

**OSSTF Toronto
TTBU Council
Virtual Meeting
4:30 p.m.
NOVEMBER 19, 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

- | | | |
|---------|--|----------------------|
| 4:30 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: October 19, 2020 | <i>[pages 15-17]</i> |
| | 6. Treasurer's Budget Report & Related Motion | <i>[pages 19-25]</i> |
| | 7. On Time Motions | <i>[N/A]</i> |
| | 8. Executive Reports | |
| | 9. Questions to Executive/Items of Concern | |
| 5:15 pm | 10. Provincial Executive Report/Questions to Provincial Executive Report | <i>[pages 33-43]</i> |
| | 11. New Business, Late Motions and Notices of Motion | |
| 5:30 pm | 12. Adjournment | |

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

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



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

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

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

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

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

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

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

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

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

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

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

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

Resolution and Complaints Process

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

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

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

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

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

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

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

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

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

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

OSSTF TORONTO Virtual Council Meeting Information

Thursday, November 19, 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

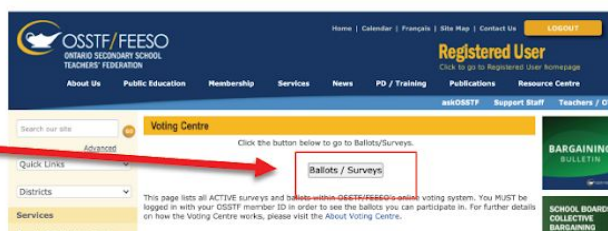
STEP 1: Login to the **Registered Users** section of the Provincial OSSTF website with your **OSSTF Member ID**:

<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 TTBU 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

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

1. Meeting called to order at 4:45 p.m. Grace Choi, 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 September 24, 2020 were deemed approved.
6. On Time Motions: none.
7. Executive Reports:
Leslie Wolfe
 - Welcoming remarks.
 - Spoke to the struggles navigating a system that keeps moving and changing yet we continue to make headway with outstanding issues with the Board.
 - Reported on the TTBU's three General Membership Meetings held in October 2020.
 - Thanked Members who participated in two recent actions in support of Adult Day School (ADS) Teachers. Virtual School issues raised at the General ADS Teachers' meeting have been resolved.
 - Spoke to Quad 2 preparations and that the only position the union supports is for the Board to hire more teachers to ensure program viability and staff/student safety.
 - Reported that the Executive Officers are working every day to answer Member questions and address concerns, attend to grievances and schedule Committee meetings.
 - Reminder that the TTBU Annual General Meeting, Part III is scheduled for Thursday, November 19, 2020 and that the 2020 District General Meeting and the 2019-20 District Annual General Meeting are scheduled for Thursday, November 12, 2020. Each meeting has important functions for OSSTF Toronto and we need member participation for union business to be dealt with.
 - Advised that the Executive Team engaged in anti-racism training through the OSSTF Provincial Office's Equity Officer.
 - The District Executive Committee recently passed two motions in connection with the Black, Indigenous and Workers of Colour Committee (BIWOC); one for BIWOC

- members to offer a workshop on *Robert's Rules of Order* and the other for BIWOC members to offer a workshop on the structure and function of OSSTF.
- Reminder that the next BIWOC meeting is on Thursday, October 29, 2020.

Mike Platt

- Provided a Health & Safety Report:
 - o We are going to look at Health & Safety under Covid-19 from a local lens.
 - o Spoke to three Health & Safety checklists that will be shared with:
 - TTBU Members,
 - School/site Health & Safety Representatives, and
 - Joint Health & Safety Committee members.
 - o Spoke to the importance of knowing what is being done to increase the amount of fresh air being brought into the schools.
 - o Reported on several Health & Safety recommendations going to the joint occupational workers' group.
 - o Update on the grievance and arbitration process concerning Covid issues and Ministry of Labour complaints of which we have cooperation and agreement amongst education affiliates.
- Reported on the winding down of the processing of strike cheques. Contact Mike Platt if strike cheques are still outstanding no later than Wednesday, October 28, 2020.

Lisa Black-Meddings

- Provided a Local Bargaining Report:
 - o Incremental progress is still being made.

Rony Masri

- Provided overview of Council package document, "November Main Events: District AGM 2019-20/General Meeting 2020 and TTBU AGM 2019-20".
- Reminder that TTBU AGM motions are due this Thursday, October 22, 2020. The TTBU AGM is open to all members and Branch Presidents asked to encourage Members to register in advance using their OSSTF number.

Hayssam Hulays

- Toronto Public Health has released Covid-19 positivity rates by neighborhood. Members are encouraged to check data as updated.
- Advised that the Student Achievement Awards 2021 "Kindness is a Renewable Resource" has opened. Schools must submit their winning entries to our office no later than November 20, 2020. Nine \$1,000.00 provincial prizes to be won.
- Reported on ADS registration for Quad 2.

David Pickering

- Update on financial audit process and Budget.
- Reported on Council package documents regarding upcoming 2-step Retirement Workshops.
- Advised that if any Member would like a hardcopy package that summarizes the retirement materials to contact him or their Executive Officer.

8. Questions to Executive/Items of Concern:

- Questions and concerns were addressed.

9. Provincial Executive Report/Questions to Provincial Executive Report:

Harvey Bischof

- Advised that OSSTF/FEESO University of Ottawa support staff are on a full withdrawal of services due to strips at the bargaining table. Asked Members to amplify their struggles on social media.
- Spoke to the OLRB Complaint regarding the government's guide to re-opening Ontario's Schools. Health & Safety issues will be dealt with on a classroom-by-classroom basis. A training session was held last week for local leaders to provide guidance on how they can move forward with complaints in the absence of a comprehensive avenue that the OLRB has shut down.
- Reported on OSSTF/FEESO's short term communications and political action strategy and the "Safety for All" primary messaging theme.

Questions to the Provincial Executive were answered.

10. New Business, Late Motions and Notices of Motion - N/A

11. Adjournment: 6:56 p.m.

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

8. Questions to Executive/Items of Concern

- OSSTF pushback and equity concerns around mark submissions
- Working conditions brought to the local bargaining table
- Virtual School secondary staff handbook re phoning students at home in each Quad
- Sympatico and Bell.net email account incompatibility with OSSTF system
- ADS school absence reporting
- Receiving credit for a half day work when pm teaching
- Ongoing issues with the TDSB Human Rights Office and delays
- Calculating absences for ADS Teachers and adjustment of records
- ADS having a new contract by October 30, 2020
- Teacher responsibility within the TPH ordered self-isolation of students and cohorts
- Recourse to dual track teaching
- Return of half day when teacher covers due to OT's absence in Virtual pm
- Access to what is currently on the table in local bargaining
- Exemption language and representation with TPA's at the Virtual level
- Teacher contract workload violation and refusing to teach both in-class and at home
- Reg. 274 revocation and bargaining language improvements for ADS Teachers
- Follow up to earlier comment regarding email incompatibility
- Clarification of District meetings' first come/first serve registration process
- Water testing concerns and TDSB testing processes
- Hiring a communication and political action person through Budget line savings

9. Questions to Provincial Executive Report

- OSSTF/FEESO website improvements are needed
- Provincial attention to the burden and improper pedagogy surrounding dual track learning

OSSTF District 12 STBU
Comparative Income Statement

Unaudited

	Budget 07/01/2019 to 06/30/2020	Actual 07/01/2019 to 06/30/2020	Change
REVENUE			
District Funding			
• District Rebates - Funding Master	870,211.41	867,490.10 •	2,721.31 ↓
P.D. & Training	62,580.84	62,580.84	0.00
District WSIB Funding	5,239.00	4,950.00	289.00
Other District Funding	54,725.90	54,725.00	0.90
Total District Funding	992,757.15	989,745.94	3,011.21
Member Levy			
• TTBU Levy - Executive Time Release	448,000.00	445,984.66 •	2,015.34 ↓
Total Member Levy	448,000.00	445,984.66	2,015.34
Other Revenue			
• Investment Revenue	18,000.00	11,546.23 •	6,453.77 A+
OTIP Rebate	25,000.00	29,880.00	-4,880.00
Miscellaneous Revenue	0.00	-345.50	345.50
Total Other Revenue	43,000.00	41,080.73	1,919.27
TOTAL REVENUE	1,483,757.15	1,476,811.33	6,945.82
EXPENSE			
Executive			
Executive Time Release	680,000.00	680,000.00	0.00
Health and Safety Time Release	500.00	0.00	500.00
• ExecExpenses/Member Meetings	16,500.00	6,171.12 •	10,328.88 ↑
• Executive Action	23,000.00	0.00 •	23,000.00 ↑
• Executive Mileage and Taxi	14,500.00	8,713.57 •	5,786.43
Total Executive	734,500.00	694,884.69	39,615.31
Meetings			
• TTBU Executive	12,000.00	9,312.97 •	2,687.03 ↑
• TTBU Council Meetings/Travel	29,000.00	33,603.99 •	-4,603.99 ↓
• TTBU Annual General Meeting	35,080.00	24,005.10 •	11,074.90 ↑
Branch Meetings (Rebates)	23,000.00	23,243.99	-243.99
Total Meetings	99,080.00	90,166.05	8,913.95
Activities/Programmes			
Grants and Donations	2,500.00	2,300.00	200.00
Community Forums/ Member Outreach	500.00	0.00	500.00
• Elections Commission and Expenses	1,500.00	3,338.72 •	-1,838.72 ↑
• Branch Presidents Workshops	63,000.00	30,517.96 •	32,482.04 ↑
• Executive Workshop	8,235.00	650.84 •	7,584.16
• New Teacher Events and Workshops	8,000.00	189.22 •	7,810.78
• Professional Development	8,400.00	5,253.50 •	3,146.50
• Retirees Reception	5,000.00	500.00 •	4,500.00
Tributes	1,500.00	266.02	1,233.98
• Time Release -Activities/Programmes	1,000.00	8,728.58 •	-7,728.58 R+
Special Projects/Member Engagement	500.00	0.00	500.00
Total Activities/Programmes	100,135.00	51,744.84	48,390.16
Member Protection			
Grievances	31,500.00	29,944.58	1,555.42
Legal Retainer	17,000.00	16,950.00	50.00
• Negotiations	5,000.00	109,268.51 •	-104,268.51 R+
Secondary Consultation(Common Conc)	1,000.00	167.87	832.13
• Staffing(Data/Blue Bk/Training Wkp)	14,000.00	16,029.20 •	-2,029.20 ↓
Total Member Protection	68,500.00	172,360.16	-103,860.16
Committees			
Constitution Committee	3,900.00	897.61	3,002.39
TTBU Budget Committee	1,700.00	987.71	712.29
Collective Bargaining Committee	1,500.00	1,054.86	445.14
Retirement Workshops	3,000.00	2,379.54	620.46
Professional Development Committee	1,300.00	444.99	855.01
• Ad Hoc Committees	2,000.00	225.00 •	1,775.00 ↑

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2019 to 06/30/2020	Actual 07/01/2019 to 06/30/2020	Change
Total Committees	<u>13,400.00</u>	<u>5,989.71</u>	<u>7,410.29</u>
Office Expenses			
• Staff Salaries	192,695.98	181,941.18 •	10,754.80 ↑
• EI Expense	4,000.00	3,852.22	147.78
• CPP Expense	8,000.00	8,337.18	-337.18
• WSIB Expense	6,400.00	4,008.73	2,391.27
• Pension Expense	16,000.00	15,526.35	473.65
• Benefit Plan	24,000.00	20,533.71	3,466.29
• Total Staff Benefits	58,400.00	52,258.19 •	6,141.81 ↑
• Temporary Help	960.00	1,344.00	-384.00
• Bank Charges and Audit	500.00	0.00	500.00
• Building Operations	103,600.00	110,852.78 •	-7,252.78 ↓
• Capital Equipment	5,000.00	19,959.12 •	-14,959.12 ↑
• Supplies	18,500.00	16,383.10	2,116.90
• Photocopying	4,500.00	4,063.91	436.09
• Photocopier Leases	21,500.00	29,374.14	-7,874.14 P +
• Paper Purchases	2,400.00	1,226.80	1,173.20
• Printing	500.00	343.52	156.48
• Telephone	24,000.00	23,073.39	926.61
• Postage	5,000.00	13,806.71 •	-8,806.71 R +
• Taxi and Courier	500.00	12.28	487.72
• Parking/Management	5,000.00	2,179.52	2,820.48
• Insurance	2,500.00	2,359.34	140.66
• Total General Office Expenses	89,400.00	112,781.83	-23,381.83 ↓
• Computer/Network Support/Licenses	13,200.00	19,085.47 •	-5,885.47
• Website/Fibre	9,200.00	7,107.24	2,092.76
• Contingency	186.17	214.88	-28.71
Total Office Expenses	<u>468,142.15</u>	<u>485,585.57</u>	<u>-17,443.42</u>
TOTAL EXPENSE	<u>1,483,757.15</u>	<u>1,500,731.02</u>	<u>-16,973.87</u>
NET INCOME	<u>0.00</u>	<u>-23,919.69</u>	<u>23,919.69</u>

ETOE
JP

Draft 4 TTBU Budget - 2020 -2021 October 30, 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	\$ 5,239.00							
... Other 2045/2047/OTIP	\$ 6,000.00	\$ 25,000.00							
Interest	\$ 1,500.00	\$ 16,000.00							
Active Retired Members	\$ 1.00								
Other 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		\$ 448,000.00	\$ 67,000.00	\$ 88,000.00					
Shared Costs		\$ -							
TOTAL REVENUE	\$ 1,865,936.00	\$ 1,479,306.11	\$ 283,140.55	\$ 282,212.38					
EXPENDITURES									
Meetings									
AMPA	\$ 40,000.00								
Executive	\$ 2,000.00	\$ 12,000.00							
General	\$ 16,500.00	\$ 35,080.00							
Branch Meetings (Rebates)									
Council Meetings		\$ 23,000.00							
		\$ 29,000.00							
Total Meetings	\$ 58,500.00	\$ 99,080.00							

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	\$	3,500.00	
Community Forums/ Member Outreach *	\$	6,000.00	\$	500.00	
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			
Branch Presidents Workshop			\$	63,000.00	
Elections Commission and Expenses			\$	500.00	
Executive Workshop			\$	2,000.00	
New Teachers Events and Workshops			\$	6,000.00	
Professional Development			\$	8,400.00	
Retirees Reception			\$	7,000.00	
Tributes			\$	1,500.00	
Time Release			\$	1,000.00	
Voice			\$	-	
Total Programmes	\$	107,552.00	\$	93,400.00	
Member Protection					
Grievances			\$	31,000.00	
Legal Retainer			\$	17,000.00	
Negotiations			\$	5,000.00	
Secondary Consultation (Common Concerns)			\$	1,000.00	
Staffing (Data Entry / Binder Meetings / Training Workshops)			\$	14,000.00	
Total Member Protection			\$	68,000.00	

COMMITTEES				
Constitution Committee	\$ 1,500.00	\$ 3,900.00		
Communications Political Action Committee	\$ 3,700.00			
Finance Committee	\$ 1,600.00			
Pride Committee	\$ 3,500.00			
Occupational Health and Safety Committee	\$ 1,600.00			
Human Rights Committee	\$ 4,500.00			
PAC				
Status of Women Committee	\$ 3,000.00			
D12 Eco Committee	\$ 1,100.00			
Black & Indigenous & Workers Of Colour	\$ 2,500.00			
STBU Special Projects		\$ 500.00		
STBU Ad Hoc		\$ 2,000.00		
Budget (TTBU) Committee		\$ 1,700.00		
Collective Bargaining Committee		\$ 1,500.00		
Retirement Workshops		\$ 3,000.00		
Professional Development Committee		\$ 1,300.00		
Total Committees	\$ 23,000.00	\$ 13,900.00		
Officers Salaries and Expenses				
Executive Officers Release (Note 1)	\$ 160,000.00	\$ 687,000.00		↑
Executive Liaison Expenses	\$ 2,000.00			
Health and Safety Time Release		\$ 500.00		
Executive Expenses / Meetings with Members		\$ 16,500.00		
Executive Action		\$ 12,000.00		↓
Executive Mileage and Taxi		\$ 14,500.00		
Total Officers Salary Expenses	\$ 162,000.00	\$ 730,500.00		
Office Expenses				
Staff Salary	\$ 48,174.00	\$ 192,695.98		
Staff Benefits	\$ 15,185.00	\$ 60,740.00		↑
Temporary Help	\$ 240.00	\$ 960.00		
Bank Charges and Audit	\$ 500.00	\$ 500.00		
Building Operation costs	\$ 25,900.00	\$ 103,600.00		
General Office Expenses	\$ 22,350.00	\$ 89,400.00		
Computer Support / Licences	\$ 4,800.00	\$ 17,200.00		↑
Website/Fibre Connection	\$ 2,300.00	\$ 9,200.00		
Total Office Expenses	\$ 119,449.00	\$ 474,295.98		
Contingency	\$ 14.96	\$ 130.13		
2010 PD /Allocation from Surplus to Bargaining units	\$ 147,317.00			
TOTAL EXPENSES	\$ 617,832.96	\$ 1,479,306.11		

TOTAL REVENUE	\$ 1,865,936.00	\$ 1,479,306.11	
TOTAL EXPENSES	\$ 617,832.96	\$ 1,479,306.11	

Amount left to distribute by FTE	\$ 1,248,103.04	TTBU	OTBU	PSSP	District
		49.2			
		4,923.50	1,080.30	970.70	6,974.50
		0.70592874	0.15489282	0.13917844	
Fiscal 20 - 21 Distribution - After District Expenses		\$ 881,071.81	193,322.20	\$173,709.03	
Provincial Entitlement for PD Training		\$ 62,698.47	\$ 13,757.12	\$ 12,361.41	\$ 88,817.00
Allocation from Surplus to Bargaining Units		\$ 41,296.83	\$ 9,061.23	\$ 8,141.94	
Total amount after District Expenses with PD amount		\$ 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)					



**ON TIME MOTIONS TO
NOVEMBER 19, 2020
TTBU COUNCIL**

1. **Agenda Item 6: Budget Related Motion:**

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

David Pickering, Executive/Hayssam Hulays, Executive



ADVERTISEMENT – PLEASE POST

**TTBU DELEGATES & ALTERNATE DELEGATES
TO VIRTUAL AMPA 2021
(Annual Meeting of the Provincial Assembly)
March 12 - 15, 2021**

Eligible members (day school, continuing education day school and night school) who are interested in being delegates should indicate this by going to the website at [<https://osstftoronto.ca/member-resources/ampa>] and completing and submitting the RSVP fields (NB: you must be a registered user of the website in order to sign up) **by 4:30 p.m. on Friday, November 27, 2020**. Only if an insufficient number of names have been submitted will nominations be accepted after November 27, 2020.

The number of delegates and alternate delegates is determined by the Provincial Office. Provincial Councillors are automatically delegates.

Delegates MUST be present to participate fully for all of Virtual AMPA from Friday, March 12 to Monday, March 15, 2021 at 4:00 p.m.

Delegates must attend the day planning meeting of the AMPA delegation which will take place on March 4, 2021.

Elections, if necessary, will take place at the December 10, 2020 Virtual TTBU Council Meeting. Candidates for election will be introduced at Council. There will not be speeches. Candidates are asked not to bring printed literature. There will be only one ballot. All members of the TTBU Council may vote for up to the total number of available delegate positions. The candidates receiving the highest number of votes will be elected as delegates and the next highest number of votes will determine alternate delegates. Candidates who are not elected may allow their names to go on a waiting list. If elected delegates are unable to fulfill their obligations, those positions will be filled by alternate delegates. Vacant alternate delegate positions may be filled from the waiting list.

If you have any questions, call the OSSTF Toronto Office (416-393-8900).

December 6th - National Day of Remembrance and Action on Violence against Women

OSSTF Toronto's Status of Women Committee encourages members to build awareness at their work site, and to deepen discussions about gender based violence, by honouring the memory of the victims of the Montreal Massacre on December 6th, 1989 and reflecting on the fact that women in Canada, and around the world, continue to face disproportionate levels of violence each and every day.

This year has already asked much of Member's time and energy so we appreciate continued efforts to spread the message that *our future contains no violence against women and girls.*

Resources are available at www.whiteribbon.ca

Members are invited to submit pictures of their commemoration displays and/or initiatives to Nicole Gauthier (ngauthier@osstftoronto.ca) by 4 pm on Thursday, December 3rd, 2020 should they wish to be included in OSSTF Toronto and Provincial OSSTF's media galleries



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: _____

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

[illegible]

29

OTPP & OMERS Pension Workshops

To: Presidents and All Members
From: Pierre Cote, General Secretary

For Action

The start times of the pension webinars have been adjusted and staggered in order to maximize opportunities for members throughout the province to access them. Also, there is a new OMERS webinar in French.

Please be advised that due to the COVID-19 pandemic, OSSTF/FEESO and Educators Financial Group (EFG) will be providing OTPP and OMERS pension webinars to our members till the end of 2020. We will advise you as soon as a decision has been made regarding the delivery model of the pension workshops post December 2020.

These webinars will focus specifically on pension planning and retirement. Whether members are 15 years from retirement or a few months away, they'll discover common sense financial strategies and retirement planning ideas. The webinars are approximately 75 minutes long and provide opportunities for members to ask questions of the OSSTF/FEESO and EFG presenters. Members will also be able to request a meeting to speak privately with an EFG financial specialist assigned to their region when they complete the survey, or they can submit a request through the following web link: <https://educatorsfinancialgroup.ca/>

OTPP members should choose from **one** of the following dates for the **OTPP** Pension Webinar: Please register for the date you have selected using the link below.

- Tuesday, October 6 from 4:00 pm – 5:15 pm
<https://attendee.gotowebinar.com/register/1905010957421150478>
- Wednesday, October 21 from 4:30 pm – 5:45 pm
<https://attendee.gotowebinar.com/register/6707917441121220880>
- Thursday, November 26 from 5:00 pm – 6:15 pm
<https://attendee.gotowebinar.com/register/5156848482406473998>

OMERS members should choose from **one** of the following dates for the **OMERS** Pension Webinar: Please register using the link below the date that you have selected.

- Wednesday, October 7 from 5:30 pm – 6:45 pm
<https://attendee.gotowebinar.com/register/5973652580937120526>
- Tuesday, October 20 from 6:00 pm – 7:15 pm
<https://attendee.gotowebinar.com/register/4504188275802360336>
- Monday, November 23 from 6:30 pm – 7:45 pm (**French webinar**)
<https://attendee.gotowebinar.com/register/8977440283023180813>
- Saturday, November 28 from 10:00 am – 11:15 am
<https://attendee.gotowebinar.com/register/8036689337916874000>

Please follow this link [View System Requirements](#) and go to the **webcast webinar** section in order to participate without technical difficulties.

Leaders are encouraged to promote the webinars to their members.

Any questions you may have can be directed to Chris Goodsir at chris.goodsir@osstf.ca.

Protecting and Enhancing Public Education
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Ontario Secondary School Teachers' Federation
Fédération des enseignantes-enseignants
des écoles secondaires de l'Ontario
60 Mobile Drive, Toronto, Ontario M4A 2P3

TEL 416.751.8300
TEL 1.800.267.7867
FAX 416.751.3394
www.osstf.on.ca





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:



Provincial Executive Liaison Report

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

1. *Here For Students* Survey Results – Emergency Remote Learning

In mid-June, we posted a survey on the *Here For Students* website that included questions about people's impressions of emergency remote learning. We shared the survey through social media and an email to all supporters in early July.

We had 1,714 total responses, 58% of which self-identified as parents. The survey consisted of eight questions. Highlights of the survey results are as follows:

- 46% felt ensuring "my child stays engaged in the school process" was the most challenging aspect of the remote learning process, while 32% saw managing family schedules and real-time learning expectations as the most challenging. Only 15% saw access to technology or internet as the most challenging;
- 59% saw ensuring flexibility in learning as more important than ensuring students receive the same level of education they receive in the classroom (41%). Parents were split 50/50 on this question, while 75% of educators wanted flexibility. However, 67% of students expected to get the same level of education;
- On a scale of one to ten, with ten representing "perfect", the Ford government scored an average of 4.4 out of 10 on their roll out of emergency remote learning;
- On a scale of one to ten, with ten representing "absolutely necessary", participants overwhelmingly supported the idea of educators being involved in developing emergency remote learning plans, with an average of over 9.5 in the scoring;
- 59% said keeping schools closed should be a priority until there is no risk of COVID-19 infection versus 41% who said that school reopening should be a priority, even if there is a risk. Parents were split (55 / 45), and 60% of students said schools should remain closed;
- There was a 50/50 split on the likelihood of parents keeping children at home if classroom learning resumed in the fall versus staying home and continuing emergency remote learning;
- 74% said that smaller class sizes, more custodial staff, and more support staff are all necessary if schools were to reopen in the fall. Respondents also noted that mandatory mask use, better ventilation and hand wash stations are also needed;
- In an open-ended question asking for feedback from survey participants, most said that funding is needed in order to deal with COVID-19 challenges, and keeping students engaged proved to be difficult.

2. Study of Evidence-Supported Campaigning

In conjunction with other in-house reviews, OSSTF/FEESO's Public Policy Analyst is undertaking a multi-method analysis of OSSTF/FEESO's 2019-2020 campaigns against increases to secondary class size averages, the introduction of mandatory e-learning credits, other initiatives that could pave the way for privatization in the education system, and in defense of public education. Particular focus will be placed on OSSTF/FEESO's

preparations for a very difficult round of collective bargaining and its intentional integration of political and bargaining activities.

The analysis' central question is: how and to what extent did OSSTF/FEESO's investment in evidence-supported campaigns influence the following key outcomes?

- Member mobilization;
- Central collective bargaining;
- Prevention of full implementation of larger class size funding and mandatory e-learning;
- Public support for OSSTF/FEESO and Ontario's public education system.

The study will use interviews with OSSTF/FEESO members and allies, focus groups, and analysis of OSSTF/FEESO documents, media, social media, and polling. The project is anticipated to be completed in 2021, with interim findings presented through presentations to members and Forum articles.

3. EQAO and the Future of Testing

The Education Quality and Accountability Office (EQAO) finally called a meeting of its' EQAO Advisory Committee (EAC) on Wednesday, October 21, 2020, seventeen months after the last meeting held in May 2019. EQAO's original mandate was to meet at least twice a year and up to three times per year when required. This changed with the election of the Ford Government. Representatives from OTF and the four affiliates were in attendance along with EQAO staff, and representatives from most stakeholder organizations that are part of the EAC. EQAO Board Chair, Cameron Montgomery was in attendance for the entire meeting – Board chairs, which were part-time positions in the past, have rarely attended or had any significant role other than provide a brief greeting to the EAC. Montgomery, the first full-time Chair of the Board, spoke at length during the meeting on the future of EQAO.

EQAO leadership revealed in the meeting that the Ford Government had given EQAO a new mandate letter. Unfortunately, they did not share the actual contents of this letter. EQAO did say it is status quo for the short term but major changes will occur in the near future. According to Montgomery, the changes "... will make EQAO a *"research superpower"* in the area of large-scale assessment with an expanded and enhanced research arm, akin to the likes of StatisticsCanada or OECD."

The meeting was primarily informational with members allowed limited to no opportunity to provide input on any item presented. EQAO staff were challenged by stakeholders about EQAO neglecting to consult and collaborate with stakeholders, especially when there were plans to change the direction of EQAO and future assessments.

This meeting had three key pieces of information provided. First, there will be no primary/junior assessments for the 2020-2021 school year. Second, student success on the Ontario Secondary School Literacy Test (OSSLT) is still a graduation requirement for this school year. *

* On Friday, October 30, 2020, 6:13 PM, nine (9) days after the EAC meeting, the Ministry of Education issued a memorandum to the Directors of District School Boards. In the memo, the Ford Government made the declaration that:

The literacy graduation requirement will be waived for all students

graduating during the 2020-21 school year.

The ministry is continuing to explore a field test of the online OSSLT in Spring 2021, which could allow the opportunity for non-graduating students to write the test and have successful attempts counted on their transcript.

The OSSLT will be an on-line test to be administered in Spring 2021. However, students may opt to take the Ontario Secondary School Literacy Course (OSSLC) without having ever attempted the OSSLT as was previously required.

The third item, and the one that drew the greatest number of comments and questions, involved the Grade 9 Mathematics Assessment pilot project for 2020. The current vendor providing the Math Proficiency Test (MPT), administered to Faculty of Education students, will be developing the testing platform for ***an on-line, adaptive, multi-stage assessment***. The Government tendered the contract for the development of future computer-based assessments this fall.

The key points about the Grade 9 Mathematics Assessment:

- it will not replicate the 'pen-and-paper' version of the test – in fact, the ***pen-and-paper version will not be available as an option*** and may only be used under extenuating circumstances and by request by school/board administrators;
- only students of in-person mathematics courses will complete the pilot test – ***students enrolled in remote-learning classes will not complete the pilot test***;
- the assessment window will be ***available every month*** (from November 2020 to June 2021) to support the many COVID-19 models of in-person instruction;
- the adaptive model (msCAT) to be used, ***will alter the difficulty level of subsequent questions posed*** to the student, based on the level of success achieved on each question attempted by the student;
- all tests will be unique and will begin with a question of medium difficulty - with ***subsequent questions at low/medium/high levels of difficulty*** - when pressed, EQAO indicated they did not feel that the student will only experience low level difficulty questions;
- the test will be administered in two segments, each consisting of ***twenty-five multiple choice questions*** with at least ***an hour allowed for each segment*** – students will be ***permitted as much time as they desire*** to complete the segments and will be able to go back and review/change their answers at any time before submitting for evaluation – this is allegedly to reduce the administration time, preparation time and amount of anxiety of students taking the test;
- results will be machine marked on-line and results reported almost immediately – but ***the report will only indicate the overall achievement with no indication of the difficulty level of any of the questions attempted by the student*** [it is conceivable that a student will encounter the majority of the questions at only one level of difficulty – students achieving an overall Level 4 could have completed a majority of low level difficulty questions or a majority of high level difficulty questions – but only the achievement level will be revealed to the teacher and the student].

In the past, teachers incorporated some portion of the EQAO assessments to varying degrees in the students' summative mark. This year, EQAO is requesting that teachers and students negotiate and agree to how much of the Grade 9 Mathematics Assessment is used for summative purposes.

Student questionnaires will be a part of the Grade 9 assessment and will take approximately twenty minutes to complete on-line. The questionnaire will be “student-friendly” with age appropriate language. Students will not have to answer all questions. EQAO will provide a rationale for the questionnaire and how answers will be used. The questionnaire is based on a Math Attitude and Perceptions Survey (MAPS) developed in B.C., designed to identify students' attitudes and perceptions about learning mathematics.

Analysis algorithms are being developed by EQAO to account for and estimate the impact of COVID-19 on student learning of mathematics. It is interesting that EQAO admitted that it cannot yet correlate questionnaire responses with actual math achievement results but that they are working on a model for correlation.

Stakeholders had many questions but few answers were given during the meeting. EQAO staff only gave acknowledgment of stakeholder concerns. The Chair of the Board, Montgomery, said he would bring the EAC's questions, comments and concerns to the entire Board and share them with the government.

4. The Reissued Call for a National Action Plan on Violence Against Women and Gender-Based Violence

The Canadian Labour Congress (CLC) is seeking OSSTF/FEESO's endorsement of the Reissued Call for a National Action Plan on Violence Against Women and Gender-Based Violence. This Reissued Call is the result of a collaboration of 18 partners from feminist civil society organizations, including the Canadian Labour Congress.

In the Liberals' 2019 electoral platform, the need for a National Action Plan on Violence Against Women and Gender-Based Violence was recognized, along with a promise of \$30 million for its development. The plan was included in the January 2020 Speech from the Throne. In the most recent Speech from the Throne, the government indicated that it will “continue to advance with a National Action Plan on Gender-Based Violence.”

As we adapt to COVID-19 and its numerous impacts, the need for a national plan is greater than ever. Women's Shelters Canada and the Canadian Labour Congress, along with other partners, have advocated for this plan since 2015 and initially developed a blueprint for a National Action Plan on Violence Against Women.

The Reissued Call outlines in great detail what the National Action Plan (NAP) on Violence Against Women must be:

- Grounded in an intersectional women's human rights framework, responsive to norms, obligations and standards throughout;
- An all-of-government approach, inclusive of federal ministries in addition to the Department for Women and Gender Equality (WAGE) and the provincial/territorial Status offices;
- Structured to provide continuous coordination and incentives for provincial and territorial adoption and leadership as solutions to the jurisdictional challenges of universal and national standards;
- Grounded in VAW/GBV community-based expertise and service sustainability - Inclusive of a robust prevention agenda;
- Guided by intersectional feminist expertise - attached to a realistic and substantial budget, with the pervasiveness of the social harm;
- Productive of interventions that are culturally and linguistically accessible and safe;
- Guided by a robust feminist Monitoring, Evaluation, and Learning (MEL) process; and

- Harmonized with the parallel national action plan(s) on Missing and Murdered Indigenous Women and Girls (MMIWG).

Full report

https://endvaw.ca/wp-content/uploads/2020/09/Reissued-Call-NAP-on-VAW.GBV_.pdf

Sign on:

https://survey.ca1.qualtrics.com/ife/form/SV_bwuQdpi3GMeQWIB

5. Certification Webpage Updates and Information

As OSSTF/FEESO moved to QECO certification upon ratification of a central T/OT deal in May 2020, DBUs and articles have been distributed to alert members to the change and provide them with links to QECO's website and processes. Similarly, OSSTF/FEESO has updated the provincial website to provide current information, links, and FAQs for members.

Many Districts and Bargaining Units have also updated their websites to provide information and direct members to the QECO website. They would have to register and start the application process if looking for course approval and/or a category change. There do remain some websites with older information and links to the OSSTF/FEESO Certification Department, which no longer exists. It is recommended that these pages be updated as soon as possible. D/BU #35/2020-2021 and the OSSTF/FEESO Certification pages may be used as a guide for information and links that might be considered for possible inclusion.

Updating webpages and communications would also provide an ideal opportunity to remind members who are not in either OSSTF/FEESO Group 4 or QECO Category A4 to apply for a re-evaluation if they have not done so in recent years.

6. Leadership Coaching

Educational Services is set to begin piloting a new program for local leaders. Research suggests that as individuals move into leadership roles their focus should expand from dealing primarily with tasks to include managing people and creating vision. However, most of our training for local leaders has continued to focus on supporting the tasks. The Leadership Coaching program will provide new Bargaining Unit presidents with an opportunity to explore these higher level leadership skills.

Educational Services field secretaries will be offering an opportunity for first-year presidents to engage in three individual leadership coaching session during their first year. The goal of these sessions will be to support local leaders in developing/honing their skills as they work with their executives and members, set Bargaining Unit directions and build effective and productive union locals.

Local leaders will continue to be able to access their field secretaries to address specific areas of concern, to ask questions re: processes and procedures and to seek consultation. This new program will provide an opportunity for first year-presidents to focus on their leadership skills rather than specific tasks (e.g. effective use of authority and power vs how to handle a grievance).

New presidents will be introduced to the program at the New Presidents training on November 12th and will work with their ES field secretary to set coaching dates. The department is planning to offer a small number of additional sessions to second year presidents as requested.

7. Coalitions and Donations 2020-2021

Annually, the Provincial Executive receives numerous requests for donations from our Coalition Partners.

So far, the Provincial Executive has approved donations to the following:

- Kids Help Phone
- CCPA Ontario
- Workers Art and Heritage
- Climate Action Network
- Ontario Health Coalition
- Ontario Coalition for Better Childcare
- Coalition of Black Trade Unionists Scholarship fund
- Feed Ontario
- Green Economy Network
- Canadian Apprenticeship Forum
- Black Lives Matter
- Ontario Alliance of Black School Educators ONABSE
- Black Youth Helpline

Additional requests for donations will be reviewed as they are received, and recommendations will be provided to the Provincial Executive for consideration.

8. Strategic Action Plan Report on Member Email Collection

One of the main communication barriers at the Provincial Office is that OSSTF/FEESO does not have every member's email in the membership database. Many attempts have been made to collect those addresses. During the last central agreement vote, it was evident that not only were many members unfamiliar with our member-protected site, but also that many of our email addresses were outdated and incorrect. For members to be able to vote on the agreement, a large number of members had to log in to the provincial site and update their information. This was extremely time consuming and frustrating for both Provincial Office staff, District and Bargaining Unit staff, and our members.

There has been some discussion about hiring a third party contractor to collect email addresses. Upon further discussion with OSSTF/FEESO's Information Technology Department, it has been determined that this is likely not the answer to our collection problem. Some of the issues identified in hiring a third party collection source are:

- Members may not trust a third party to give their primary email to;
- Members who have distrust in the third party will, most likely, give an email to OSSTF/FEESO that is not their primary, personal email;
- It would be expensive to hire a third party to do this collection;
- Emails quickly go stale, particularly if they are not a primary email address.

Multinational corporations such as banks or online shopping companies use their customer service protocols to ensure they have each customer's contact information. Furthermore, customers willingly hand that information over to companies to receive service. Each time the company speaks with a customer, they update the customer contact information.

OSSTF/FEESO does not typically use that customer service model when speaking with our members. If this customer service model occurred at every point of contact with our members, from Provincial Office to District, to the Bargaining Unit, we may be able to update current email addresses for most members. It can be as simple as asking a question similar to "I want to help, but before I do, in case I get cut off, what is your email

and your contact number?"

Over the past few years, Districts and Bargaining Units have made a concerted effort to collect email addresses from their members. Some Districts and Bargaining Units have collected a high percentage of their member's emails and they are stored in their private database. Unfortunately, many of those Districts and Bargaining Units have not sent that information to the Provincial Office or updated Unionware contacts. In some cases, Districts and Bargaining Units are reluctant to share their member's email addresses or contact information with Provincial Office because the District implies their members did not give their consent to share their personal information with Provincial Office. As an organization whose primary function it is to communicate and share information with its members, we should insist that we do indeed have the right to communicate and share directly with our members, and we must communicate to have a functioning union and a responsive, engaged membership.

Currently, we have approximately 46,000 member email addresses, some of which will be stale by the end of the Federation year. To increase this number, putting an "Update your profile" button on our website would not only add to the addresses we do not have but would also eliminate a portion of the incorrect addresses we have. Offering an incentive or giveaway would draw members to this task. An incentive works very well at the Bargaining Unit and District level and there should be no reason why it would not work provincially.

As a union, we have many events that members must register to attend. We capture member emails at that time but we do not take the next step to update them in our records. This should occur at every single contact point with our members, regardless of whether it is registering for AMPA or a local event, contact information should be updated in the provincial database.

The long-term solution to the collection of emails and ensuring accuracy is to share our 'customer service' model with Districts and Bargaining Units and all staff to ensure that capturing emails becomes our priority during any contact with members. It would also be incumbent upon us to share other solutions for gathering emails and updating databases with District and Bargaining Unit leadership.

It is imperative that Districts and Bargaining Units share their databases with provincial OSSTF/FEESO. The District and/or Bargaining Unit should have a position assigned to membership database updating. The managing of this task would be a large undertaking.

Moving forward, the Communications / Political Action Department will continue to develop protocols and implementation procedures at the appropriate levels of the OSSTF/FEESO:

- OSSTF/FEESO should create and adopt a 'customer service' protocol at all level of member contact;
- Districts and Bargaining Units should send their contact information databases to the Provincial Office for input into Unionware;
- Districts and Bargaining Units should create positions, or utilize existing positions, within their offices to ensure that each Bargaining Unit's Unionware account is up to date;
- It would be in the best interest of OSSTF/FEESO in managing our database transfer of information from Districts and Bargaining Units to hire temporary staff (i.e. summer student) to take the collected District and Bargaining Unit emails, check for accuracy, and transfer the emails OSSTF/FEESO does not currently have into our database;

- Develop a system to ensure that member information that is captured when registering for any events is uploaded either electronically or manually into OSSTF/FEESO's database;
- Create an incentive initiative to encourage members to go to our provincial website to update their information.

9. Cost Assessments for Members at Professional Colleges

Over the past several years, professional colleges have begun assessing costs to members who are the subject of complaints. The trend started when a member of the College of Early Childhood Educators (CECE) was assessed costs of \$257,353.76 after a lengthy hearing. The cost amount was intended to represent the total time spent by the College in prosecuting the case. The decision was appealed to Divisional Court, where it was found that, although the member's conduct was not unreasonable, the costs decision was permitted under the College's bylaws.

Since that time, other professional colleges have begun assessing costs at the conclusion of their hearing processes. For the most part, costs have not been assessed in every case. At the Ontario College of Teachers, costs tend to be assessed against members in cases where the college is of the view that the member has unnecessarily prolonged the College's process. The OCT bylaws state that the cost for each day of hearing is \$10,000.

The *OSSTF/FEESO Policy for Approval of Legal Assistance* does not provide that OSSTF/FEESO would pay any costs assessed in a professional college case. This is in part because OSSTF/FEESO has no statutory duty to represent members at professional colleges, but also because the policy requires members to follow the reasonable advice of legal counsel. In the past, those who did so were not perceived by the colleges to be prolonging the complaint process. However, now that colleges can assess costs against members who are not acting unreasonably, following the advice of counsel may still subject members to the risk of having cost assessments made against them.

The risk of facing a cost assessment will cause concern in some members, and will likely influence their decisions about how they proceed with their defense. Commonly, members are much more confident in their chances of success than they should be given the case law, and settlements recommended by counsel are generally the more reasonable and cautious path to take. However, there may be some cases where the risk of a cost assessment could cause a member to accept a settlement against the recommendation of counsel, where they may have had a reasonable chance of success at a hearing.

Where the threat of the assessment of costs causes a member to reconsider whether or not they should mount a reasonable defense, it affects their access to justice. In cases where OSSTF/FEESO is providing representation, and the member is following the reasonable advice of legal counsel and cooperating with assigned OSSTF/FEESO staff, they should be able to be confident that the decisions they make regarding their defense strategy will be supported. The current *Policy for Approval of Legal Assistance* already requires members to take the reasonable advice of counsel, and there are processes in place to end assistance in situations where members are not acting reasonably. Effective September 1, 2020, OSSTF/FEESO will cover any costs assessed against members in professional college complaints, provided they meet the criteria for such coverage. The criteria will include the requirement that members cooperate and follow the reasonable advice of counsel.

Representation of members in complaints at professional colleges is a "value added" service to members. Current policy and practice in the "value added" services of

representation in criminal matters and LTD appeals involve a cost-sharing provision. This recognizes the cost to OSSTF/FEESO, and encourages some shared responsibility on the part of the members, as well as providing an incentive to include some consideration of cost by the member when making decisions. Accordingly, members will be required to pay the first \$1,000 in costs assessed at a professional college. As with criminal and LTD costs, there will be the ability for OSSTF/FEESO to waive the cost-sharing requirement in situations where members are able to show that it would cause financial hardship.

Details will be included in this year's updated *OSSTF/FEESO Policy for Approval of Legal Assistance*.

10. Protective Services Regionals and Conference

All of the regional meetings will be held remotely using a similar agenda as in the past. The first regional meetings were Bargaining focused and the February regionals will focus on Contract Maintenance (grievance/arbitration).

The PSC Conference will also be held remotely. Due to the difficulty of running a conference over 2 days with workshops delivered via ZOOM, the agenda will be altered. The conference will be opened for all participants with greetings, the presentation of the Negotiations Priorities, and a panel (if appropriate). The workshops will then be scattered throughout the week with some offered during the work day and some offered after work hours. The PSC will work out details over the next months to ensure a successful conference.

11. Hiring of LTO into Temporary Positions

The Ministry of Education provided funding in 2020:B14 as "... onetime funding is for non-permanent teachers and supply teachers. The funding should be used for time-limited positions". Non-permanent teaching positions do not exist other than as occasional teaching positions. The *Education Act* defines an occasional teacher as one who is replacing a teacher who is absent from his/her duties.

Many boards are using this funding by hiring LTOs to staff the virtual schools. As these LTOs are not replacing teachers who are absent from their duties, it is OSSTF/FEESO's position that this violates the *Education Act* and that these should be permanent positions.

Locals have been working with Boards to address concerns over hiring permanent teachers into the virtual schools. In most cases, the obligation to the teacher would be reflective of the number of courses they were hired to teach (i.e. a 0.17 FTE contract if they taught one course over a quadmester). Locals have also been encouraged to be flexible with other aspects of the collective agreement, such as layoff timelines, if the hiring of permanent teachers into the virtual schools will have a negative impact on current staff (e.g. part-time staff who should be offered increased status before new hiring occurs). It is our position that these teachers should be entitled to benefits, experience, seniority and other terms of the collective agreement in the event that they are not laid off and continue to work into next year.

In some boards the issue has been resolved and LTOs are only being hired behind absent teachers. In cases where the board is hiring non-permanent teachers, the locals have been instructed to file grievances. To date, many locals have filed grievances on this issue.

12. Shine the Light

November is Women Abuse Prevention Month in Ontario. However, due to the COVID-19

pandemic, there will be some changes to materials normally available for order by Districts for the December 6 Commemoration.

The *Shine the Light* campaign, initiated by the London Abused Women's Centre, is focused on building awareness, engaging people in breaking the silence and encouraging all communities to speak out against violence against women.

Unfortunately, the London Abused Women's Centre (LAWC) is unable to take and ship orders of purple lapel pins due to a shortage of staff at their centre. Therefore, OSSTF/FEESO will not be offering pins for order to Districts.

Additionally, OSSTF/FEESO would normally make White Ribbon large signing posters available for order as well. Due to safety concerns and varied COVID-19 protocols in schools, it was determined that having a 'gathering point' for staff where they may be sharing pens and touching the same display could be a safety concern. Therefore, White Ribbon signing posters will also not be available for order.

The OSSTF/FEESO December 6 Commemorative poster will be available for order and posters will be shipped directly to Districts that order them.

Dates to note include:

- November 20 – OSSTF/FEESO Provincial Councilors are requested to wear purple in solidarity
- November 25 – International Day for the Elimination of Violence Against Women and Day 1 of the 16 Days of Activism Against Gender Violence
- December 1 to December 7 – Commemorative displays in OSSTF/FEESO worksites
- December 6 – National Day of Remembrance and Action on Violence Against Women
- December 10 – International Human Rights Day

13. Bill 213, Better for People, Smarter for Business Act Background

Amongst its provisions, this bill will confer Canada Christian College the ability to be a degree-granting university for Bachelor of Arts and Bachelor of Sciences degrees. The change in the institution's status is troubling for a number of reasons, including:

- Its application to be a degree-granting institution has not yet been approved by the independent Postsecondary Education Quality Assessment Board (PEQAB). The government's legislation undermines and prejudices the review by the PEQAB; and
- The school has a history of homophobia and Islamophobia. In particular, it openly rejects the rights of LGBTQ2SI individuals and mandates certain moral standards for their faculty, students, and staff that contradict protections outlined in the Ontario Human Rights Code. As well, this school has faced accusations of condoning hate speech including homophobia and Islamophobia, as well as teaching the denial of evolution.

At this point, the bill has met a hostile reception from the opposition political parties and the media.

Legislative Process

[Bill 213, Better for People, Smarter for Business Act](#) is currently in 2nd Reading debate and includes many other provisions besides this proposal. There is no clear legislative schedule for the bill at this time for its passage. The bill is a priority for the government and pressure

to remove Canada Christian College may force the government's hand if it wants the bill to pass, despite the fact the government has a majority government and can easily pass the bill.

While this bill may not directly affect OSSTF/FEESO today, the rewarding of degree-granting status to Canada Christian College has the potential to diminish the value of a university degree. As well, creating more universities without proper vetting and consultation will dilute the value of a university degree, particularly when small, privately run institutions seek to expand their base. OSSTF/FEESO has already issued a statement on this issue. In addition, OSSTF/FEESO should prepare a written submission to the appropriate standing committee. As well, OSSTF/FEESO, through the Legislative Observer, should request an oral presentation appearance with the appropriate standing committee.

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

**Ontario Secondary School Teachers' Federation
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OSSTF TORONTO

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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
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