remotely during this pandemic.

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

Ontario Secondary School Teachers' Federation
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**NOTICE OF MOTION TO
DECEMBER 10, 2020
TTBU COUNCIL**

1. BIRT the TTBU Council Rules of Order be amended at the January 21, 2021 TTBU Council meeting.

TTBU Constitution and Steering Committee



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

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