

**Please turn off all electronic ringers
during the meeting.**

**OSSTF Toronto
TTBU Council
Virtual Meeting
4:45 p.m.
APRIL 28, 2022**

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 District 12 TTBU allows the distribution of any material without the consent of the Executive or Chair of Council.

AGENDA

- | | | |
|----------|---|----------------------|
| 4:45 pm | 1. Call to Order | |
| | 2. Acknowledgement of Traditional Lands and Anti-harassment Statement | |
| | 3. Announcements | |
| | 4. Approval of Agenda | |
| | 5. Approval of Minutes of: February 17, 2022 | <i>[pages 17-20]</i> |
| 5:00 pm | 6. Election of Budget Committee Members | |
| | 7. On Time Motions | <i>[n/a]</i> |
| #5:15 pm | 8. Conceptual Brief Presentation and Related Motions
(Executive Session) | <i>[page 21]</i> |
| 5:45 pm | 9. Executive Reports | |
| | 10. Questions to Executive / Items of Concern | |
| 6:30 pm | 11. Provincial Executive Report/Questions to Provincial Executive | <i>[pages 34-49]</i> |
| | 12. New Business, Late Motions and Notices of Motion | <i>[page 50]</i> |
| #7:00 pm | 13. Adjournment | |

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

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



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

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

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

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

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

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

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

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

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

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

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

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

Resolution and Complaints Process

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

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

If the behaviour recurs or persists, or if members do not feel safe in approaching the perpetrator directly, they should speak with the designated officer(s) and ask for that person to act. The designated anti-harassment officers shall be appointed by the President from the group of current Health and Safety Inspectors (as appointed in accordance with by-law 4.1.2.7), and Members who have volunteered. All those acting as anti-harassment officers will have completed the Provincial OSSTF anti-harassment officer training. The anti-harassment officers 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 another anti-harassment officer as appointed by the President and/ or the Vice Presidents. The written complaint will be investigated fully with a view towards a resolution that is acceptable to all involved parties.

If the complainant is not satisfied with the result of the written complaint, the complaint will be forwarded 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.

At any point in the process, the Anti-Harassment officer (s) may seek the assistance of the designated secretariat member of Provincial OSSTF/ FEESO.

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.

(Revised May, 2021)

OSSTF TTBU Council

Rules of Order

Procedures

1. The Chair shall begin the meeting at the time scheduled for Call to Order.
2. The meeting will continue until Adjournment.
3. Each person shall be recognized by, and address, the Chair in the order determined by these rules. They must first be recognized by the Chair using the appropriate indicator they wish to speak on.

Agenda

4. The tentative Agenda shall be set by the TTBU Executive upon recommendation of the Constitution and Steering Committee in accordance with these rules and procedures.
5. Order of Agenda
 - a. On time motions will be sequenced prior to executive reports.
6. Order of Motions
 - a. On time motions will be sequenced before late motions.
 - b. On time motions will be sequenced in the following order:
 - i. Equity Motions (see definitions).
 - ii. Additional on time motions will be sequenced in the order they are received before the on-time deadline.
 - c. Late motions will be sequenced on the Agenda as an item that does not come prior to On time motions.

Timed Items

7. Agenda items may be timed or untimed.
 - a. Timed items shall be marked with a time on the Agenda.
 - b. Timed items shall not interrupt a motion or election in progress.
8. Timed items may be:
 - a. Unhashtagged timed items
 - b. Hashtagged (#) timed items
9. Unhashtagged timed items are marked with a time on the Agenda
 - a. The Chair will note when a timed item time has been reached at the exact time.
 - b. The timed item will be sequenced next.
 - c. Timed items will not interrupt current speakers, though the speaker may choose to yield to the timed item.
 - d. The speaker will be asked by the Chair if they wish to yield to the timed item.
10. Hashtagged timed items are marked with a hashtag (#) and a time on the Agenda
 - a. The Chair will note that a hashtagged time has been reached at the exact time
 - b. The hashtagged timed item will immediately proceed
 - c. The hashtagged timed item will interrupt the current speaker.

Motions

11. A motion may not contravene our established bylaws or constitution.
12. Unless otherwise stated, a Motion will require a mover and a seconder who are voting Council Representatives and who are present at the meeting.
13. Unless otherwise stated a Motion may be debated.

Decisions by Consensus

14. Decisions can be made by consensus (i.e. not requiring a vote) if, when the Chair asks, there is no objection from any Council Representative.
 - a. Motion language may be changed through universal consensus
 - b. Motions may be passed through universal consensus

Main Motions

15. A Main Motion brings business before council, and is used to direct action
16. A new Main Motion can not be moved until the Main Motion currently being debated has been withdrawn or voted on.

Motions that can affect a Main Motion

17. Motions can be made to affect the current motion on the floor.
 - a. Postponement to a later date
 - i. Moves to postpone the motion on the floor to a specific future date.
 - b. Referral to another entity
 - i. Moves to refer the motion to a standing Committee, the Executive, or one of the other entities in the Bargaining Unit for further study.
 - c. Move to Informal Discussion or Committee of the Whole
 - i. A Member may move, "that we discuss [topic] informally for [time]".
 - ii. This motion should be voted on almost immediately.
 - iii. After discussing the topic, if no motion is forthcoming, the meeting should proceed to the next item on the Agenda.
 - d. Move into Executive Session
 - i. All matters discussed in Executive Session shall remain absolutely confidential to those Members present during the Session.
 - ii. A motion to rise and report from Executive Session shall be moved at the end of the Session.
 - iii. Executive Session will be ended through a majority vote to Rise and Report from Executive Session

Other Kinds of Motions

18. Amendment to the motion on the floor
 - a. An amendment may delete, substitute, or add words that will modify the original motion but must not negate it or change the intent.
 - i. If the amendment passes, the Chair should read the new amended motion which is on the floor to be debated and voted on.

- ii. If the amendment fails, the previous motion again becomes the motion on the floor. Further amendments are allowed, one at a time.
- iii. An amendment to an amendment may not be amended.

19. Reconsider

- a. A motion to reconsider a previous decision can be made within the same meeting after the decision has been made.
 - i. It is non-debatable.
 - ii. The motion can be made only by a Council Representative who voted on the prevailing side in the original vote.
- b. If the motion to reconsider is passed, then a Member moves the previous motion and it is again debated and voted on.
 - i. The new decision replaces the previous one.

20. Deal with a report

- a. Not all reports need to have an attached motion.
- b. A motion to deal with a report can be either adopted, endorsed, or received.
 - i. Adopting has the effect of approving every word in the report.
 - ii. Endorsing has the effect of approving the general directions of the report without adopting the recommendations.
 - iii. Receiving indicates only that the report has been read.

21. Notice of Motion

- a. A notice of motion can be made to Members in writing during a meeting regarding a motion to be presented at a future meeting.
- b. A notice of motion may be made to Members verbally during a meeting regarding a motion to be presented at a future meeting.
- c. This motion does not require a seconder

22. Procedural Motions

- a. BLOCing motions - "En bloc" shall be used to request that interdependent motions be considered together.
 - i. Motions can be combined and approved as one BLOC
 - ii. When motions have been moved en-bloc, a single Council Representative may request for the removal of one or more motions from the bloc. Any motion removed from the bloc shall be dealt with immediately after the en bloc resolutions have been dealt with.
- b. Calling for the Vote / Calling the Question
 - i. A Council Representative that believes the debate is exhausted and wishes the meeting to proceed directly to a vote may "Call for the vote" or "Call the question".
 - ii. The Chair will immediately move to a vote to see if Council wishes to end debate immediately and move to the vote on the motion, otherwise the prior debate will continue.
 - iii. There will be no debate on this motion.
- c. Moving to suspend the rules
- d. Amending an adopted Agenda
- e. Changing the sequencing of Motions
- f. Splitting a motion

- i. A motion may be split if there are distinct questions that can be moved, debated, and voted on separately.

Debate

Indicators

23. There shall be 4 indicators used during debate:

- a. **FOR (✓)** (90 second speaking limit): Debating in favour of the motion.
- b. **AGAINST (X)** (90 second speaking limit): Debating against the motion.
- c. **QUESTION (?)** (60 second speaking limit): A question indicator may be used for:
 - i. Moving a Main Motion
 - ii. Moving a motion that can affect a motion being debated
 - iii. Moving other kinds of motions
 - iv. Moving a procedural motion
 - i. Procedural motions may be moved at any time after the Council Representative has been recognized by the Chair.
 - v. Questions to the Chair or to the mover through the Chair about a motion
 - i. Answers to the questions are not timed.
 - ii. TTBU Members may only ask one question each time they are recognized by the Chair on the QUESTION indicator, and one follow up (10 second speaking limit) to clarify
- d. **PAUSE (●)** (60 second speaking limit): Used only when absolutely necessary to pause meeting business, upon recognition by the Chair. It may not be used during a vote. It may be used by a Member / Council Representative only when the Member:
 - i. believes the established Rules of Order are being contravened.
 - ii. is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve.
 - iii. is experiencing an issue which requires accommodation to physically participate in the meeting.
 - iv. disagrees with the ruling of the Chair and wishes to Challenge to the Chair.
 - v. has a question for the Chair about how to navigate the Rules of Order.

Rules for Debate

- 24. Any Member in attendance may participate in debate.
- 25. The appropriate form must be used to submit motions. Motions must be submitted to Steering in writing prior to debate of the motion.
- 26. Only a Council Representative can move, second, and vote on motions.
- 27. Once a Member has identified the indicator they wish to speak on they will be placed into sequence by Steering. Changing indicators changes the sequencing of speakers.
- 28. Upon being recognized by the Chair, a Member shall first state their name, Branch (non-executive Members) or position (executive Members), and the indicator they are speaking on.

29. The mover of the motion shall be heard first on a FOR indicator, followed by the first AGAINST speaker. Subsequent debaters shall rotate in the order of QUESTION, FOR, AGAINST speakers. Before voting on the motion, the mover will have an opportunity to close debate on a FOR indicator.
30. Excluding the mover, no Member shall debate (FOR / AGAINST) more than once on any single motion.
 - a. An amended motion is considered to be a new motion.

Voting

Carrying a Motion

31. Unless otherwise stated, a motion is considered carried by receipt of a simple majority.
32. A 2/3 majority vote is required for:
 - a. All procedural motions which
 - i. suspend the Rules of Order,
 - ii. amend an adopted Agenda,
 - iii. change the sequencing of motions
 - b. Late motions
 - c. Calling for the Vote / Calling the Question
 - d. Motions to reconsider
33. A 9/10 majority vote is required for:
 - a. Amending a Late motion

Voting Procedure

34. After the Chair has called for the vote, Council Representatives will cast their vote.
35. The Chair will announce if the motion is carried or defeated.
36. If the results are unclear, the Chair or a Council Representative (on a PAUSE indicator) may:
 - a. Call for a vote by rising, or a counted vote.
 - b. At the conclusion of this procedure, the Chair will announce if the motion is carried or defeated.
37. If requested by a Council Representative (on a PAUSE indicator) the percentages and/or vote count will be provided for a particular vote, or the rest of the votes at the meeting.

Registration

38. Council Representatives must be registered to vote at Council by the established deadline.
39. Branch Presidents must complete the Branch Executive Form once elections are complete in the school and submit it to the OSSTF Toronto TBU office by the established deadline.

40. Council representatives may be asked to show ID at registration.
41. Alternates for the Branch may be designated by the Branch President.
 - a. The Branch President must email the name of the Council Representative who cannot attend and the name of the alternate to **steering@osstftoronto.ca** no later than noon on the day of the Council meeting. Alternates will need to show ID at registration.
42. When required, voting cards will be distributed by the Executive Liaison to Constitution and Steering or designate, and office staff members, before the Council meeting. Once the meeting begins, the office staff will continue to distribute the voting cards.
43. TTBU Council voting cards are non-transferable and only valid on the day they are issued.

Elections

44. During elections, the office staff distribute the ballots, collect the ballots, and count the ballots; except for elections under the purview of the Elections Commission, and elections during a Virtual Meeting.
45. The Provincial Executive Assistant, or designate, will Chair the TTBU Council meeting for the portion of the meeting when Provincial Council elections, and AMPA elections occur.
46. The Chair steps down if they are running in any election being held at Council; the Chair is filled by the Provincial Executive Assistant or designate.

Virtual Meetings

47. Virtual meetings may be called to replace in-person meetings at the discretion of the TTBU Executive upon review of technologies available.
48. Registered Council Representatives will receive an email that contains the meeting access link prior to the meeting.
49. The link for the meeting will be posted on the OSSTF Toronto website for any TBU Member that wishes to attend as an observer. Observers may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
50. Only registered Council Representatives can vote during the meeting.
51. Sign in for the virtual meeting will open at least twenty minutes before the meeting call to order, as listed in the agenda.
52. Council representatives may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
53. Virtual Council Reps must change their screen name to be <First Name, Last Name, Branch>. Failure to do so, after two requests, will result in removal from the meeting. Attendees are encouraged to do so before logging onto the meeting.

54. Virtual Observers must change their screen name to be <OBS: First Name, Last Name, Branch>. Failure to do so, after two requests, will result in removal from the meeting. Attendees are encouraged to do so before logging onto the meeting.
55. A microphone will only be un-muted when a speaker is recognized by the Chair.
56. In order to vote, registered TTBU Council Representatives must have a registered account on the Provincial OSSTF website.
57. All motions to Council, not carried through Universal Consensus, will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website, when available.
 - a. Support for difficulty with the login process or for setting up an account can be accessed by contacting **Membership-Database@osstf.ca** during regular business hours.
58. During a virtual Council meeting, the Chair will indicate when voting opens, the length of time the ballot will be open, and when voting has closed.
59. The Steering Committee will explain the process for moving motions and participating in debate at the beginning of each virtual Council meeting.

Authority for Procedures

60. This document shall be the sole authority for all Council Meeting procedures.
61. At the first Council meeting of the Federation year the Rules of Order will be presented by the Constitution and Steering Committee accompanied by a motion to endorse the Rules of Order for that Federation year; unless subsequent amendments are proposed, the Rules of Order shall stand.
 - a. Any changes made to the Rules of Order by the Constitution and Steering Committee will be explained before the motion to endorse.
62. If there is a need to address a procedure or issue not addressed in these Rules of Order and is not in contradiction of the Bargaining Unit's Constitution and Bylaws, the Chair will make a ruling in consultation with the Steering Committee based on the information available to them.
 - a. If a Council Representative does not agree with the ruling of the Chair, they can Challenge the Chair as per the Rules of Order. A Challenge to the Chair may not contradict the Bargaining Unit Constitution and Bylaws.
 - b. The prevailing result will be added to the Rules of Order.
63. Amendments to these Rules of Order must be provided using the correct form. And, a Notice of Motion must be given no less than one meeting prior to the Amendment to the Rule of Order being debated.
 - a. If carried, the amended Rules of Order will not come into effect until the adjournment of the meeting at which they were passed.
64. These Rules will be reviewed on a regular basis by the Constitution and Steering Committee.

65. The Constitution and Steering Committee may edit this document for grammar and clarity.

Professional Conduct

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

Definitions

68. "Equity Motion" shall mean a motion concerned with issues that primarily impact groups defined by the Protected Grounds under the [Ontario Human Rights code](#), and Adult Day School Teachers as an equity seeking group.
69. Motions will be classified as the following
- a. BYL - Bylaw motions
 - b. CON - Constitution motions
 - c. MAC - Miscellaneous Action Motions
 - d. POL - Policy motions
 - e. PROC - Procedural motions
70. "Policy motions" shall mean any stand or position taken by OSSTF Toronto TBU in accordance with its Bylaws on matters beyond its internal legislative power.
71. "Bylaw motions" shall mean any stand or position taken by OSSTF Toronto TBU that impacts the standing rules governing the membership of OSSTF Toronto TBU on matters entirely within the control of OSSTF Toronto TBU.

72. "Miscellaneous action motion" shall mean any stand or position taken by OSSTF Toronto TBU that is within the internal legislative power of OSSTF Toronto TBU.
73. "On time motions" shall mean motions that were submitted to the Administrative Assistant, with responsibilities for Council (**mleblanc@osstftoronto.ca**) eight days prior to any given Council, by 4:30pm.
74. "Late motions" shall mean any BYL, CON, MAC, or POL motion that is not considered an "On time motion".

APPROVED: September 2021

TTBU Council Meeting: Quick Reference Guide



Updated April 2022

How to Communicate to the Steering Committee Using the Indicators?

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a chevron. Click the chevron.
- Select either “Spotter” or “Steering” from the drop-down list, and using the table below select the action you wish to take:

Indicator	Purpose of Indicator	HOW? (using Zoom chat feature)
FOR (✓)	<ul style="list-style-type: none"> • Mover initially speaking to the motion • Debating in favour of a motion <i>Speaking time: 90 seconds</i>	Type “FOR” to SPOTTER
AGAINST (X)	<ul style="list-style-type: none"> • Debating against a motion <i>Speaking time: 90 seconds</i>	Type “AGAINST” to SPOTTER
QUESTION (?)	<ul style="list-style-type: none"> • To ask a question to the mover <i>Speaking time: 60 seconds</i>	Type “QUESTION” to SPOTTER
	<ul style="list-style-type: none"> • To move a Main motion • To reconsider a motion • Calling for the Vote / Calling the Question (i.e. end debate) 	TYPE “MOTION” to STEERING + complete the online form to submit your amendment: http://bit.ly/TTBUamendments
	<ul style="list-style-type: none"> • To make an amendment 	Type “AMENDMENT” to STEERING + complete the online form to submit your amendment: http://bit.ly/TTBUamendments
PAUSE (●)	May be used by a Member / Council Representative only when the Member: <ul style="list-style-type: none"> • believes the established Rules of Order are being contravened. • is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve. • is experiencing an issue which requires accommodation to physically participate in the meeting. • disagrees with the ruling of the Chair and wishes to Challenge to the Chair. • has a question for the Chair about how to navigate the Rules of Order. <i>Speaking time: 60 seconds</i>	Type “PAUSE” to SPOTTER

Table continued on next page

Indicator	Purpose of Indicator	HOW? (using Zoom chat feature)
POINT OF CONSIDERATION  	During debate: <ul style="list-style-type: none"> To make a statement through an equity, anti-racism and/or anti-oppression lens. To make a statement that relates to the integrity, rights, or privileges of an individual or the assembly collectively <i>Speaking time: 60 seconds</i>	Type “CONSIDERATION” to SPOTTER

Sequence of Indicators

The mover of the motion shall be heard first on a FOR indicator.

UPDATED

Subsequent rotation of debaters: AGAINST, QUESTION, FOR, POINT OF CONSIDERATION.

- The order of where you are placed into the queue can be viewed at <http://bit.ly/TTBUsequence>.
- 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

- Open the chat feature as noted above.
- Select “Steering” from the drop-down chat list for questions to Steering

Questions to Executive Report/Items of Concern

- Open the chat feature as noted above.
- Select “Spotter” from the drop-down list and type “QUESTION”. This will indicate to the Spotter that you wish to ask a question or discuss a Branch Concern.
- Only the Spotter is able to acknowledge your request to ask your question/share your concern. If you send it to someone else, you will not be placed in the queue.
- The Spotter will add you to the queue. The Chair will recognize speakers in the order in which the request to speak is received.
- When you are recognized by the Chair, you will be able to un-mute your mic. At the end of 60 seconds or when you have finished your question/concern, your microphone will be muted.
- The order of where you are placed into the queue can be viewed at <http://bit.ly/TTBUsequence>.

Voting at Council

All motions and election ballots will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website. In order to vote, members must have a registered account on the Provincial OSSTF Website (<https://www.osstf.on.ca/services/member-login/members-login.aspx>).

Follow the instructions to vote here: <https://osstftoronto.ca/wp-content/uploads/2013/11/OSSTF-Toronto-Online-Voting-Instructions.pdf>

The Chair will indicate when voting opens and closes.

A ballot will only appear once a motion is ready to be voted upon. When the ballot is announced by the chair that it is ready, refresh the webpage for the ballot to appear.

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.

For an organized list of all the materials and links you will need for this meeting:

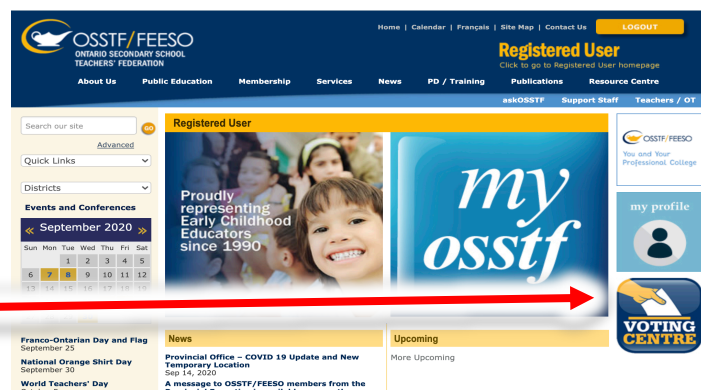
<https://linktr.ee/TTBUCouncil>.

OSSTF TORONTO ONLINE VOTING INSTRUCTIONS

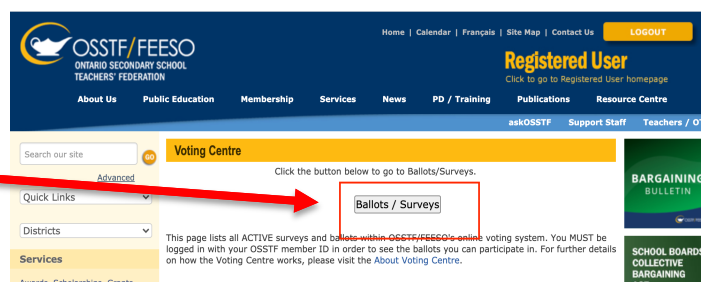
STEP 1: Login to the **Registered Users** section of the Provincial OSSTF website with your **OSSTF Member ID**:

<https://www.osstf.on.ca/services/member-login/members-login.aspx>

STEP 2: Once you log in, click on the “Voting Centre” badge located on the bottom right margin of the page.



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



STEP 4: In the **Current Ballots** section, click the link to the desired ballot and follow the instructions to cast your vote. **A ballot will only appear once a motion is ready to be voted upon. When the ballot is announced by the chair that it is ready, refresh the webpage for the ballot to appear.**

Troubleshooting Tips:

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.

A Not Seeing the Voting Centre Badge?

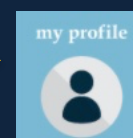
Please disable any Ad-Blockers in your browser. This can prevent the Voting Centre badge from displaying in some browsers. If this fails, try switching to a Private / Incognito / InPrivate browsing session.

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.

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.



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.

**OSSTF Toronto
TTBU Council Meeting
February 17, 2022**

1. Meeting called to order at 4:45 p.m. Michael Barltrop, Constitution & Steering Committee, in the Chair.
2. The Acknowledgement of Traditional Lands composed by the Chair was read. The Anti-harassment Statement was read by the Chair.
3. Announcements were made by the Chair.
4. The Agenda as presented was approved with universal consensus.
5. The Minutes of January 20, 2022 were approved with universal consensus.
6. On Time Motions:

BIRT TTBU Council endorse the following late motion to AMPA 2022:

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

CARRIED

Vote Count, Motion 1: 68 or (94.4%) In Favour, 4 or (5.6%) Opposed.

BIRT TTBU Council endorse the following late motion to AMPA 2022:

BIRT a committee be formed to investigate, review the practices of Teachers Life with respect to equity and racial bias in the composition of Teachers life staff, hiring practices, appointment, and composition of Teachers Life scholarships and awards committees for the past six years and the awardees/recipients of Teachers Life scholarships/awards for the past six years, including the qualifications, accomplishments, achievements and published summaries of scholarship and bursary recipients for the past six years, and for the committee to report to AMPA 2023.

Cost Estimate: \$30,000.00

CARRIED

Vote Count, Motion 2: 42 or (61.8%) In Favour, 26 or (38.2%) Opposed.

BIRT TTBU Council endorse the following late motion to AMPA 2022:

BIRT OSSTF suspends endorsing and promoting Teachers Life and its products and Teachers Life participation or presence at OSSTF events, if requests for information from the OSSTF committee investigating Teachers Life practices with respect to equity and racial bias is not honoured by Teachers Life in a reasonable time as determined by said committee.

CARRIED

Vote Count, Motion 3: 42 or (64.6%) In Favour, 23 or (35.4%) Opposed.

BIRT TTBU Council endorse the following late motion to AMPA 2022:

BIRT OSSTF suspends endorsing and promoting Teachers Life and its products and Teachers Life participation or presence at OSSTF events, if information by the OSSTF committee investigating Teachers Life practices with respect to equity and racial bias does not provide the detail and accuracy necessary for by the said committee to carry out its work.

CARRIED

Vote Count, Motion 4: 46 or (67.6%) In Favour, 22 or (32.4%) Opposed.

Pause: Technical problems, asked Chair to re-read voting percentages.

Pause: Question of late motions having a $\frac{2}{3}$ majority pass. Chair advised these are late motions to AMPA.

BIRT TTBU Council endorse the following late motion to AMPA 2022:

BIRT OSSTF ensures that the constitution reflects an adherence to the principle of one member one vote.

DEFEATED

Vote Count, Motion 5: 49 or (73.1%) Opposed, 18 or (26.9%) In Favour.

Pause: Chair was asked to caution the mover of motion 5. Chair referred to Professional Conduct, Rule 67, to remind the House of wording.

Pause: Chair was asked to speak to the mover about statements made. Chair read Professional Conduct Rules and reminded members to not speak to the intentions of or make assumptions toward what others may believe.

Pause: Question under Professional Conduct, Rule 66, to disagree with Chair and ask for clarification. Chair restated ruling position on labelling others or implying others' motivations.

Pause: Parliamentary Inquiry of members questioning a Chair's ruling. Chair advised members can question and Chair will respond to provide that clarification.

Pause: Chair was asked to direct the mover to refrain from making comments that offend. Chair moves to the next Pause card.

Pause: Chair asked to clarify position using an equity lens. Chair restates position and advised that House can challenge Chair's ruling for a House vote if in disagreement.

Chair: Timed item of 6:00 pm cannot begin until the current item is dealt with.

Pause: Motion is divisive and targets impacted, oppressed groups.

Chair: Sees no challenge to the ruling of the Chair.

Pause: Query as to motion being in order bringing another District's business to Council. Chair stated motion is in order to go to AMPA 2022. AMPA will decide further if in order.

BIRT the question on On-Time Motion 5 be put.

Marc Opie (Central Toronto Academy)

CARRIED

Vote Count, Call the Question: 58 or (84.1%) In Favour, 11 or (15.9%) Opposed.

Pause: Clarification as to no second for the Call the Question. Chair referred to Rule 22.b, Article i; House advised they may challenge the Chair.

Pause: Procedure question for Steering; what mechanisms do we have during a meeting when a member feels targeted by harmful language. Chair advised members can contact the Anti-harassment Officers.

Pause: Reminder to Steering of hot mics. Chair: Members can also mute themselves.

Pause: Chair was asked how Steering allowed motion 5 to come to the floor. Chair stated that Steering does not censure motions, looks at orderliness. Even if a motion is out of order, it will be placed into the Council package as mover has the right to challenge an out of order ruling during the meeting.

Pause: Chair was asked to caution the mover of motion 5. Chair stated they have already spoken to the issue and asked all members of the House to hear the concerns stated tonight as comments impact everyone.

7. Executive Reports:

Michelle Teixeira, President

- Spoke to the recent tragic shooting at David and Mary Thomson CI resulting in the death of a student.
- Provided a follow up report to actions taken to provide meaningful Land Acknowledgements on a going forward basis.
- Reported on recent TDSB issues and responses of the Union.
- Spoke to the development of a strategic election readiness plan to oust the Ford government through the election of public education-friendly candidates.
- Closing remarks thanking members for all of their hard work on behalf of OSSTF on a daily basis. Wishing everyone a restful Family Day long weekend.

Mike Platt, Vice-President

- Provided a Health & Safety Report:
 - Work refusal update;
 - Creation of a poster outlining various Health & Safety forms and procedures is currently available; and
 - TDSB's violation of our Terms of Reference through the requirement for our Inspectors to only use Board email, servers and devices to communicate member concerns.

Chris Chandler, Vice-President

- Provided a Staffing Report:
 - Staffing and Workload Survey dates should be scheduled with principals and dates sent to our office by February 18, 2022;
 - School Staffing Committee Workshop registration is currently open for the event on March 7, 2022. Members of School Staffing Committees, especially new members, encouraged to register;
 - New Teachers' Staffing seminar being planned for March 30, 2022;
 - New Hires were reported; and
 - Blue Binder deliberations with the Board are complete with updated Binder contents currently available on our website.
- Provided a Political Action Report by encouraging members to visit the Ontario Federation of Labour's website and register for a March 6, 2022 event, "Activist Assembly: Building the Fight for a Workers First Agenda". A full day of strategizing, skills-building, and planning as we prepare for a province-wide day of action on May 1, 2022.

Nicole Gauthier, Executive Officer

- Co-report with Danica Izzard, Executive Officer. The Pregnancy Parental Adoption and Surrogacy Leave Workshop is scheduled for May 10, 2022. Registration will open on April 19, 2022. Information available in Council packages and an updated PPAS Leave Guide is available on our website.
- Reported on the Local Bargaining Priorities Survey and an opportunity for deputations. See Council package for more information.
- Reminder to Branch Presidents that members need to receive all communications coming from our office. If you have members not receiving email, they can contact their Executive Officer.
- Advised that the Central Bargaining Survey is open until March 1, 2022. Stratcom is looking for volunteers to participate in focus groups. Members are encouraged to participate in all bargaining actions and events.

9. Provincial Executive Report

President Karen Littlewood and Executive Officer Hayssam Hulays, OSSTF/FEESO Provincial Office, in attendance. A written Provincial Executive Report was provided in Council packages.

12. Adjournment at 7:02 pm as a timed item.

**RELATED MOTIONS TO
APRIL 28, 2022
TTBU COUNCIL**

Agenda Item 8. Conceptual Brief Presentation and Related Motions

1. BIRT TTBU Council move into Executive Session with the Chairperson in the Chair, Members of TTBU, Provincial OSSTF Executive, Provincial OSSTF Executive Assistant, and office staff present.
2. BIRT TTBU Council approve the Conceptual Brief for the 2022 round of negotiations.
3. BIRT TTBU Council rise and report from Executive Session..



AGM

ANNUAL GENERAL MEETING

THURSDAY, MAY 19TH, 2022

VIRTUAL (USING ZOOM PLATFORM)

CHECK-IN: 4:15PM / MEETING: 4:45 pm - 7:30 pm

ALL TTBU MEMBERS ARE WELCOME + ELIGIBLE TO VOTE

Meeting will include:

**Reports from the President and Treasurer
Constitution & Bylaw amendments**

How to Register for the Virtual Meeting?

- Click on the following link: <https://osstftoronto.ca/ttbu-annual-general-meeting-2021-22-registration/>

Registration deadline: Wed. May 18th @ 4:30PM

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

Dinner Allowance

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

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

TTBU Council Delegates per Branch 2022-2023

Branch	FTE	Council Delegates
Agincourt CI	77	3
Albert Campbell CI	68.5	3
Alpha II	2	1
Alternative Attendance		1
ASE 1	3	1
Avondale Alt SS	3	1
AY Jackson	63	2
Birchmount Park CI	49.5	2
Bloor CI	43	2
Burnhamthorpe Adult Ed		1
Burnhamthorpe CI	11.5	1
CALC Adult Ed	0	1
CALC SS	13	1
Caring and Safe School		1
Cedarbae CI	65	2
Central Etobicoke	20.5	1
Central Technical School	64.5	2
Central Toronto Academy	56	2
Centrally Assigned		1
City School	3	1
Contact Alternative	4.5	1
CW Jefferys CI	47	2
Danforth C&TI	79	3
David and Mary Thompson CI	73.5	3
Delphi SAS	4	1
Don Mills CI	47.5	2
Downsview SS	29.5	1
Dr. Norman Bethune	56	2
Drewry SS	18	1
Earl Haig SS	102.5	4
East York Alt SS	6	1
East York CI	63	2
Eastdale CI	14.5	1
Emery Adult Education		1
Emery CI	35	1
Emery Edvance	7.5	1
Etobicoke CI	64.5	2
Etobicoke School of the Arts	48	2
Etobicoke Secondary Alternative School	3	1
Forest Hill CI	42.5	2
Frank Oke SS	12.5	1
George S Henry Acad	29.5	1
Georges Vanier SS	46	2
Greenwood SS	17	1
Harbord CI	48	2
Heydon Park SS	11.5	1
Humberside CI	71	3
Inglennook CS	3.5	1
Jarvis CI	34	1
John Polanyi CI	29.5	1
Kipling CI	46.5	2
L'Amoreaux CI	26	1
Lakeshore CI	36	2
Lawrence Park CI	69.5	3
Leaside HS	58.5	2
LB Pearson	58.5	2
Malvern CI	56	2

Branch	FTE	Council Delegates
Maplewood HS	22	1
Marc Garneau	100.5	4
Martingrove CI	50.5	2
Monarch Park CI	50.5	2
Native Learning Centre Central	3	1
Native Learning Centre East	3	1
Newtonbrook SS	41	2
North Albion CI	41.5	2
North East Secondary Alternative School	3	1
North Toronto	64.5	2
North West Secondary Alternative School	3	1
Northern SS	97	4
Northview Hts SS	91.5	3
Oakwood CI	17	1
Oasis Alt SS	6.5	1
Parkdale CI	41.5	2
Parkview Alternative	3	1
RH King Academy	69.5	3
Richview CI	56.5	2
Riverdale CI	81	3
Rosedale Heights School of the Arts	52	2
Runnymede CI	25	1
SATEC at W. A. Porter CI	67.5	3
SCAS	7	1
SCAS Adult Ed		1
SEE	9.5	1
SEED Alt School	3	1
Silverthorn CI	46	2
Sir JA Macdonald	54.5	2
Sir Oliver Mowat	50.5	2
Sir Wilfred Laurier	73	3
Sir William Osler	25	1
SOLE	3	1
South East Secondary Alternative School	3	1
Stephen Leacock	25.5	1
Subway Acad 1	3	1
Subway Acad 2	3.5	1
TDSB Secondary Virtual School	83	3
TDSS		1
TheStudentSchool	3	1
Thistletown CI	28.5	1
Ursula Franklin Academy	26.5	1
Victoria Park CI	68	3
Wandering Spirit School	5	1
West End Alt	3	1
West Hill CI	52.5	2
West Humber CI	60.5	2
Western Tech CI	72.5	3
Weston CI	68.5	3
Westview Centennial SS	53.5	2
Wexford Collegiate School for the Arts	57.5	2
William L. Mackenzie CI	70.5	3
Winston Churchill CI	36	2
Woburn CI	52	2
York Humber HS	20	1
York Memorial CI	74.5	3
York Mills CI	58.5	2



TTBU EXECUTIVE ELECTION 2022: WORKSITE VOTING PROCEDURES

VOTING DAYS: TUESDAY, MAY 24th, WEDNESDAY, MAY 25th, THURSDAY, MAY 26th, 2022

Branch Presidents/Chief Election Officers, with the assistance of the Branch Executive/Election Officers, should attempt to ensure the highest possible turnout for the election. This may include multiple reminders up to the closing of the poll.

Many Branches find that the most effective place for a poll is either in the school office or in close proximity to the office.

A - Before voting days:

1. Establish who will be the Chief Electoral Officer at your Branch. Appoint or otherwise recruit where possible at least two other Election Officers. Ensure that each Election Officer is made aware of these voting procedures. **Email the names of the officials running the election at your site to tbuexelections@osstftoronto.ca by May 13, 2022.**
2. Construct a ballot box (a cardboard box sealed with duct tape will be adequate). The ballot box should be sealed and unsealed only in the presence of your Election Officers.
3. Obtain an up-to-date list of OSSTF TTBU members assigned to work at your site.
4. Determine polling time(s) for the three (3) voting days. Please consider that the three voting days are meant to accommodate part-time members and others who are not able to vote on a specific day.
5. The Polling Station should be open before school, during the lunch period(s) and after school, where feasible.
6. Locate and reserve a convenient polling station at your workplace. Provide a private place where ballots can be marked in secret.
7. Ensure that every eligible voter has received adequate and timely notice of the location(s) and time(s) opportunities to vote. Post this information by May 19, 2022
8. Ensure that all eligible members not voting on site have information on how to vote electronically or at an alternate location.

9. Count and record the number of blank ballots you received in this package. You have been provided with a few extras to accommodate members who make an error.
10. No ballots are to be distributed to any voter before they enter the polling station, a line is drawn through their name on the staff list, and the voter has initialled beside their name on a voting day.

B - On voting days:

1. Ensure the security of the ballot box and ballots at/between all voting times including overnight.
2. Campaigning, of any kind, including literature, is not allowed at the ballot box. Election Officers should not express any bias, opinion, or respond to any questions regarding who to vote for after a member has received a ballot and is in the process of voting. Conversations regarding candidates must not take place at the ballot box. OSSTF meetings for this purpose, held prior to voting days, are strongly encouraged.
3. Accommodate any TTBU member acting as a scrutineer who shows up on behalf of a Candidate or multiple Candidates. Scrutineers can have no other role than to observe voting and counting, and there can be no more than one scrutineer per Candidate at any given time. Scrutineers can act on behalf of more than one Candidate.
4. There is one ballot. Provide pens for marking the ballot. A ballot must be distributed directly and individually to a member at the ballot box only.
5. Only Toronto Teachers' Bargaining Unit (TTBU) members (i.e., full-time or part-time contract, Adult Day School or continuing education credit-granting teachers) are eligible to vote. Occasional Teachers (OTBU) or Long Term Occasional (LTO) teachers and members of Professional Student Services Personnel (PSSP) are not eligible to vote. TTBU members on leave may attend their home school to vote, may cast their ballot at the TTBU Offices at 1482 Bathurst Street, or vote according to the Procedures for Voting at an Alternate Site.
6. When a voter enters the polling station, draw a line through their name on the list of eligible voters and have the voter initial beside his or her name prior to providing them with a ballot.
NOTE: Any member not on your voting list but wishing to vote at your school may only do so by complying with the Procedures for Voting at an Alternate Site.
7. The ballot box should be placed in front of the Election Officials. It must be visible and secure at all times. Voters should be instructed to fold the ballot in half after marking. Either the voter or an Election Official can place the folded marked ballot in the ballot box.
8. If a voter has made an error, they can request and you can provide a new ballot **upon surrender of the original**. Clearly **invalidate** the original ballot. Separate and retain the **invalidated** ballot.
9. A member who is physically unable to cast a ballot may email the name of their proxy to their Branch Election Officers to have someone else at their site complete their ballot or submit to the Chief Electoral Officer an email to request to vote electronically.

When the proxy is voting, they should sign in place of the member. In the latter case, this

member will be sent an electronic ballot on which they can place their vote, to return to the Chief Electoral Officer. The Chief Electoral Officer will forward notice to the Electoral Officer at the member's workplace that the member has voted. Voting by this method will not be by secret ballot. The electronic vote will be kept confidential to the Chief Electoral Officer. A record will be kept of all such electronic votes, and the number of such electronic votes shall be reported in the Chief Electoral Officer's report to Council.

10. Polls must close no later than 4:00 PM on the Final Vote Day (Thursday, May 26, 2022).

C - Counting the ballots:

1. It is extremely important that all of your Election Officers are present and involved in the following steps. Scrutineers, if any, may only observe.
2. After the final poll has closed, unseal the ballot box and tally the votes for each Candidate. Each Election Officer must agree on the vote count for each Candidate before entering the vote count on the Election Reporting Sheet (to be delivered to Branches after Candidates are known). Include any Centrally Assigned members or members registered at another site who voted at your site in your count.
3. A section of a ballot is **spoiled** if the voter exceeds the number of votes allotted to any section, or if the Election Officers are unable to ascertain the intended votes cast. Do not count any sections of a ballot that are spoiled. Set any ballot with a **spoiled** section aside. Do not count sections of a ballot that are not spoiled.
4. A voter can legitimately decide not to vote for any position, or vote for fewer Candidates than entitled.
5. After the workplace results have been entered onto the Election Reporting Sheet ensure that each and every Election Officer signs in the indicated space. **Ensure that every section of the Election Reporting Sheet has been completed.** When the Reporting Sheet has been completed, scan and email a .pdf copy of the Reporting Sheet to mleblanc@osstftoronto.ca cc'ing ttbuexelections@osstftoronto.ca with the subject line, "[Branch name] Election Reporting Sheet."

All Election Reporting Sheets should be emailed as soon as they are completed, but are due no later than 4:00 PM on Friday, May 27, 2022, before the Official Vote Count begins. The Chief Electoral Officer or designate will contact branches throughout the day on Friday, May 27, 2022, until 4:00 PM to request submission of vote counts not yet received.

6. It may become necessary that we receive all of the following items at the TTBU office in order to resolve a tie or resolve a possible Candidate challenge. Therefore gather together all ballots into piles as follows:

- Used ballots
- Unused ballots
- Spoiled ballots
- Invalidated ballots

Clearly mark each of the above and place an elastic band around the entire bundle. Affix to this bundle (a) the completed Election Reporting Sheet and (b) the initialled staff list on the top. Also include ballots and list, if any, from Centrally Assigned members or members registered at another site who voted in your workplace. Place all of the above in a large envelope clearly marked with your workplace location, seal the envelope, sign across the seal and label the envelope as follows:

OSSTF TTBU
Attention: Chief Electoral Officer

Do not put the envelope into Board mail but retain it in a safe place!

If the envelope is not requested within two weeks, it **must** be shredded.

7. If you have any problems or questions, email or telephone Chief Electoral Officer, Denis Da Ros: ttbuexelections@osstftoronto.ca or 416-389-8904.
8. Thank you in advance for your continuing diligence on behalf of OSSTF members.



TTBU Executive Elections 2022: Procedures for Voting at an Alternate Site

For many reasons, teachers are not at the workplace at which they are registered to vote. If a member wishes to vote at a site other than where they are registered, they can do so, by following this procedure:

- 1) It is incumbent upon the member who wishes to vote at an alternate site to obtain the contact information for an Election Officer at both Branches, and to contact both Election Officers. A list of the Election Officers for all Branches is available on the TTBU website here: <https://osstftoronto.ca/committees/elections-commission-committee/>
- 2) The Election Officer, for the location where the member is registered to vote, must note on their staff list used for voting purposes, that the member will not be voting at that site, and must note the site at which the member will be voting instead.
- 3) The Election Officer, for the location where the member will be voting, must note on their staff list used for voting purposes, the name of this visiting member voting at their site, and the site at which that member is/was originally registered to vote.
- 4) To ensure that the member in question is voting in only one location, the two (2) Election Officers must communicate with each other via email, cc'ing the Chief Electoral Officer, Denis Da Ros, at ttbuexelections@osstftoronto.ca with the subject line "Alternate Site Voting for [member name]".
- 5) Identification must be provided by the voting member to the Election Officer at the alternate site, before casting a ballot there, to verify the identity of that TTBU member.
- 6) These arrangements must be made as far in advance of the vote dates as possible, to allow time for the relocation information to be exchanged, and to convey to the voter, information related to poll location and times at the alternate site.
- 7) If you have any problems or questions, email or telephone Chief Electoral Officer, Denis Da Ros: ttbuexelections@osstftoronto.ca or 416-389-8904.

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 04/26/2022	Change
REVENUE			
District Funding			
District Rebates - Funding Master	855,574.64	512,621.56	342,953.08
P.D. & Training	57,846.46	0.00	57,846.46
District WSIB Funding	5,239.00	0.00	5,239.00
Other District Funding	54,903.76	0.00	54,903.76
Total District Funding	973,563.86	512,621.56	460,942.30
Member Levy			
TTBU Levy - Executive Time Release	460,000.00	353,972.94	106,027.06
Total Member Levy	460,000.00	353,972.94	106,027.06
Other Revenue			
Investment Revenue	14,000.00	8,076.08	5,923.92
OTIP Rebate	25,000.00	0.00	25,000.00
Miscellaneous Revenue	0.00	5,000.00	-5,000.00
Total Other Revenue	39,000.00	13,076.08	25,923.92
TOTAL REVENUE	1,472,563.86	879,670.58	592,893.28
EXPENSE			
Executive			
Executive Time Release	693,870.00	231,290.00	462,580.00
Health and Safety Time Release	500.00	0.00	500.00
ExecExpenses/Member Meetings	16,500.00	3,034.56	13,465.44
Executive Action	12,000.00	0.00	12,000.00
Executive Mileage and Taxi	14,500.00	3,466.01	11,033.99
Total Executive	737,370.00	237,790.57	499,579.43
Meetings			
TTBU Executive	12,000.00	7,940.99	4,059.01
TTBU Council Meetings/Travel	29,000.00	6,050.52	22,949.48
TTBU Annual General Meeting	35,080.00	65.49	35,014.51
Branch Meetings (Rebates)	23,000.00	20,816.32	2,183.68
Total Meetings	99,080.00	34,873.32	64,206.68
Activities/Programmes			
Grants and Donations	3,500.00	300.00	3,200.00
Community Forums/ Member Outreach	500.00	0.00	500.00
Elections Commission and Expenses	500.00	122.93	377.07
Branch Presidents Workshops	63,000.00	18,565.01	44,434.99
Executive Workshop	2,000.00	24.15	1,975.85
New Teacher Events and Workshops	6,000.00	1,992.04	4,007.96
Professional Development	8,400.00	135.60	8,264.40
Retirees Reception	7,000.00	0.00	7,000.00
Tributes	1,500.00	296.60	1,203.40
Time Release -Activities/Programmes	1,000.00	18,973.10	-17,973.10
Special Projects/Member Engagement	500.00	0.00	500.00
Total Activities/Programmes	93,900.00	40,409.43	53,490.57
Member Protection			
Grievances	31,000.00	6,718.30	24,281.70
Legal Retainer	17,000.00	16,950.00	50.00
Negotiations	5,000.00	2,566.62	2,433.38
Secondary Consultation(Common Conc)	1,000.00	0.00	1,000.00
Staffing(Data/Blue Bk/Training Wkp)	14,000.00	8,328.58	5,671.42
Total Member Protection	68,000.00	34,563.50	33,436.50
Committees			
Constitution Committee	3,900.00	1,167.44	2,732.56
TTBU Budget Committee	1,700.00	773.17	926.83
Collective Bargaining Committee	1,500.00	590.93	909.07
Retirement Workshops	3,000.00	534.98	2,465.02
Professional Development Committee	1,300.00	290.12	1,009.88
Communications Committee	0.00	90.40	-90.40

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 04/26/2022	Change
Ad Hoc Committees	3,000.00	0.00	3,000.00
Total Committees	14,400.00	3,447.04	10,952.96
Extraordinary Expenses			
Arbitration TDSB	0.00	0.00	0.00
Total Extraordinary Expenses	0.00	0.00	0.00
Office Expenses			
Staff Salaries	192,695.98	121,985.11	70,710.87
EI Expense	4,000.00	2,504.70	1,495.30
CPP Expense	8,000.00	5,597.68	2,402.32
WSIB Expense	6,400.00	2,995.64	3,404.36
Pension Expense	16,000.00	11,470.01	4,529.99
Benefit Plan	24,000.00	18,266.64	5,733.36
Total Staff Benefits	58,400.00	40,834.67	17,565.33
Temporary Help	960.00	0.00	960.00
Bank Charges and Audit	500.00	90.40	409.60
Building Operations	103,600.00	77,451.50	26,148.50
Capital Equipment	5,000.00	6,188.25	-1,188.25
Supplies	18,500.00	12,175.34	6,324.66
Photocopying	4,500.00	412.62	4,087.38
Photocopier Leases	21,500.00	14,395.61	7,104.39
Paper Purchases	2,400.00	586.97	1,813.03
Printing	500.00	1,357.81	-857.81
Telephone	24,000.00	11,782.67	12,217.33
Postage	5,000.00	4,174.67	825.33
Taxi and Courier	500.00	0.00	500.00
Parking/Management	5,000.00	3,665.60	1,334.40
Insurance	2,500.00	1,793.66	706.34
Total General Office Expenses	89,400.00	56,533.20	32,866.80
Computer/Network Support/Licenses	16,000.00	11,283.87	4,716.13
Website/Fibre	12,400.00	7,028.24	5,371.76
Contingency	21.22	0.00	21.22
Total Office Expenses	473,977.20	315,206.99	158,770.21
TOTAL EXPENSE	1,486,727.20	666,290.85	820,436.35
NET INCOME	-14,163.34	213,379.73	-227,543.07

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OSSTF District 12
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 04/26/2022	Change
REVENUE			
Provincial Office Funding			
2000 - Basic District Rebates	1,583,653.00	1,075,931.00	507,722.00
2010 - Prof. Develop. and Training	81,127.00	0.00	81,127.00
2015 - Union Training	1.00	0.00	1.00
2045-Events to Engage	6,000.00	0.00	6,000.00
2050 - PAC Special Distr. Programs	2,500.00	0.00	2,500.00
2052 - District Coalitions	15,000.00	21,875.00	-6,875.00
2055 - Dist Excellence in Education	1.00	0.00	1.00
2080 - District WSIB Funding	1,310.00	0.00	1,310.00
2090 - Member Accessibility Funding	1.00	0.00	1.00
AMPA Funding	62,000.00	0.00	62,000.00
Election Readiness / Mobilisation	1.00	0.00	1.00
Other Provincial Office Funding	1.00	0.00	1.00
Total Provincial Office Funding	1,751,595.00	1,097,806.00	653,789.00
Member Levy			
District Political Action Levy	81,000.00	52,322.00	28,678.00
D12 Anti-Black Racism Levy	76,000.00	43,947.85	32,052.15
Total Member Levy	157,000.00	96,269.85	60,730.15
Other Revenue			
Interest Revenue	1,500.00	0.00	1,500.00
Active Retired Members	1.00	12,150.00	-12,149.00
Camille Natale Award Income	1.00	0.00	1.00
Miscellaneous Revenue	77,000.00	509.52	76,490.48
Total Other Revenue	78,502.00	12,659.52	65,842.48
TOTAL REVENUE	1,987,097.00	1,206,735.37	780,361.63
EXPENSE			
Bargaining Unit Funding			
OTBU Funding - Funding Master	180,006.92	126,004.83	54,002.09
OTBU Funding - Other	12,170.49	0.00	12,170.49
PSSP Funding - Funding Master (net)	164,322.48	115,025.75	49,296.73
PSSP Funding - Other	11,110.05	0.00	11,110.05
TTBU Funding - Funding Master	855,574.64	598,129.02	257,445.62
TTBU Funding - Other	57,846.46	0.00	57,846.46
Active Retired Members	0.00	12,150.00	-12,150.00
Allocation To BUs From Surplus	77,000.00	77,010.00	-10.00
Total Bargaining Unit Funding	1,358,031.04	928,319.60	429,711.44
Executive			
Executive Time Release	161,600.00	53,866.66	107,733.34
Executive Liaison Expenses	2,000.00	40.93	1,959.07
Total Executive	163,600.00	53,907.59	109,692.41
Meetings			
District Executive	2,000.00	477.17	1,522.83
District General & Annual Meetings	16,500.00	532.41	15,967.59
Inter-District Meetings/Training	0.00	0.00	0.00
AMPA	124,000.00	5,122.76	118,877.24
Total Meetings	142,500.00	6,132.34	136,367.66
Activities/Programmes			
Political Action	40,000.00	4,655.37	35,344.63
D12 Anti-Black Racism	76,000.00	50.00	75,950.00
Labour Council	26,500.00	25,000.00	1,500.00
Election Readiness/Mobilisation	1.00	641.37	-640.37
Affiliations/Coalitions	10,000.00	10,000.00	0.00
Grants and Donations	6,000.00	601.00	5,399.00
Community Forums/Member Outreach	6,000.00	0.00	6,000.00
AMPA Campaigns	1.00	60.85	-59.85
Camille Natale Award	1.00	0.00	1.00
Ex in Ed - Jim McQueen Award	8,500.00	1,705.09	6,794.91
Awards Event	4,000.00	0.00	4,000.00

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 04/26/2022	Change
Pregnancy ,Parental, Adoption Leave	1,000.00	136.46	863.54
Total Activities/Programmes	178,003.00	42,850.14	135,152.86
Committees			
Constitution Committee	1,500.00	185.58	1,314.42
Communications PAC Committee	3,700.00	3,002.60	697.40
Finance Committee	1,600.00	829.42	770.58
PRIDE Committee	3,500.00	0.00	3,500.00
Occupational Health and Safety Cttee	1,600.00	0.00	1,600.00
Human Rights Committee	4,500.00	362.74	4,137.26
Status of Women Committee	3,000.00	1,323.46	1,676.54
Black,Indigenous ,Workers of Colour	2,500.00	1,658.02	841.98
Eco Committee	1,100.00	113.00	987.00
Total Committees	23,000.00	7,474.82	15,525.18
Office Expenses			
Staff Salaries	48,174.00	30,484.29	17,689.71
EI Expense	1,000.00	626.15	373.85
CPP Expense	2,000.00	1,590.04	409.96
WSIB Expense	1,600.00	746.22	853.78
Pension Expense	4,000.00	2,676.91	1,323.09
Benefit Plan	6,000.00	4,566.64	1,433.36
Total Staff Benefits	14,600.00	10,205.96	4,394.04
Temporary Help	240.00	0.00	240.00
Bank Charges and Audit	500.00	0.00	500.00
Building Operations	25,900.00	15,483.05	10,416.95
Capital Equipment	1,250.00	1,547.04	-297.04
Supplies	4,625.00	3,363.17	1,261.83
Photocopying	1,125.00	103.15	1,021.85
Photocopier Leases	5,375.00	3,598.61	1,776.39
Paper Purchases	600.00	146.74	453.26
Printing	125.00	339.45	-214.45
Telephone	6,000.00	3,122.81	2,877.19
Postage	1,250.00	1,043.68	206.32
Taxi and Courier	125.00	0.00	125.00
Parking/Management	1,250.00	921.50	328.50
Insurance	625.00	448.42	176.58
Total General Office Expenses	22,350.00	14,634.57	7,715.43
Computer/Network Support/Licenses	4,800.00	2,753.39	2,046.61
Website/Fibre	2,300.00	1,757.10	542.90
Contingency	14.96	3,756.73	-3,741.77
Total Office Expenses	118,878.96	79,075.09	39,803.87
TOTAL EXPENSE	1,984,013.00	1,117,759.58	866,253.42
NET INCOME	3,084.00	88,975.79	-85,891.79

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OSSTF TORONTO

OSSTF PENSION RETIREMENT PLANNING WORKSHOPS TEACHERS' PENSION PLAN MEMBERS 2022

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

WORKSHOP #2 - Virtual

DATE: Tuesday, May 24, 2022
TIME: 4:30 p.m. – 5:45 p.m.
PLACE: <https://attendee.gotowebinar.com/register/3111237894079000076>

**** You should also register for an OTIP/Educator's Financial "Benefits & Financial Planning Retirement Webinars" at www.otip.com/events ****

☐ **April 27, 2022 at 4:30 p.m.**

Health, Dental and Travel Plans; Financial Planning

☐ **May 12, 2022 at 6:00 p.m.**

Health, Dental and Travel Plans; Financial Planning

☐ **June 13, 2022 at 5:00 p.m.**

Health, Dental and Travel Plans; Financial Planning

April, 2022

Provincial Executive Liaison Report

To: D12 TTBU Council

From: Karen Littlewood, President
Hayssam Hulays, Executive Officer

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1. Equity Update

OSSTF/FEESO continues to be engaged in several activities as per the Action Plan to Support Equity, Anti-Racism, and Anti-Oppression. An updated version of the Action Plan was included in Volume 3 for AMPA 2022 and can be found on the OSSTF/FEESO provincial website under AMPA 2022 or by copying the following into your browser: <https://custom.cvent.com/046C34CD6A4846549FAB20862FFFB6B7/files/9f2cf3a9ce8f43da b327158b590c51b5.pdf>

In addition, motions were passed at AMPA 2022 to add permanent budget lines for the Equity Mentorship Program and the Women's Advocate Program.

Constitutional amendment motions were also passed to ensure that every Bargaining Unit Executive consists of the following positions (at minimum): The President, Treasurer or Secretary/Treasurer, Equity and Anti-Racism, Anti-Oppression Officer and Chief Negotiator. This motion was accompanied by a motion to organize a triennial conference commencing in the fall of 2023 for Bargaining Unit Equity, Anti-Racism, Anti-Oppression Officers for training and sharing of best practices.

Finally, a motion was passed to create a new Provincial Standing Committee on Addressing Anti-Black Racism/Racism.

2. Equal Pay Day

April 12, 2022 was Equal Pay Day for women in Ontario. This day represents the length of time into the year the average woman must work to catch up to what the average man earned in 2021. In other words, on average, the average woman must work three and half months more to make what an average man makes in 12 months.

In 2022, the EPC has five key demands for the provincial government:

1. Raise the minimum wage to a living wage.
2. Mandate permanent paid sick days for workers.
3. Implement the Pay Transparency Act.
4. Establish affordable, accessible public childcare with decent wages and work conditions for childcare workers.
5. Rebuild the economy by funding public services and equipping health, community and social services, and education workers with decent wages and working conditions.

On Equal Pay Day, the EPC organized an All-Party Leaders' Debate on Women's Economic Justice, from 7-9 p.m. The was filmed before an audience in-studio in Toronto and live streamed across the province, free to viewers. NDP Leader Andrea Horwath, Green Party Leader Mike Schreiner, and Liberal Leader Steven Del Duca participated in the debate.

3. Empowering Gender Justice Educators: A Teacher Workshop Project

Dr. Catherine Vanner, Assistant Professor in the Faculty of Education and Dr. Salsabel Almansori, instructor at the Faculty of Education and Women's and Gender Studies both at the University of Windsor are working on the development of a research-based workshop entitled "Empowering Gender Justice Educators" for pre-service and in-service teachers (occasional and permanent).

The project includes:

- A workshop
 - For teachers to begin or improve their teaching about gender-based violence (GBV), which will subsequently be available for professional development sessions at other venues including for schools, school boards, Faculties of Education at other universities, or the Ministry of Education.
- Lesson plans and pedagogical resources
 - Which will all be made available on the project website at www.GBVteaching.com.
- Articles
 - Workshop outcomes and materials will be promoted in three articles submitted to professional-facing magazines: Canadian Teacher Magazine, ETFO Voice, EdCan Network, and could be included in OSSTF/FEESO's Forum or Update.
- Presentation at Academic Conferences: Canadian Society for Studies in Education (CSSE) and American Education Research Association (AERA) conferences and submit a manuscript for publication in a peer-reviewed academic journal.

The goal of the "Empowering Gender Justice Educators" workshop is to use research to support teachers to educate about GBV in their classrooms. The objectives are to:

1. build teacher confidence in GBV education.
2. model student-centered pedagogies, which are most effective for transformative GBV learning.
3. introduce innovative approaches to teaching for social change.

4. create ready-to-use lesson plans and resources for teachers outside of the workshop.
5. contribute to teacher network-building.

The workshop will focus on enhancing pedagogical skills for teaching on a wide range of GBV issues (e.g., domestic violence, homophobia/transphobia, sexual assault, femicide, Missing and Murdered Indigenous Women and Girls) while working within the Ontario curriculum. Part of the workshop will cover lesson plans and learning materials that the organizers have developed for use within a range of Grade 7-12 courses, including Health and Physical Education, English, Art, and Social Studies courses.

The organizers have expressed that they would very much welcome OSSTF/FEESO input on the design and delivery of the workshop if there is a desire for more OSSTF/FEESO involvement.

The initial two-day workshop will take place in May 2023 and involve 50 Ontario Grade 7-12 teachers who self-identify as wanting to begin or improve their teaching about GBV issues. The request for OSSTF/FEESO's support includes:

- encouraging the participation of teachers in the workshop by sharing recruitment and promotional materials that the organizers have prepared within OSSTF/FEESO's network
- providing financial support to the initiative by funding time release for the teacher participants as necessary - approximately \$8,000.00 to cover time release of 25 teachers for two days

OSSTF/FEESO will support the project by encouraging participation of teachers in the GBV workshop by sharing recruitment and promotional materials via OSSTF/FEESO Communication channels. Provincial Office staff has been assigned to liaise with the project organizers in the development of the workshop and materials.

4. Urgent Appeal – Support for our Colleagues in Ukraine

The Canadian Teachers' Federation (CTF/FCE) has asked all affiliates to act on an urgent appeal to support our education colleagues in Ukraine. The appeal for action is based on conversations held between Education International (EI) and two Ukrainian unions; the Trade Union of Education and Science Workers of Ukraine (TUESWU), and the Free Trade Union of Education and Science (VPONU) in Ukraine.

Education International and the European Region of Education International (ETUCE) issued a [statement](#) on February 24, updated on February 28, denouncing the aggression by Russia against Ukraine, and expressing an unwavering commitment to their Ukrainian affiliates.

The CTF/FCE issued a [statement](#) on March 1 and sent a letter to Prime Minister Justin Trudeau urging the federal government to call for an immediate ceasefire and to seek a non-violent, diplomatic solution to this conflict that respects international law.

The CTF/FCE Executive approved the following contributions of support to Ukraine and education unions:

- \$5,000 – Canadian Red Cross for Ukraine
- \$10,000 – Education International's Urgent Action Appeal solidarity fund for TUESWU and VPONU

In addition, the CTF/FCE Board of Trustees approved a contribution of \$5,000 from the

International Aid Fund to the Canadian Red Cross for Ukraine.

Member organizations are invited to contribute to the EI TUESWU and VPONU Solidarity Fund through the CTF/FCE.

Given the actions and contributions by CTF/FCE, OSSTF/FEESO has contributed \$10,000 to the EI TUESWU and VPONU Solidarity Fund through the CTF/FCE.

5. Summary of Financial Accountability Office of Ontario Third Quarter Report

On March 2, 2021, the Financial Accountability Office of Ontario (FAO) released its Expenditure Monitor for the third quarter of 2021-22. The FAO report provides information on unaudited spending by the province through the first three quarters, ending December 31, 2021. Included in their report are: (a) changes to the government's spending plan, (b) spending through the third quarter, and (c) a comparison of 2021-22 spending to 2020-21 spending through the third quarter.

The complete report, briefing deck, and press release are available at <https://www.fao-on.org/en/Blog/Publications/2021-22-expenditure-monitor-q3>.

A. Changes to the 2021-22 Spending Plan

In the 2021-22 spring budget, the government announced a \$178.3 billion spending plan. Over the first three quarters of the fiscal year, the province added \$4.1 billion to the 2021-22 spending plan. The largest spending plan increase went to the 'other programs' sector.

The following are the key changes to planned spending since the spring budget:

- Education – increase of \$88 million (+\$82 million from Q2)
- Postsecondary Education – increase of \$12 million (+\$12 million from Q2)
- Health – increase of \$138 million (+\$119 million from Q2)
- Justice – increase of \$100 million (+\$100 million from Q2)
- Children's and Social Services – increase of \$11 million (+\$9 million from Q2)
- Other Programs – net increase of \$2.7 billion (+\$2 billion from Q2)

In the 2021 Economic Outlook and Fiscal Review, released on November 4, 2021, the government reported a net spending plan increase of \$3.0 billion. These changes reflect an even larger increase in spending than was announced at that time.

Notable spending plan increases to Education in the third quarter include:

- Increase of \$78 million in Priorities and Partnerships Funding to school boards
- Increase of \$4.7 million in Investing in Canada Infrastructure Program spending
- Increase of \$184,000 in Priorities and Partnerships Funding to third parties
- Increase of \$2.1 million to Other Programs

Notable spending plan increases to Postsecondary in the third quarter include:

- Increase of \$4.3 million to Grants for College Operating Costs
- Increase of \$4.0 million to Grants for University Operating Costs
- Increase of \$400,000 million to Grants for Indigenous Institute Operating Costs
- Increase of \$3.5 million to Other Programs

Of note, the largest share of new investments in the third quarter were allocated to transit infrastructure investments (\$1.4 billion), transit operation (\$521 million), Ontario Business Costs Rebate Program (\$300 million), and long-term care homes (\$123 million).

The Province's unallocated funds (Time-Limited COVID-19 Fund and the Contingency Fund) increased by a net \$1.8 billion to close Q3 with an available balance of \$3.1 billion.

B. Third Quarter Spending

Of the \$178.3 billion budgeted, the province has spent \$119.9 billion (67.2%), which is \$5.5 billion (4.4%) less than planned. All sectors spent less than planned, except the justice sector, which spent \$305 million more than planned.

In Education, spending was \$212 million (-1.1%) below planned and in Postsecondary, spending was \$391 million (-7.3%) below planned.

Highlights of lower-than-expected spending include:

- In Education, the province spent \$733 million (43%) of the \$1.7 billion on School Board Capital Grants
- In Children's and Social Services, the government spent \$334 million (56%) of the \$600 million on the Autism program and \$1.6 billion (62%) of the \$2.7 billion for the Ontario Works Financial Assistance program
- In Other Programs, the government spent only \$28 million (4%) of the \$630 million budgeted for municipal transit projects.

The FAO expects the pace of spending to increase in Q4 due to the impact of the Omicron variant on the health care sector and the introduction of new spending programs in the fourth quarter.

C. 2021-22 Spending as Compared to 2020-21 Spending

The province spent \$116.7 billion in the first three quarters of 2021-22. This is \$3.2 (2.8%) more than what was spent during the same period in 2020-21.

Analysis

The government continues to underspend across nearly all programs. This underspending allows the government opportunities to re-announce funding for underspent programs, such as capital projects, or to repurpose unspent funds on other programs.

All increased planned spending in Education is outside of base funding for special programs or capital projects. In Education, new spending went primarily to Priorities and Partnerships Funding and the Investing in Canada Infrastructure Program, a federal program.

In Postsecondary Education, planned spending increases went primarily to Operating Costs for institutions.

Over the first two quarters, new spending was primarily directed toward COVID-19 supports and related programs and infrastructure. In the third quarter, much more spending was announced for new programs as the government prepares for the June election.

6. K-12 Cyber Protection Strategy (CPS) Report

With the increase in the use of technology through the use of online learning, teaching, and assessment and the large amounts of student, staff personal data, and financial data generated, the education sector is increasingly being targeted for cyberattacks. To protect IT systems and data, mitigate against risks of cyber attacks, protect personal information and sensitive data from unauthorized access, the Ministry of Education has developed a K-12 Cyber Protection Strategy (CPS). This strategy will be piloted in three school boards: Limestone District School Board, Peel District School Board, and Wellington Catholic District School Boards. The K-12 CPS operations model is predicated on a cyber hub model similar

to the healthcare sector's cyber security operating model.

Assigned Educational Services Staff will continue to monitor updates on the CPS.

7. Ontario College of Teachers' March 2, 2022 Special Council Meeting

The first meeting of the new Ontario College of Teachers' Council had a one item agenda to approve changes/additions to Additional Qualifications. While all of these revisions and additions had been reviewed, considered and passed by previous councils, they had yet to be presented to the legislature. It seemed logical for the new Council to see and vote on them prior to sending them forward given a bill is soon to be passed.

BIRT:

1. **(Name Change)** the name of the Classroom Management, Additional Qualification course be changed to The Learning Environment in Schedule C of the Teachers' Qualifications Regulation;
2. **(Name Change)** the name of the Inclusive Classroom, Additional Qualification course be changed to Equitable and Inclusive Schools in Schedule C of the Teachers' Qualifications Regulation [Additional consequential amendments have been made to the Teachers' Qualifications Regulation, including Schedule D, in order to ensure consistency and reflect the recommendation noted above];
3. **(Name Change)** the French name of the Health and Physical Education, Grades 7 and 8/Santé et éducation physique – 7e et 8e année Additional Qualification Course be changed to Éducation Physique et Santé– 7e et 8e année in Schedule C of the Teachers' Qualifications Regulation to align with the title of the French curriculum guideline [Additional consequential amendments have been made to the Teachers' Qualifications Regulation, including Schedules A, D, and E in order to ensure consistency and reflect the recommendation noted above];
4. **(Name Change)** the French name of the Pre-School Education for Children who are Deaf or Hard of Hearing/Education préscolaire des enfants élèves sourds ou malentendants Additional Qualification Course be changed to Éducation de la petite enfance préscolaire: Qualification additionnelle en pour les élèves ayant une surdité ou une surdité partielle in Schedule C of the Teachers' Qualifications Regulation [Edit to original recommendation above is based on the current name used in the sector, which has been developed in the intervening years since the initial Council recommendation was made. "Malentendants" has also been replaced throughout the regulation with variations of "surdité partielle" in order to reflect the name currently used in the sector and ensure consistency and reflect the recommendation noted above];
5. **(New Course)** a Supervisory Officer's Development Course Additional Qualification be added to the Teachers' Qualifications Regulation [Additional consequential amendments were included to reflect the addition above, including a new definition for "Appropriate Supervisory Official" and "Appropriate Supervisory Director of Education"];
6. **(Name Change)** the name of the Supporting First Nations, Métis and Inuit Students: Guidance and Counselling, Additional Qualification course be changed to First

Nations, Métis and Inuit Students: Counselling and Support in Schedule D of the Teachers' Qualifications Regulation;

7. **(Name Change)** the French name of the Teaching Students who are Deaf or Hard of Hearing/ Enseigner aux élèves Sourds ou Malentendants Additional Qualification Program be changed to Qualification additionnelle en surdité Enseigner aux élèves sourds ou avec une surdité partielle in the Teachers' Qualifications Regulation. [Edit to original recommendation above is based on the current name used in the sector, which has been developed in the intervening years since the initial Council recommendation was made. Consequential amendments have also been made in the Teachers' Qualifications Regulation to reflect the recommendation noted above and to ensure consistency. "Malentendants" has also been replaced in the Teachers' Qualifications Regulation and Accreditation of Teacher Education Programs regulation with variations of "surdité partielle" in order to reflect the name currently used in the sector and ensure consistency and reflect the recommendation noted above];
8. **(Deletion)** the following Additional Qualifications be revoked in O. Reg. 176/10, Teachers' Qualifications Regulation: • Teaching Students Who Are Deaf or Hard of Hearing - American Sign Language (ASL) • Teaching Students Who Are Deaf or Hard of Hearing - Langue des signes québécoise (LSQ) • Teaching Students Who Are Deaf or Hard of Hearing - Aural and Oral Communication
9. **(New Program)** an Additional Qualification entitled, Teaching Students who are Deaf or Hard of Hearing Program be enacted within O. Reg. 176/10, Teachers' Qualifications Regulation [Additional consequential amendments have been made to the Teachers' Qualifications Regulation and the Accreditation of Teacher Education Programs Regulation in order to ensure consistency and reflect the recommendation noted above]; and
10. **(New Course)** a new Anti-Audism Additional Qualification course be enacted in Schedule C of the Teachers' Qualifications Regulation.

The motion was carried; all of the above will be presented to the legislature to be enacted.

Assigned Protective Services and Educational Services Staff will continue to attend and report on the activities of the OCT Council.

8. **OHRC Right to Ready Inquiry Report – March 2022**

Following the official release of the Ontario Human Rights Commission *Right to Read Inquiry Report* February 28, 2022, OTF Affiliates met again to confirm understandings. While it is understood that OSSTF/FEESO will not be publicizing a response to the report, it is possible that those more directly involved with primary curriculum may choose to do so. At the moment, the full report is not available, in its entirety, anywhere online. The introduction is available here: <https://www.ohrc.on.ca/en/right-to-read-inquiry-report/introduction> and then the reader can choose to read section by section.

The key findings and recommendations from the Right to Read Inquiry have been presented by OHRC under five main areas:

1. Scientific approach to teaching reading
2. Universal early screening
3. Appropriate Interventions

4. Effective accommodations
5. Professional assessments

Through in-depth review of the report, all affiliates were in agreement with the points below:

Key Messages

- We recognize that every student has the right to read.
- We recognize that minorities protected under the OHRC are disproportionately represented in difficulties accessing this right.
- We will continue to advocate for the use of a variety of approaches that have been successful for students. Educators need training in an array of approaches to the teaching of reading so they can effectively meet the diverse individual needs of students. A myopic one size fits all approach will not be effective.
- We emphasize the critical importance of educator professional judgment in the teaching and assessment of reading.
- We stress that it is crucial to provide educators with both pre- and in-service training that is rich in a variety of methodological/pedagogical approaches. To this end:
 - We agree that teacher candidates at faculties of education need to receive instruction in their pre-service programs on the full array of techniques for teaching reading.
 - We agree that improved funding and supports are needed so that educators can access job-embedded professional learning on the teaching of reading.
- We agree that there is an urgent need for better funding from the Ministry of Education to support students with reading disabilities, such as dyslexia – special education is woefully underfunded and under supported, and reading disabilities are part of this. Improved funding is specifically needed for screening, appropriate intervention and accommodation.
- We agree that the current wait time for students to be assessed and to access appropriate intervention is not acceptable and we will continue to advocate for this to be urgently addressed. A review of the processes currently in place and improved funding from the Ministry to support a more responsive system are required to address the current shortfall.
- We continue to advocate for the inclusion of Culturally Relevant and Responsive Pedagogy (CRRP). Schools need funding to increase access to books and learning materials in which students from diverse backgrounds can see themselves reflected.

We caution against:

- Mandating a single approach and forbidding the use of a wide range of proven pedagogical approaches.
- Aligning too closely to a single approach to the teaching of reading – every student is different and educators need to use the full array of reading techniques to meet diverse student needs. The report favours “science of reading” and claims that other approaches such as whole language and balanced literacy, never work.
- Ignoring the importance of class sizes and teacher-student ratio. Real improvements to the capacity of the system to address the needs of students with reading disabilities will require attention to support services and staffing requirements.
- Undermining policy and program memoranda that have been negotiated through legal collective bargaining processes.
- Disregarding educator professional judgment by imposing a revised curriculum in the absence of educator input, as well as standardizing assessments, data collection and reporting.

- Ignoring the importance of teaching a love of reading. Methods that “drill and kill” and that message to students that they are failures or are not reaching the expected level can destroy forever any love students feel about the magic of reading.
- Ignoring the important role of community partnerships and supports in the teaching of reading and cultivating a lifelong love of reading.
- Rushing to implement large-scale curriculum changes without appropriate attention to systemic processes as outlined in the [Auditor General's Report on Curriculum Reform](#).

9. JUMP Math

JUMP Math is a charitable organization whose mission is to close the gap in terms of student math skills and to help all students succeed. The members who were approved to participate in the JUMP Math pilot are:

- Ada Tsui, District 16 – York Region
- Sammy Benyamin, District 12 – Toronto
- Dr. Shushmita Gupta, District 21 – Hamilton-Wentworth
- Nicole Rulff, District 17 – Simcoe
- Shane Restall, District 8 – Avon Maitland

On Friday, February 25, 2022, the five new participants received in-service training from the creator of JUMP Math, John Mighton. The participants received an introduction to the methodology, its foundation in research, as well as student workbooks and access to the teacher guide. The participants will be using the resources and methodology with their Grade 9 de-streamed math classes. During the training the participants shared their reflections on their experiences teaching de-streamed math so far this year, expressing that there is a wide range of abilities in the classes, that some students are performing at a Grade 4 or 5 level while others may be exceeding the Grade 9 level of understanding. The teachers expressed interest in using the JUMP Math methodology to support their instruction in their de-streamed classes.

The Ministry has given JUMP Math a grant to develop financial literacy resources which OSSTF/FEESO has been asked to share with our members via our communication channels. JUMP Math currently has a partnership with the University of Calgary and their researchers have been using JUMP for seven years. JUMP is also working on a partnership with the Toronto District School Board.

Assigned Educational Services Staff will continue to report back on the pilot.

10. Grade 9 Issues in Canadian Geography

The Ministry of Education has reached out to education partners to gather information to inform possible future revisions to Grade 9 Issues in Canadian Geography. Input provided may inform future revisions for a de-streamed course.

The Grade 9 Issues in Canadian Geography course will be offered using the current Academic course and course code (CGC1D) in the 2022-23 school year. The Applied course (CGC1P – Issues in Canadian Geography, Grade 9, Applied) will expire at the end of the 2021-22 school year.

Affiliates representatives who sit on the OTF curriculum work group, in consultation with the Subject Association, have been working on a joint submission.

11. Ministry Initiatives Committee (MIC) meeting – February 25, 2022

Assigned staff from Educational Services and Protective Services attended the special MIC meeting on February 25, 2022. The meeting was held virtually from 9:30 a.m. - 10:30 a.m. The main discussion item on the agenda was the recently announced Learning Recovery Action Plan. However, the topic of modernizing education and modernizing curriculum also appeared on the agenda. Staff from the Ministry of Education indicated that they were interested in hearing from MIC members regarding the recently released [Learning Recovery Action Plan](#).

The Ministry of Education staff provided a brief presentation of the action. Key highlights include:

- Need to reintroduce EQAO so we can get a new baseline for students. Ministry staff informed us that they will re-engage with MIC members in the fall to establish appropriate achievement targets.
- Strengthen skills in numeracy and literacy.
- Funding to address students resilience and mental health needs – additional \$10 million.
- Comprehensive tutoring support.
- Modernizing education – e.g. learning gaps; goal for the Ministry of Education is to continue to provide students with opportunities to be forward thinkers.

1. Tutoring

- \$175 million provided for tutoring support. This funding can be spent on tutoring that takes place before, during, or after the school day, as well as during the summer. This funding is in place for from April 1 – August 31, 2022. Another transfer payment is available for September-December 2022.
- The Ministry of Education staff indicated that the vision for tutoring is in-person and school based. They also indicated that parents trust the school environment, so the tutoring will be through school-based services. With this funding, school boards can engage with school communities and tap into this funding if it is cultural/language relevant for harder to reach families or with those with greater barriers. The Ministry indicated that they envision tutoring to be in small groups of five or less students, if based on student needs. Ministry of Education staff also indicated that they see many options for engaging students – during the day, before, or after, and during the summer to prioritize numeracy and literacy. School boards are also able to connect with third parties (e.g. local communities) to deliver this initiative. Ministry of Education staff also indicated that they believe delivery modals can be flexible – e.g. withdrawal from class, additional supports in class with teacher present, drop in program during lunchtime.

Affiliate staff raised the following with the Ministry of Education:

- Concern that this is contracting out our work; this is done by teachers.
- Money would be better used to lower class sizes.
- Why not inside the publicly funded system with smaller class sizes and other targeted investments?
- Learning recovery should be determined by student needs – best decided by the teacher.
- Who are they within the Collective Agreement?
- There are existing staffing shortages.
- What would be the rate of pay?
- How will we know it will not all be online and privatized?

Responses from the Ministry:

- These are valid concerns and this initiative is not meant to replace the work educators do.
- Want to reinforce that the parameters we have set out here is meant to be taken in consideration with Collective Agreement; nothing should override it.
- Tutoring can take place outside of class time – teachers are stretched, so it should be there as a support.
- The term “tutor” in this initiative is quite broad, e.g. Occasional Teachers, other educators, Education Assistants.
- Schools know their students best and the decision-making on how to provide tutoring lies with school boards.
- Decision to flow the funding to school boards, not directly to third parties; public-private partnerships are welcome.

School Board representatives (including OPSBA) raised the following:

- Currently dealing with significant staffing shortages – who will do this?
- As the first transfer payment needs to be used by end of August, this does not seem to be carefully planned.
- Who are these tutors?
- Addressing learning recovery needs to be evidence based; quick timelines are a concern.
- We need to provide solid professional development to staff to address learning loss and learning recovery.
- There appears to be flexibility around the model; we will work with our unions; is the rate of pay flexible?
- Very disappointed that EQAO is being reinstated as a baseline this year – misguided.
- Funding for tutoring – can we have more flexibility on when to spend the money?
- Timeframe is of the essence; staffing shortages for francophone boards; can we use the money beyond the 31st of December?
- Cannot happen overnight. If we cannot spend the funding during the timeframe, the funding is sent back to the Ministry of Education.
- Concern about a false baseline, with students writing in-person and students writing remotely; concern about identity and who is writing remotely; it can impact the baseline.
- The research is still pending on the degree of learning loss and how to best assess and intervene in ways that do not exacerbate anxiety and mental health issues. Tutoring may have unintended consequences in this regard. EQAO is trying to benchmark a brand new assessment and is probably not the best measure of the impact of the pandemic and remote learning during such a process. Responding in an integrated and differentiated way within the classroom will help students to reengage in very positive ways with their peers and not further compartmentalize learning. There may also be unintended impacts on those students and families who cannot participate in tutoring opportunities or choose not to, leading to further inequities.

Responses from the Ministry

- It is up to school boards to determine rate of pay; does not need to be minimum wage.
- Funding is provided for tutoring because they heard there was an immediate need.
- Flexibility – partner with a community organization to provide tutoring.

2. Modernizing Education and Modernizing Curriculum

- Ministry of Education staff reminded MIC members that written submission is due February 28 or shortly thereafter.
- Will include:
 - Revamping elementary curriculum
 - De-streaming
 - New programs/curriculum that is aligned with the labour demands
 - Reviewing pathways and course types
 - Focus on experiential learning
 - Focus on STEM – e.g. grade 9 de-stream math and science courses
 - Connect with skilled trades
 - Connect with Indigenous ways of knowing
 - Establish entrepreneurship pilots in boards
 - Grade 9 science curriculum updated
 - Grade 10 math is being reviewed
 - Grade 10 civics is being reviewed

12. Donations and Coalitions

The Provincial Executive has approved the following donations to our Coalition Partners:

- | | |
|---|----------|
| • Black Education Fund | \$2,500 |
| • CIVIX – Student Vote | \$20,000 |
| • Dignity Network Canada – ILGA Conference
2022 Scholarships | \$1,000 |
| • Equal Pay Coalition | \$5,000 |
| • Mayworks Festival | \$1,000 |
| • Radio Labour | \$500 |

13. Ontario Teachers' Federation Assessment Work Group Meeting

The Ontario Teachers' Federation (OTF) Assessment Work Group met in March and discussed two items:

1. Brief for OTF Executive re: advocacy for changes to elementary interim report cards

ETFO passed a motion at its AGM stating "That OTF lobby the Ministry of Education to change the format and timing of the Progress Report to a one-page checklist with comments highlighting a few strengths and a next step, to be issued mid-October."

Advantages:

- Provides timely feedback for students
- Might reduce redundancies to other reporting cycles

Disadvantages:

- Could increase workload for kindergarten teachers
- A one-page checklist would not accommodate additional information for "Learning Skills" and "Work Habits"
- Misalignment between reporting date and existing PD days for interviews

There were significant and unanimous concerns about unintended consequences of this lobbying. In particular, opening up discussions on this could lead to changes in

Growing Success. Ultimately the Work Group recommended against lobbying for the changes.

2. Pan-Canadian “Press Pause on PISA” Initiative

The OTF was approached by J-C Couture, of the Alberta Teachers’ Association, to consider the “Press Pause on PISA” initiative. The purpose of “Press Pause on PISA” is to reach parents, engage their support, and inform them that they have the option to child participate in PISA or not.

- In Canada, the PISA 2022 main study will be administered between April 18 and May 27, 2022
- Approximately 30,000 students selected at random from 1,000 schools across all 10 provinces will participate in the main study
- Letters about the pan-Canadian PISA have been randomly sent to parents in Canada to request the participation of their children

While the “Press Pause on PISA” initiative has acquired copies of the version of this letter sent to parents in the United States, they have not yet been able to acquire a copy of the Canadian version; there was a request to see if the affiliates could access a copy of one of these letters from a member who may have received one. Assigned Educational Services staff will attempt to assist with this information gathering.

The “Press Pause on PISA” initiative has also prepared a series of tweets about participation in PISA; OTF was seeking feedback on the appetite of the affiliates to share these tweets. Considerations about sharing these tweets from the other affiliates included:

- The communications seem to be out of context as there has not been much previous discussion about PISA from the education sector
- A desire to continue to focus on the EQAO in Ontario as a priority;
- A concern that there are other large-scale standardized tests such as PCAC and Timms, and whether any messaging should also include them as well
- Accessibility of the language (e.g. EDUspeak) used in the prepared tweets

Due to these concerns, assigned Educational Services staff do not recommend that OSSTF/FEESO engage in sharing the “Press Pause on PISA” tweets.

14. CTF Project Overseas Funding

For the past two years, the Canadian Teachers’ Federation (CTF) Project Overseas has been cancelled due the pandemic. Two years ago, OSSTF/FEESO committed to funding two members to participate in the Project. The Provincial Executive requested that CTF return the \$20,000 in funding we provided to cover the participation of the two members in 2021.

Given the Project Overseas is cancelled again for this summer, CTF has made two requests of OSSTF/FEESO:

1. Would the OSSTF be willing and able to contribute 35% of the PO 2020 funds (i.e., \$22,000 X 35% = \$7,700) to support the PD programs of our partners throughout Africa and the Caribbean in 2022?

2. Would the OSSTF like to make a donation (over and above the \$7,700 in Question 1) through the CTF/FCE to UNICEF's campaign? If yes, please indicate the amount of the donation.

Member organizations were surveyed about how they felt about continuing to support Project Overseas partner organizations financially, and if there was interest in making a donation to UNICEF's international vaccine campaign, which distributes COVID vaccines to people throughout low-income countries.

Given that the partner organizations of Project Overseas have not received the full benefits of the program for the past two years, the Provincial Executive has approved providing the \$7,700 requested from CTF for organizations throughout Africa and the Caribbean. In addition, the Provincial Executive has approved adding another \$2,300 as a donation to UNICEF through the CTF.

15. Curriculum Information from the Ministry of Education

De-streamed Grade 9 Science

The Ministry of Education has issued a revised elementary Science and Technology curriculum as well as a forthcoming de-streamed Grade 9 Science course (SNC1W). The de-streamed Grade 9 Science course (SNC1W) is in the final stages of development and will be issued in Spring 2022 and will be implemented across the province starting in September 2022.

Addenda to Grade 10 Mathematics Academic and Applied Courses

The ministry has issued an Addendum for each of the Grade 10 Academic and Applied Mathematics courses, to be implemented in September 2022.

The addenda outlines additional learning expectations to be instructed in Grade 10 that support students in their transition from the new de-streamed Grade 9 Mathematics course (MTH1W) to the current Grade 10 Mathematics courses.

The addenda consist of new expectations as follows:

1. Addendum to Principles of Mathematics, Grade 10, Academic, MPM2D (2005)
 - Outlines three new specific expectations to be added to MPM2D under an existing overall expectation.
2. Addendum to Foundations of Mathematics, Grade 10, Applied, MFM2P (2005)
 - Outlines one new specific expectation to be added to MFM2P under an existing overall expectation

The addenda can be accessed in PDF format on the [Curriculum and Resources website](#).

Revisions of English, Grades 9-12 and Français, Grades 9-12

The Ministry of Education has reached out to education partners to gather information to inform future revisions to the English, Grades 9-12 and Français, Grades 9-12 curriculum.

Assigned Educational Services staff will continue to monitor the development of the SNC1W and any further revisions to the Grade 10 Mathematics Academic and Applied courses, and are preparing a ministry submission for the revision of English, Grades 9-12 and Français, Grades 9-12.

16. Mayday – May 1

On May 1, 2022, the Ontario Federation of Labour (OFL) will be holding province-wide Day of Action rallies/events across Ontario to celebrate workers and to mobilize OFL members prior to the June provincial election. To date, the rallies will occur at 13 locations, with the possibility of more locations added as May 1 draws closer.

Those 13 locations are:

- Brampton
- Hamilton
- Kitchener-Waterloo
- North Bay
- Oshawa
- Ottawa
- Peterborough
- Sault Ste. Marie
- St. Catharines
- Sudbury
- Thunder Bay
- Toronto
- Windsor

OSSTF/FEESO participation in the rallies would provide an excellent opportunity for our members to join other workers and advocates as a show of solidarity leading up to the provincial election. It will also be an opportunity to engage members to share their email addresses so that we can connect them to local election readiness activities.

17. DBU Memos Issued Since Last Report:

168	Truncated safety plan documents - Training from the Ministry of Education
169	2022 CPAC Regionals on Election Readiness - March 25-26, 2022
170	Tutoring Announced as part of Grants for Student Needs
171	OFL Activist Assembly - Sunday, March 6, 2022
172	D1-D33 Job Class Town Hall Meeting Date Changes
173	Appointment of Community Organizer
174	PSC Conference
175	Ministry Correspondence - Updates on the Ontario College of Teachers
176	Benevolent Council Procedure Change
177	Not-For-Profit Corporations Act (ONCA)
178	CSLF Conference – April 1-2, 2022
179	Grants for Student Needs, Priorities and Partnerships, and Ontario's Learning Recovery Action Plan
180	PPM – 167
181	Ministry Correspondence - Winter 2022 Curriculum Updates
182	Ministry of Education Update: Lifting of Health and Safety Measures in Schools
183	Bill 115 Labour Board Decision on Unfair Labour Practice
184	Ministry Correspondence: Changes to the Ontario Student Transcript and Secondary Provincial Final Report Card Templates.
185	Appointment of Executive Assistants
186	Appointment of Election Organizers

187	OSSTF/FEESO Provincial Election 2022 Endorsement List
188	Speaker Bank Request
189	Staffing Chart 2021-2022 - Updated Secretariat Assignments
190	Ministry Correspondence - Safe Indoor Air Top Up to Federal Safe Return to Class Fund
191	Education Worker Designated Member Needed for the Protective Services Committee
192	Status of Women Region 2 Outreach Workshops – May 6-7, 2022
193	Equal Pay Day
194	Ministry Correspondence: SmartStart Hubs: Connecting Families to Child Development Services
195	Ministry Correspondence: CMOH's Memorandum on Using Schools in Ontario for Election Purposes
196	Ministry Correspondence: CMOH's Memorandum on Using Schools in Ontario for Election Purposes
197	Ministry Correspondence - Grade 9 and Elementary Mathematics Teachers Supports
198	Remote Provincial Council Meeting - April 29, 2022
199	HS/WSIAC Regional Training Sessions
200	Lifted - OECTA Pink Listing (Toronto Catholic Elementary)
201	Equity, Anti-Racism & Anti-Oppression Officer
202	Equity Mentorship Program 2022-2024
203	Application for Educational Services Workshop Presenter Training
204	ELHT Work Group Vacancy
205	Ministry Correspondence - Supporting Ukrainian Students
206	Lifted - OECTA Pink Listing (Nipissing-Parry Sound Catholic-Elementary TBU and Toronto Catholic-OTBU)
207	Central Brief Approval Meetings - May 25 and June 4, 2022
208	Starling Minds - A New Mental Health Fitness Program Available to All OSSTF/FEESO Members
209	Judicial Council Vacancies
210	Ontario Federation of Labour May 1 2022 Province-wide Day of Action
211	Provincial Election Postcard - For Members Only
212	April 28 National Day of Mourning
213	Central Brief Meetings - Cvent Registration
214	Federal Investing in Canada Infrastructure Program: Ventilation Improvements in Schools
215	Application to the Addressing Anti-Black Racism/Racism Committee
216	Canadian Teachers' Federation - An Update on Bill C8

KL/FD

**LATE MOTIONS TO
APRIL 28, 2022
TTBU COUNCIL**

1. BIRT personalized land acknowledgements are not to be read during TTBU union meetings and/or functions until they are vetted by an equitable process established by a newly formed First Nations, Metis, and Inuit Ad Hoc Work Group.

Mover: Shay-Lea Anishinaabe Kwe O'Brien, TDSS

Seconder: Derik Chica, Emery EdVance SS



OSSTF TORONTO

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

Childcare / Dependant Care Submission

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

OSSTF Toronto Activity: _____

TTBU or District Activity Liaison: _____

Cheque Payable to: (print legibly) _____

Mailing Address: (print legibly) _____

Documentation of Living Wage Attached:

☐

Original Receipt Attached:

☐

Copy of Original Receipt & Submission kept:

☐

Originals Sent to Address Below:

☐

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

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