



**OSSTF Toronto
District 12 Annual General Meeting
Virtual Meeting
5:45 p.m.
November 12, 2020**

AGENDA

1. Call to Order: 5:45 p.m.
2. Acknowledgement of Traditional Lands and Anti-harassment Statement
3. Pledge [p. 4]
4. PROC 101-20; PROC 102-20 PROC 103-20; PROC 104-20 [p. 13]
5. Moment of Silence
6. Report of the District President: Leslie Wolfe
7. Report of the District Treasurer: David Pickering [p. 18-26]
8. Questions to the District President and Treasurer
9. Provincial Executive Report
10. Questions to the Provincial Executive Report
11. Timed Item: 6:15 p.m. - On Time Motions [p. 27-29]
12. Late Motions [p. 30-31]
13. Timed Item: 7:00 p.m. - 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.

THE PLEDGE

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

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

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

OSSTF 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.

**OSSTF TORONTO
2020 ANNUAL GENERAL MEETING
RULES OF ORDER GUIDE**

1. The Constitution and Steering Committee classifies each resolution according to the following categories:

PROC -	Procedural
CON -	Constitution
BYL -	Bylaw
POL -	Policy
MAC -	Miscellaneous Action

The word “policy” means any stand or position taken by OSSTF Toronto in accordance with its Bylaws on matters beyond its internal legislative power.

The word “bylaws” means the standing rules governing the membership of OSSTF Toronto on matters entirely within the control of OSSTF Toronto.

The phrase “miscellaneous action” refers to any motion that contains an action that is within the internal legislative power of OSSTF Toronto.

The phrase “procedural motion” includes voting for the agenda and rules of order, considering motions en bloc, calling the question, moving to suspend the rules (e.g. to amend the order of business), and motions to refer, postpone or table a motion.

The phrase “en bloc” is used to request that interdependent motions be considered together.

2. Colour Indicator Use in Debate

Colour indicators are used to assist the spotter and the Chair to ensure speakers are heard in their proper order. When you go to a microphone to be recognized you must have the appropriate colour card with you. At the microphone, hold your card up to ensure the spotter can see you, and keep your card visible to the spotter at all times prior to being recognized by the Chair.

WHITE

This colour indicator is used to move a resolution (motion) or to indicate your desire to speak in favour of (PRO) a resolution (motion).

BLUE

The Blue indicator is used to indicate you wish to speak against (CON) a resolution (motion)

YELLOW

The yellow indicator is used to amend a resolution (motion), ask a question about the motion either of the mover, or of the Chair, call the question (which triggers a vote to see if there is support for moving immediately to vote on a motion). The yellow card is also used to postpone a resolution, refer a resolution, table a resolution and for other procedural motions.

RED

The red card interrupts the business of the house. It is used for Questions of Privilege or Points of Order.

Question of Privilege - those statements/questions that need to be made but are not directly related to the business of the meeting, yet are of importance to the meeting. For example, if noise in the background is affecting your ability to hear the speaker, use the red indicator, wait to be recognized by the Chair and then indicate your concern.

Point of Order – directed to the Chair of the meeting and is directly related to the rules governing the meeting. For example, if you believe a resolution is not in order because it contravenes established rules in the Bylaws, Constitution, or Rules of Order, you may use the red indicator, and upon being recognized by the Chair, state your concern.

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

**PROCEDURAL MOTIONS FOR THE
OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING
NOVEMBER 12, 2020**

PROC 101-20

District Constitution Committee

$\frac{1}{2}$

BIRT the Agenda be adopted.

PROC 102-20

District Constitution Committee

$\frac{1}{2}$

BIRT the Minutes of the June 13, 2019 OSSTF Toronto Annual General Meeting be approved.

PROC 103-20

District Constitution Committee

$\frac{1}{2}$

BIRT the Minutes of the October 17, 2019 OSSTF Toronto District General Meeting be approved.

PROC 104-20

District Constitution Committee

$\frac{1}{2}$

BIRT the District Constitution Committee for the 2019-2020 OSSTF Toronto Annual General Meeting be authorized to edit the motions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the motions.

**OSSTF Toronto
District Annual General Meeting
Latvian Canadian Cultural Centre
June 13, 2019**

1. Call to Order: Cathy Renfrew called the meeting to order at 6:25 pm.
2. The Chair read the Territory Acknowledgment and Anti-harassment Statement.
3. The Chair read The Pledge.
4. PROC 101-19; PROC 102-19; PROC 103-19; PROC 104-19:

PROC 101-19
BIRT the Agenda be adopted.

CARRIED

PROC 102-19
BIRT the Minutes of the 2018 OSSTF Toronto Annual General Meeting be approved.

CARRIED

PROC 103-19
BIRT the Minutes of the October 18, 2018 OSSTF Toronto District General Meeting be approved.

CARRIED

PROC 104-19
BIRT the District Constitution Committee for the 2019 OSSTF Toronto Annual General Meeting be authorized to edit the motions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the motions.

CARRIED
5. Moment of Silence: Observed in honour of those members no longer with us.
6. Report of the District President: Leslie Wolfe
 - Welcoming remarks. Introduction of the District Executive Committee and acknowledgement of the District Committee Chairs for their contributions to the District Committees.
 - Explained the history of District pre-amalgamation and where we are today. As a District, we overcame the difficulties of the past and are working together as a united front as we face the egregious government that we find ourselves currently faced with.

- Acknowledged and thanked Olga De Melo, outgoing President of the PSSP bargaining unit for her years of service to the Federation, and welcomed Kimberly Perry, the incoming PSSP President and Marina Michie, the incoming PSSP Vice President.
- Reported on the 2019 political action front; acknowledged the Communications /Political Action Committee. From putting together our EduACTion team, lunch and learn programs across the District, and the “No Cuts to Education” campaign, it’s been a busy year – all for the fight against the Doug Ford government.
- Advised that a list of upcoming summer political action events will be sent to bargaining unit leadership. Volunteer if you can in the fight against Doug Ford, which is not over with the close of the school year.
- Spoke to the TDSB Regular Meeting of June 19, 2019. We will not support cuts to front line workers. Public education workers will not be silenced as we fight for what matters most: students. The District will continue to do good work to raise awareness within communities and build alliances with like-minded organizations as we know that Torontonians love their publicly-funded schools.
- Spoke to an important upcoming date:
 - o Everyone is encouraged to attend the 2019 Labour Day Parade (“Organize, Educate, Resist”) on Monday, September 2, 2019. OSSTF participants and their families will receive entry wristbands for the CNE (first come/first serve). All participants are invited to come together in solidarity at The Gladstone Hotel for refreshments and food at the end of the march. More details to be posted when available.
- Encouraged members to take home a “No Cuts to Education” lawn sign. Advised that if neighbors (or others) want a sign, to call the Union office and arrange a pick up.
- On behalf of the entire District Executive Committee, the District President wished all members a wonderful summer break and to be ready in the fall to continue the fight.

7. Report of the District Treasurer: David Pickering

- Acknowledged the hard work of the District Finance Committee over the past year.
- Presented and spoke to the Audited OSSTF District 12 Financial Statements.
- Included the current OSSTF District 12 Income Statement.
- Included the 2019/2020 Funding Master Information.
- Included the draft 2019/2020 OSSTF Toronto Budget. Draft 2 is being worked on by the District Finance Committee to be presented at the October District General Meeting.

8. Questions to the District President and Treasurer: Questions were answered.

9. Provincial Executive Report: Harvey Bischof

- Reported on OSSTF/FEESO’s Freedom of Information Requests to both the Ministry of Education and the Premier’s office seeking information related to the Minister of Education’s March 15, 2019 policy announcement.
- Spoke to four Public Sector Consultations that OSSTF/FEESO attended on how to manage Ontario Public Sector compensation growth.
- Provided an update on bargaining and OPSBA.

- Reported on the release of a report from The Conference Board of Canada on the “Economic Case for Investing in Education”.

10. Questions to the Provincial Executive Report: N/A

11. On Time Resolutions:

Chair ruled that Quorum was not met.

12. Late Resolutions:

Chair ruled that Quorum was not met.

Red Card: The District President thanked the District Constitution Committee.

13. Adjournment: 7:30 p.m.


**OSSTF Toronto
District General Meeting
District 12 Office
October 17, 2019**

1. Call to Order: Annie Antonenko called the meeting to order at 4:41 p.m.
2. The Chair read the Acknowledgement of Traditional Lands and Anti-harassment Statement.
3. Announcements were made by the Chair. Welcoming remarks from District President Leslie Wolfe were made. The District President thanked the Chair and introduced the District Executive, District Steering Committee, and Staff.
4. Approval of Agenda:
BIRT the Agenda be approved. CARRIED
5. Adoption of Procedures for Debate:
BIRT the Rules of Order as written be adopted for the Federation year 2019/20. CARRIED
6. Treasurer's Report: David Pickering
 - Thanked members of the District 12 Finance Committee and Executive Officer Hayssam Hulays for their work in preparing the District 12 Budget, and all of the Committee Liaisons.
 - Presentation of Draft District 12 Budget 2019/20:
 - Presented and spoke to last year's unaudited Comparative Income Statement.
 - Presented and spoke to the Auditor's June 30, 2018 Balance Sheet showing our reserves.
 - Presented and spoke to District 12 Finance Committee's Funding Master Grid information.
 - Presented and spoke to the Draft District 12 Budget 2019/20.
7. On Time Motions:
BIRT the OSSTF Toronto District 12 Budget 2019/20 be approved. CARRIED
8. New Business, Late Motions and Notices of Motion:
 - The District President reported on the upcoming OSSTF Toronto strike vote to support central table negotiations for all three District bargaining units.
 - The Chair advised that the correct date for the next Black, Indigenous and Workers of Colour Committee meeting is Tuesday, November 5, 2019.
9. Adjournment: 5:10 p.m./timed item

November 12, 2020

Treasurer's Report to the OSSTF Toronto Annual General Meeting

- 1. OSSTF Toronto Audited Financial Statements -
Delayed by Pandemic**
- 2. OSSTF Toronto Income Statement Current Fiscal Year**
(Same as the November 12, 2020, 4:30 pm District Budget Meeting Package)
- 3. OSSTF Toronto Funding Master Information 2020-2021**
(Same as the November 12, 2020, 4:30 pm District Budget Meeting Package)
- 4. Draft OSSTF Toronto Budget 2020-2021**
(Same as the November 12, 2020, 4:30 pm District Budget Meeting Package)



'20/21

Financial Handbook

For Treasurers, Presidents
and Office Managers



AUDITS

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

Unaudited Previous Fiscal Year

Page 1

OSSTF District 12 Comparative Income Statement

	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

Printed On: 11/11/2020

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
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
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

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OSSTF DRAFT FUNDING MASTER - ALL FACTORS 1.4%															9-Apr-20	
Barg. Units	FTE	Basic Rebate per FTE	Unit Rebate per FTE over 100	Unit Rebate for FTE over 1,000	Effective Rebate per Unit	Rebate per Unit	Time Release Generators						District Rebate per FTE over 2,000 \$11.79	District Office Rebate	Total Funding Master	
							Base Per FTE	Unit FTE 100 to 1,000 FTE	Unit FTE 1,000 to 2,000 FTE	Unit FTE over 2,000 FTE	Minimum Time Release Adjustment	Dist. FTE over 500				
District 12: Toronto																
Teachers	1	4,920.5	330,168	170,608	54,762	0	1,650	12,872	46,340	15,309	37,632	0	416,709	58,650	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	0	0	0
PSSP	1	970.7	65,095	30,787	0	0	1,650	12,872	44,832	0	0	0	0	0	0	0
Total District Allocation	3	6,971.5	467,707	235,078	66,087	0	4,950	38,617	137,512	20,859	37,632	0	416,709	58,650	30,000	\$1,599,801

District A/C 2010 Funding				
2020/21 FTE		2020/21 Funding Master	2020/21 a/c 2010 Funding	2019/20 a/c 2010 Funding
District 12: Toronto		6,974.5	\$1,599,801	\$88,052

FUNDING MASTER GRID					
2020-2021					
	DISTRICT	TTBU	OTBU	PSSP	
FTE	6,974.50 ↑	4,923.50 ↓ 32	1,080.3 ↓ 9	970.7 ↑ 69	
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					
	DISTRICT	TTBU	OTBU	PSSP	
REVENUE					
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 Memrs) 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				

[illegible]

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

CON 101-20

District Constitution Committee

2/3

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

BYL 101-20

District Constitution Committee

1/2

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

Bylaws, page 10

Bylaw 4 Standing Committees and Affiliations

4.2.8 Constitution

BYL 102-20

District Constitution Committee

1/2

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

,

Bylaws, page 10

Ibid.

BYL 103-20

District Constitution Committee

1/2

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

Bylaws, page 10

Ibid.

BYL 104-20

District Constitution Committee

½

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

Bylaws, page 10

Ibid.

BYL 105-20

District Constitution Committee

½

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

Bylaws, page 10

Ibid.

BYL 106-20

District Constitution Committee

½

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

Bylaws, page 17

Bylaw 15 Representation at General and Annual General Meetings

BYL 107-20

District Constitution Committee

½

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

Bylaws, page 17

Ibid.

BYL 108-20

District Constitution Committee

½

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

Bylaws, page 7

Bylaw 4 Standing Committees and Affiliations

4.2 Membership and Terms of Reference of Standing Committees and Affiliations

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

BYL 109-20

District Constitution Committee

½

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

Bylaws, page 13

Bylaw 6 Delegates to AMPA

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

BYL 110-20

District Constitution Committee

½

BIRT 7.2.2 be amended by the addition of “All matters discussed in Executive Session shall remain absolutely confidential to those members present during the Session.”

Bylaws, page 13

Bylaw 7 Rights, Privileges and Duties of Members

7.2 Duties of Members

**LATE MOTIONS FOR THE
OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING
NOVEMBER 12, 2020**

CON 102-20

Gay-Straight Alliance Committee

9/10

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

BYL 111-20

Gay-Straight Alliance Committee

$\frac{2}{3}$

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

BYL 112-20

Gay-Straight Alliance Committee

$\frac{2}{3}$

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

BYL 113-20

Gay-Straight Alliance Committee

$\frac{2}{3}$

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

BYL 114-20

Gay-Straight Alliance Committee

$\frac{2}{3}$

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

BYL 115-20

Gay-Straight Alliance Committee

$\frac{2}{3}$

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

BYL 116-20

Gay-Straight Alliance Committee

$\frac{2}{3}$

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

BYL 117-20

Gay-Straight Alliance Committee

$\frac{2}{3}$

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

BYL 118-20

Gay-Straight Alliance Committee

$\frac{2}{3}$

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

BYL 119-20

Gay-Straight Alliance Committee

$\frac{2}{3}$

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

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

The committee is proud of the work done this year. It involved meaning conversations, providing a space to discuss concerns of racialized workers and a look forward to the future. Our co-Chairs Hardeep Chauhan and Joy Martyr-Andre have created a space that is respectful and collaborative.

In support of Black Heritage Month, members of the committee developed curriculum resources and lesson plans for use in Grade 9 Canadian Geography, Grade 11 English, Grade 12 Challenge and Change in Society and Grade 12 Equity and Social Justice: From Theory to Practice.

The classroom-ready package of resources is based on the film *Deeply Rooted* by Cazhmmere. The film highlights the salience of family, Black history in Canada and Cultural diversity. We would encourage you to check out this resource on the [OSSTF Toronto BIWOC Committee page](#), along with past curriculum resources.

The committee also created the Black, Indigenous, and Workers of Colour committee award. The award honours advocacy of issues of concern to Black, Indigenous, and workers/students of colour, including work incorporating anti-racist and decolonisation practices into our Union and education system. This advances the OSSTF Toronto and public education now and into the future.

The committee would once again like to congratulate *Roopa Cheema*, in inaugural award recipient.

There were projects that were not able to be completed due to the disruption of COVID-19 pandemic but the committee intends to continue their work as the circumstances allow.

New members are always welcome. The dates of meetings can be found on the OSSTF Toronto events calendar.

Respectfully submitted,

Danica Izzard
Executive Liaison
Black, Indigenous, and Workers of Colour committee

Communication and Political Action Committee

DGM Report 2019-2020

The OSSTF Toronto Communications and Political Action Committee had a busy and eventful year. Members of the Committee were on the forefront of the fight to stop the Progressive Conservative cuts to education, organizing workshops, and leading strike actions.

Following are highlights of the work of the Committee.

OSSTF Toronto CPAC and ETT CPAC members organized a Summer School Institute that brought together public school workers who have been or want to be engaged in the struggle to defend quality public education in Ontario. The Institute included skill-based workshops and in-depth strategic planning sessions. Participants found the institute to be an invaluable opportunity to collaborate and build strategy and skills.

In February, Committee members organized a full day of professional development session where members learned more about threats to public education and to workers' rights under the Ford government, as well as powerful organizing models to fuel our fight back. Workshops explored organizing strategies and practical tools to win fair and equitable funding for our schools. The Workshops included:

- Energized picket lines and info pickets
- Building branch power and parent solidarity
- Challenging Ford's manufactured fiscal crisis
- Taking a deeper look at the pitfalls of Mandatory E-Learning
- Organizing inspiration from Toronto, Chicago and beyond!

Over the summer, several committee members participated in an online discussion circle which read CPAC co-chair Paul Bocking's new book, *Public Education, Neoliberalism, and Teachers* (University of Toronto Press, 2020), discussed its implications, and recommended a future book launch webinar promoted to all members.

Other members met to discuss the following books:

Policing Black Lives: State Violence in Canada from Slavery to Present, by Robyn Maynard, My Conversations With Canadians by Lee Maracle, and A Collective Bargain: Unions, Organizing and the Fight for Democracy, by Jane McAlevey.

Committee members also organized an interactive Anti-Black Racism Advocacy Workshop which took place in August. The workshop was an interactive session that provided space for educators to share and develop strategies to support and advocate for Black students at both the micro and macro levels (i.e., at school and beyond). The workshop used personal stories as a foundation for community-building as well as meaningful and strategic dialogue. This workshop was led by OSSTF Toronto members Tamara Irons, Alana Lowe, and Gita Madan.

Paul Bocking
Co-chair
OSSTF Toronto CPAC

Sarah Vance
Co-chair
OSSTF Toronto CPAC

Hayssam Hulays
Executive Liaison
OSSTF Toronto CPAC

Eco-Committee Report 2019/20

The OSSTF ECO Committee continued to provide a platform for enhancing ecological learning and professional development to interested members of the TDSB.

This year, the focus revolved and included the following events and key areas:

- Focus on Climate Change initiatives
- Organizing a PD day focusing on Green Sector Jobs in a Canadian context for TDSB teachers
- Divestment of fossil fuels from pension funds

This year's PD session, held at Central Technical Institute and attended by approximately 50 members, had Relay Education speak of their environmental education programs in classrooms and communities, with a focus on the Green Sector jobs and its impact on the economy. Relay Education also engaged attendees in a discussion on climate change with hands-on interactions with components of renewable energy. Later that day, members of the Eco Committee provided ways classes could be conducted using Google Classroom and Google Forms, minimizing the use of paper, and how to create a video lesson with questions on green topics. A variety of resources were provided for educators to choose from to explore and incorporate into their daily lesson planning.

Although in the spring the pandemic did put the world at a standstill, Eco committee members did meet and participated in a discussion with members of Shift: Action on how the Ontario Teachers' Pension Plan (OTPP) is managing the financial risks of climate change and what it means for our retirement savings and the planet, with a lens of looking at ways to attempt to pressure OTPP to divest from fossil fuel companies.

Many thanks to the Committee members for all their work!

Natasha Bartels, Co-Chair

Adam Shalaby, Co-Chair

Rony Masri, Executive Liaison

OSSTF Toronto Gay Straight Alliance Committee Report – 2019-2020

The OSSTF Toronto's Gay Straight Alliance Committee provides support for members working to create a safe, welcoming, and accepting school environment for all, regardless of sexual orientation and gender identity.

This year, the Committee planned two events, a book night at Glad Day Bookshop, and a film and curriculum night on transphobic and homophobic violence. Unfortunately, those events were cancelled due to Covid-19.

We also ran a safe space poster competition. We received over 30 student entries. The committee chose three winners, with printing and distribution details being worked out now.

The District had provided funding to the GSA for members to attend the International Day Against Homophobia, Biphobia, and Transphobia Gala, but that event also was cancelled. Having been allocated the funds, the Committee decided to provide support to three LGBTQ2S+ community organizations, namely *LGBT Youthline*, *Sherbourne Health: Supporting our Youth*, and *The 519*.

Our final business was a review of the constitutional language which enshrines the Committee, with a view to making it more inclusive and contemporary. That also included a motion to rename the GSA Committee to the Pride Committee.

Bruce Garrett, GSA Committee Chair and

Chris Chandler, Executive Liaison to the GSA Committee

OSSTF Toronto Human Rights Committee Report 2019-2020

The 2019/2020 School Year was full of activities throughout for all members. We would like to thank all the members from the TTBU, OTBU, and PSSP who gave of their time, knowledge, and expertise in the area of human rights and social justice.

Your District Human Rights Committee was busy this year, given the strike action and other competing activities. The Committee worked to raise awareness on the United Nations *Convention on the Rights of Persons with Disabilities* and its application to both students and workers in education, designing and providing a PD session on this topic to our members. The Committee also solicited applications for, adjudicated and awarded our yearly Camille Natale Awards for student social justice and human rights work. The Committee participated in the Amnesty International *Write for Rights* Campaign, with students writing letters in support of Indigenous rights and other human rights causes. The Committee worked with the TDSB Newcomer Program, with a view to developing future resources for D12 members on supporting students new to Canada.

Unfortunately, as a result of the COVID-19 pandemic, the Committee had to cancel our planned activity of a book talk with authors Ian Williams and Amanda Paris, at A Different Booklist Cultural Centre, curating a list of legal services and food banks to assist members supporting students, and other activities.

Richardo Harvey, Chair

Chris Chandler, Executive Liaison

Status of Women Annual Report – 2019-2020

The District 12-Toronto Status of Women Committee was able to successfully achieve a number of goals this year despite the unique challenges COVID presented from March to June.

The committee worked to plan professional development for members, including a joint initiative with BIWOC, Human Rights and Eco committees; continued our annual efforts to support schools in their remembrance of the December 6th massacre; proudly joined together in solidarity at the International Women's Day March; and continued to support initiatives in schools which raise awareness and encourage activism pertaining to women's issues through the Kathryn Maxwell Bursary. The Status of Women Committee also extended our support to members of the community by supporting Sistering, Black Women in Motion, Black Legal Action Centre, and Federation of Black Canadians.

Given that OSSTF Toronto was unable to hold their annual Awards Night due to COVID, our committee elected to postpone recognizing outstanding colleagues and students through the Status of Women Awards but look forward to reviewing submitted applications as part of the 2020-2021 process.

The Status of Women Committee would like to extend a heartfelt thanks to all OSSTF Toronto members who generously supported our Toothbrush Tuesday initiative, and we have been asked to convey appreciation on behalf of YouthLink's Transitional Housing Program in Scarborough who were in receipt of hundreds of oral healthcare products donated by our members.

In an effort to work towards the committee's goal of identifying and removing barriers which may inhibit women and women identified members in particular from participating in OSSTF business we were successful in moving a provincial motion at AMPA, which amended provincial OSSTF language related to applying for dependent care rebates when participating in union business.

We look forward to meeting again during the 2020-2021 school year as we continue to provide opportunities for members from all three bargaining units to support women and women identified members and students. Our committee would like to extend an invitation to any interested members of the district to join us as well as thank individuals who supported our numerous initiatives throughout the year.

In solidarity,

Solange Scott, Status of Women Committee Co-Chair

Michelle Pagniello, Status of Women Committee Co-Chair

Nicole Gauthier, Executive Liaison to the Status of Women Committee

**MAXIMUM \$50.00 DINNER REBATE APPLICATION FOR
NOVEMBER 12, 2020 OF OSSTF DISTRICT 12 TORONTO ANNUAL
GENERAL MEETING (5:45 PM – 7:00 PM)**

- ☐ Attach **ORIGINAL** receipt dated November 12, 2020 - No more than \$50.00 will be rebated
- ☐ Keep a copy of rebate items for your record
- ☐ Information below printed clearly

Rebate cheque payable to:

(First Name) (Last Name)

Home Address: _____

City: _____ Postal Code: _____

Branch/Worksite/School: _____

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

Member Signature: _____ Date Sent: _____

Please submit to:

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

2019-2020
District A/C 5170



OSSTF TORONTO

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

Childcare / Dependant Care Submission

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

OSSTF Toronto Activity: _____

TTBU or District Activity Liaison: _____

Cheque Payable to: (print legibly) _____

Mailing Address: (print legibly) _____

Documentation of Living Wage Attached:

☐

Original Receipt Attached:

☐

Copy of Original Receipt & Submission kept:

☐

Originals Sent to Address Below:

☐

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

1482 Bathurst St., Suite 300, Toronto, Ontario, M5P 3H1
TEL: (416) 393-8900 FAX: (416) 393-8912
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Protecting and Enhancing Public Education