



**OSSTF Toronto
District 12 General Meeting
Virtual Meeting
4:30 p.m.
November 12, 2020**

AGENDA

- | | | |
|---------|---|-------------------|
| 4:30 pm | 1. Call to Order | |
| | 2. Acknowledgement of Traditional Lands and Anti-harassment Statement | |
| | 3. Announcements | |
| | 4. Approval of Agenda | |
| | 5. Adoption of Procedures for Debate | <i>[p. 9-10]</i> |
| 5:00 pm | 6. Treasurer's Report: David Pickering | <i>[p. 11-17]</i> |
| | <ul style="list-style-type: none">• Presentation of District 12 Budget 2020/21• Questions on the Budget• Related Motion | |
| | 7. On Time Motions | <i>[p. 8]</i> |
| | 8. New Business, Late Motions and Notices of Motion | |
| 5:30 pm | 9. Adjournment | |

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



OSSTF Toronto Anti-Harassment Policy and Procedure

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

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

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

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

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

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

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

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

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

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

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

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

Resolution and Complaints Process

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

Members who believe they have been the target of harassment or discrimination at these events are encouraged to take immediate action to ensure this behaviour is stopped.

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

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

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

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

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

If the complainant chooses to provide such a written complaint, it will be submitted to the designated staff person in the District office who will forward it to 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 District Office shall keep a confidential file of all records and reports related to the investigation of written complaints for a period of five years.

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

OSSTF TORONTO Virtual District Meeting Information

Thursday, November 12, 2020

District Delegates 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 our District meetings.

Accessing the District General Meeting and District AGM

Registered Delegates will receive an email that contains the link to access the meeting Thursday morning. A link for the meeting will also be posted on the OSSTF Toronto website on the day of the meeting so that District members who wish to attend as observers may do so.

Signing in to 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. Once you are admitted into the meeting room, 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.

This meeting is open to District 12 Members only. All Members, whether a Delegate or Observer, are required to display their First Name, Last Name, and Bargaining Unit, with Observers adding an "OBS:" in front of their first name. 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 Bargaining Unit 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.

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

Voting at District GM and District AGM

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

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

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

Getting Ready to Vote

To make voting easier, prior to the District General Meeting and District AGM on Thursday, Delegates should [log in to the provincial OSSTF website](#). Once logged in, click the Voting Centre button found in the right-hand margin of the webpage.

When the Chair calls for a Vote

In the box titled 'Current Ballots', click the appropriate link to the desired ballot and follow the instructions to cast your vote.

Delegates are strongly advised to set up an account on the OSSTF Provincial website if you don't already have one, and all Delegates are encouraged to do a practice sign-in to your Provincial OSSTF account, to ensure you are able to access voting at Thursday's DGM and DAGM

[Click here for full instructions on how to vote.](#)

If you have difficulty with the login process, or setting up an account, if possible, contact Membership-Database@osstf.ca during regular business hours.

To Participate in Debate

- Open the chat feature located at the bottom of your Zoom meeting 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/D12sequence>.
- 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/D12amendments>
- Amendments to motions may be viewed on the following link: <http://bit.ly/D12motions>

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 the designated 'Questions' person from the drop-down list and write "QUESTION". This will indicate to the Questions person that you wish to ask a question.
- Only the Questions person is able to acknowledge your request to ask your question. If you send it to someone else, you will not be placed in the queue.
- The Questions person 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 microphone. At the end of 60 seconds or when you have finished your question/concern, your microphone will be muted.

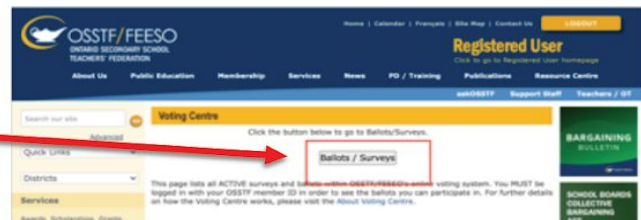
OSSTF TORONTO ONLINE VOTING INSTRUCTIONS

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.

**ON TIME MOTIONS FOR
OSSTF TORONTO DISTRICT GENERAL MEETING
NOVEMBER 12, 2020**

1. BIRT the Rules of Order as written be adopted for the Federation year 2020/21.
Rony Masri, OSSTF Toronto D12 Executive/
Nicole Gauthier, OSSTF Toronto D12 Executive

2. BIRT the OSSTF Toronto District 12 Budget 2020/21 be approved.
David Pickering, OSSTF Toronto D12 Executive/
Linda Bartram, OSSTF Toronto D12 OTBU Executive

3. BIRT OSSTF Toronto District 12 endorse the candidacy of Hayssam Hulays for election to the position of OSSTF Treasurer.
Leslie Wolfe, OSSTF Toronto D12 Executive/
Vincent Zambrano, OSSTF D12 OTBU Executive

OSSTF District 12 Toronto

PROPOSED Rules of Order (Nov 2020)

Procedures

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

Procedures for Debate

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

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

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

Authority for Procedures

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

Summary: Use of the cards

(this is not an exhaustive list)

Colour Indicator	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	60 seconds
Red	Point of Order	90 seconds

Unaudited Previous Fiscal Year

	Budget 07/01/2019 to 06/30/2020	Actual 07/01/2019 to 06/30/2020	Change
REVENUE			
Provincial Office Funding			
• 2000 - Basic District Rebates	1,595,013.00	1,586,874.54	8,138.46
• 2010 - Prof. Develop. and Training	88,052.00	82,276.61	5,775.39
• 2015 - Union Training	1.00	0.00	1.00
• 2045-Events to Engage	6,000.00	6,000.00	0.00
• 2050 - PAC Special Distr. Programs	2,500.00	14,083.69	-11,583.69
• 2052 - District Coalitions	25,000.00	28,409.75	-3,409.75
• 2055 - Dist Excellence in Education	1.00	0.00	1.00
• 2080 - District WSIB Funding	1,310.00	1,237.56	72.44
• 2090 - Member Accessibility Funding	1.00	0.00	1.00
• AMPA Funding	65,000.00	0.00	65,000.00
• Election Readiness / Mobilisation	1.00	0.00	1.00
• Other Provincial Office Funding	1.00	0.00	1.00
Total Provincial Office Funding	1,782,880.00	1,718,882.15	63,997.85
Member Levy			
• District Political Action Levy	90,000.00	85,531.80	4,468.20
Total Member Levy	90,000.00	85,531.80	4,468.20
Other Revenue			
Interest Revenue	3,500.00	0.00	3,500.00
Active Retired Members	1.00	11,740.00	-11,739.00
Camille Natale Award Income	1.00	0.00	1.00
Miscellaneous Revenue	77,000.00	77,000.00	0.00
Total Other Revenue	80,502.00	88,740.00	-8,238.00
TOTAL REVENUE	1,953,382.00	1,893,153.95	60,228.05
EXPENSE			
Bargaining Unit Funding			
OTBU Funding - Funding Master	193,625.36	192,884.16	741.20
OTBU Funding - Other	13,932.44	13,932.44	0.00
PSSP Funding - Funding Master (net)	160,358.78	155,884.75	4,474.03
• PSSP Funding - Other	11,538.72	0.00	11,538.72
TTBU Funding - Funding Master	869,713.90	867,490.10	2,223.80
TTBU Funding - Other	62,580.84	62,580.84	0.00
Active Retired Members	0.00	11,760.94	-11,760.94
Allocation To BUs From Surplus	77,000.00	77,000.01	-0.01
Total Bargaining Unit Funding	1,388,750.04	1,381,533.24	7,216.80
Executive			
Executive Time Release	158,000.00	158,000.00	0.00
Executive Liaison Expenses	2,000.00	808.53	1,191.47
Total Executive	160,000.00	158,808.53	1,191.47
Meetings			
District Executive	2,000.00	515.28	1,484.72
• District General & Annual Meetings	16,500.00	2,739.20	13,760.80
• Inter-District Meetings/Training	0.00	3,232.92	-3,232.92
• AMPA	124,000.00	12,925.93	111,074.07
Total Meetings	142,500.00	19,413.33	123,086.67
Activities/Programmes			
• Political Action	60,000.00	26,075.51	33,924.49
• Labour Council	26,500.00	35,145.51	-8,645.51
• Election Readiness/Mobilisation	1.00	6,638.59	-6,637.59
• Affiliations/Coalitions	10,000.00	10,000.00	0.00
• Grants and Donations	4,500.00	7,526.44	-3,026.44
• Community Forums/Member Outreach	6,000.00	6,204.00	-204.00
• AMPA Campaigns	1.00	0.00	1.00
• Camille Natale Award	1.00	0.00	1.00
• Ex in Ed - Jim McQueen Award	8,500.00	7,090.40	1,409.60
• Awards Event	4,000.00	67.79	3,932.21
• Pregnancy ,Parental, Adoption Leave	1,550.00	135.60	1,414.40

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2019 to 06/30/2020	Actual 07/01/2019 to 06/30/2020	Change
Total Activities/Programmes	121,053.00	98,883.84	22,169.16
Committees			
Constitution Committee	1,500.00	76.15	1,423.85
Communications PAC Committee	3,700.00	2,786.97	913.03
Finance Committee	1,600.00	764.55	835.45
• Gay/Straight Alliance Committee	3,500.00	6,429.78	-2,929.78
Occupational Health and Safety Cttee	1,600.00	51.70	1,548.30
Human Rights Committee	4,500.00	811.84	3,688.16
Status of Women Committee	3,000.00	1,406.92	1,593.08
Black, Indigenous, Workers of Colour	2,500.00	366.67	2,133.33
Eco Committee	1,100.00	786.96	313.04
Total Committees ↓	23,000.00	13,481.54	9,518.46 +
Office Expenses			
Staff Salaries	48,174.00	45,368.39	2,805.61
EI Expense	1,000.00	940.23	59.77
CPP Expense	2,000.00	2,084.30	-84.30
WSIB Expense	1,600.00	1,074.74	525.26
Pension Expense	4,000.00	3,881.55	118.45
Benefit Plan	6,000.00	4,607.97	1,392.03
Total Staff Benefits	14,600.00	12,588.79	2,011.21
Temporary Help	240.00	336.00	-96.00
Bank Charges and Audit	500.00	0.00	500.00
Building Operations	25,900.00	25,900.00	0.00
Capital Equipment	1,250.00	1,762.11	-512.11
Supplies	4,625.00	4,034.98	590.02
Photocopying	1,125.00	1,015.98	109.02
• Photocopier Leases	5,375.00	7,343.52	-1,968.52 + +
Paper Purchases	600.00	306.70	293.30
Printing	125.00	85.88	39.12
Telephone	6,000.00	5,549.73	450.27
• Postage	1,250.00	3,226.94	-1,976.94 + R
Taxi and Courier	125.00	7.60	117.40
Parking/Management	1,250.00	505.04	744.96
Insurance	625.00	3,244.12	-2,619.12
Total General Office Expenses	22,350.00	27,082.60	-4,732.60
• Computer/Network Support/Licenses	3,000.00	5,923.02	-2,923.02
• Website/Fibre	3,300.00	1,967.01	1,332.99
• Contingency	14.96	21,402.20	-21,387.24 + R
Total Office Expenses	118,078.96	140,568.01	-22,489.05
TOTAL EXPENSE	1,953,382.00	1,812,688.49	140,693.51
NET INCOME	0.00	80,465.46	-80,465.46


E.O.E.
AP

Ontario Secondary School Teachers' Federation 2020/2021 CSSTF DRAFT FUNDING MASTER - ALL FACTORS 1.4%															9-Apr-20
	Barg. Units	FTE	Basic Rebate per FTE \$57.05	Unit Rebate per FTE over 100 \$35.37	Unit Rebate for FTE over 1,000 \$46.51	Effective Comm. Rebate per Unit \$11.79	Rebate per Unit \$13.50	Base Per FTE \$128.72	Time Release Generators				District Rebate per FTE over 2,000 \$11.79	Distance and Comm. Costs	Total Funding Master
									Unit FTE 100 to 1,000 \$51.49	Unit FTE 1,000 to 2,000 \$19.31	Unit FTE over 2,000 \$12.87	Minimum Time Release Adjustment \$52.95			
District 12: Toronto															
Direct Teachers	1	4,923.5	330,168	170,608	64,762	0	1,650	12,872	46,340	19,308	37,832	0	416,709	30,000	85,000
Occasionals	1	1,080.3	72,444	34,673	1,325	0	1,650	12,872	46,340	1,550	0	0	0		
PSSP	1	970.7	55,095	30,797	0	0	1,650	12,872	44,832	0	0	0	0		
Total District Allocation	3	6,974.5	457,707	236,078	66,087	0	4,950	38,617	137,512	20,859	37,832	0	416,709	30,000	\$1,299,801

District A/C 2010 Funding				
2020/21 FTE	2020/21 Funding Master	2020/21 a/c 2010 Funding	2019/20 a/c 2010 Funding	
6,974.5	\$1,599,801	\$88,817	\$88,052	

District 12: Toronto

FUNDING MASTER GRID					
2020-2021					
	DISTRICT	TTBU	OTBU	PSSP	
FTE	6,974.50 ↑	4,923.50 ↓ 32	1,080.3 ↓ 9	970.7	16A
FTE %	100%	70.60%	15.49%	13.92%	
BASIC REBATE		\$ 330,168.00	\$ 72,444.00	\$ 65,095.00	
UNIT REBATE FTE + 100		\$ 170,608.00	\$ 34,673.00	\$ 30,797.00	
UNIT REBATE FTE + 1000		\$ 64,762.00	\$ 1,325.00	\$ -	
EFFECTIVE COMMUNICATION		\$ -	\$ -	\$ -	
REBATE PER UNIT		\$ 1,650.00	\$ 1,650.00	\$ 1,650.00	
BASE / FTE		\$ 12,872.00	\$ 12,872.00	\$ 12,872.00	
UNIT FTE + 100 - 1000		\$ 46,340.00	\$ 46,340.00	\$ 44,832.00	
UNIT FTE + 1000 - 2000		\$ 19,308.00	\$ 1,550.00	\$ -	
UNIT FTE + 2000		\$ 37,632.00	\$ -	\$ -	
DISTRICT FTE + 500	\$ 416,709.00		\$ -	\$ -	
DISTRICT REBATE FTE + 2000	\$ 58,650.00				
MINIMUM TIME RELEASE ADJUST	\$ -		\$ -	\$ -	
DISTRICT OFFICE REBATE	\$ 85,000.00				
DISTANCE/COMMUNICATION	\$ 30,000.00				
TOTAL FUNDING MASTER \$1,599,801.00	\$ 590,359.00	\$ 683,340.00	\$ 170,854.00	\$ 155,246.00	
DISTRICT 2010 P D REBATE	\$ 88,817.00				
2045, 2050, 2052 & WSIB REBATES	\$ 32,310.00				
DISTRICT AMPA REBATE	\$ -				
DISTRICT PAC LEVY	\$ 85,000.00				
ELECTION READINESS	\$ -				
TOTAL DISTRICT (approximate)	\$ 796,486.00				


 11/11/2020

Draft 4 District Budget 2020-21 October 29, 2020									
REVENUE		DISTRICT	TTBU	OTBU	PSSP				
Provincial Funding Master									
District		\$ 1,599,801.00	\$ 881,071.81	\$ 193,322.20	\$ 173,709.03				
TTBU									
OTBU									
PSSP									
District Political Action Levy *		\$ 85,000.00							
Provincial Rebates:									
... AMPA		\$ -							
... Political Action 2050*		\$ 1.00							
... District Coalitions (Labour Council) 2052*		\$ 25,000.00							
... Election Readiness*		\$ 1.00							
... Excellence In Education 2055		\$ 1.00							
... Member Accessibility 2090		\$ 1.00							
... Workplace Training (Reps. / New Mems) 2010		\$ 88,817.00	\$ 62,698.47	\$ 13,757.12	\$ 12,361.41				
... New Member Workshops 2070		\$ 1.00							
... Union Training 2015		\$ 1.00							
... WSIB 2080		\$ 1,310.00							
... Other (2043,2045,2050)		\$ 6,000.00	?	?	?				
Interest		\$ 1,500.00							
Active Retired Members		\$ 1.00							
Misc Income / Allocation from Accumulated Surplus		\$ 58,500.00	\$ 41,296.83	\$ 9,061.23	\$ 8,141.94				
Camille Natale Award		\$ 1.00							
Bargaining Unit levies			?	?	?				
TOTAL REVENUE		\$ 1,865,936.00	\$ 985,067.11	\$ 216,140.55	\$ 194,212.38				
EXPENDITURES									
Meetings									
AMPA		\$ 40,000.00							
Executive		\$ 2,000.00							
General		\$ 16,500.00							
Total Meetings		\$ 58,500.00							

Activities/Programmes		
Political Action *	\$ 40,000.00	↓
Labour Council *	\$ 26,500.00	
Election Readiness *	\$ 1.00	
Affiliations/Coalitions *	\$ 10,000.00	↑
Grants & Donations *	\$ 6,000.00	
Community Forums/Member Outreach *	\$ 6,000.00	
AMPA Campaigns	\$ 5,000.00	↑
Camille Natale Award	\$ 1.00	
Excellence in Ed.- Jim McQueen Award	\$ 8,500.00	
Awards Event*	\$ 4,000.00	
PPAL Workshops	\$ 1,550.00	
Total Programmes	\$ 107,552.00	
COMMITTEES		
Constitution Committee	\$ 1,500.00	
Communications Political Action Committee*	\$ 3,700.00	
Finance Committee	\$ 1,600.00	
Gay/Straight Alliance Committee	\$ 3,500.00	
Occupational Health and Safety Committee	\$ 1,600.00	
Human Rights Committee	\$ 4,500.00	
Eco Committee	\$ -	
Status of Women Committee	\$ 1,100.00	
Black & Indigenous & Workers Of Colour	\$ 3,000.00	
Total Committees	\$ 23,000.00	
Officers Salaries and Expenses		
Executive Officers Release (Note 1)	\$ 160,000.00	↑
Executive Liaison Expenses	\$ 2,000.00	
Total Officers Salary Expenses	\$ 162,000.00	
Office Expenses		
Staff Salary	\$ 48,174.00	
Staff Benefits	\$ 15,185.00	
Temporary Help	\$ 240.00	
Bank Charges and Audit	\$ 500.00	
Building Operation costs	\$ 25,900.00	
Office Expenses	\$ 22,350.00	↑
Computer Support / Licenses	\$ 4,800.00	↑
Website/Fibre	\$ 2,300.00	
Total Office Expenses	\$ 119,449.00	
Contingency	\$ 14.96	
2010 PD / Allocation from Surplus to Bargaining Units	\$ 147,317.00	↓

TOTAL EXPENSES		\$ 617,832.96				
TOTAL DISTRICT REVENUE		\$ 1,865,936.00				
TOTAL DISTRICT EXPENSES		\$ 617,832.96				
Amount left to distribute by FTE		\$ 1,248,103.04				
	FTE	TTBU	OTBU	PSSP	District	
	Percent of Dist	4,923.50	1,080.30	970.70	6,974.50	
		0.7059	0.1549	0.1392		
Fiscal 2020-21 Distribution - After District Expenses						
Provincial Entitlement for PD Training		\$ 881,071.81	\$ 193,322.20	\$ 173,709.03		
Allocation from Surplus to Bargaining Units		\$ 62,698.47	\$ 13,757.12	\$ 12,361.41	\$ 88,817.00	
Total amount after District Expenses with PD amount		\$ 41,296.83	\$ 9,061.23	\$ 8,141.94		
		\$ 985,067.11	\$ 216,140.55	\$ 194,212.38		
Fiscal 2019 - 2020 after District Expenses with PD amt		\$ 987,518.40	\$ 219,852.25	\$ 182,079.65		
percentage of previous year's total		1.00	0.9831	1.0666		
Note 1 - time release costs attributable to District Officers and Liaisons to Committees, as per the District and Provincial Constitutions (see Financial Handbook)						

E.P.O.E.



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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Protecting and Enhancing Public Education