

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

**OSSTF Toronto  
TTBU Council  
Virtual Meeting  
4:45 p.m.  
FEBRUARY 17, 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: January 20, 2022                           | <i>[pages 17-20]</i> |
|          | 6.  | On Time Motions  | <i>[pages 22-23]</i> |
| 6:00 pm  | 7.  | Executive Reports  |                      |
|          | 8.  | Questions to Executive / Items of Concern                          |                      |
| 6:30 pm  | 9.  | Provincial Executive Report  | <i>[pages 45-56]</i> |
|          | 10. | Questions to Provincial Executive Report                           |                      |
|          | 11. | New Business, Late Motions and Notices of Motion                   | <i>[page 57]</i>     |
| #7:00 pm | 12. | Adjournment  |                      |

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

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



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

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

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

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

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

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

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

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

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

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

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

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

## **Resolution and Complaints Process**

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

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

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

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

## Sequence of Indicators

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

Subsequent rotation of debaters: AGAINST, QUESTION, FOR.

- 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>**

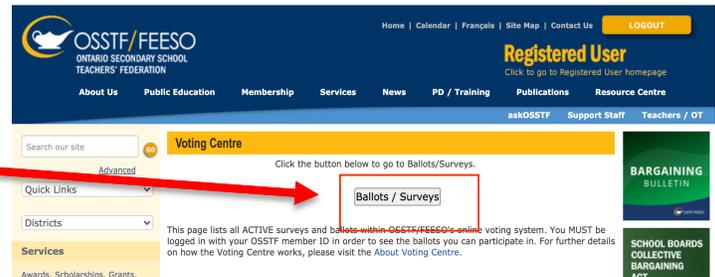
# OSSTF TORONTO ONLINE VOTING INSTRUCTIONS

**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](mailto: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.

### B Not Seeing an active ballot? You must login with your member ID

To add your membership ID to your account profile, click the **My Profile** badge. Select the **Edit My Profile** button and provide the missing details in the available fields. Click the **Update My Profile** button to commit the changes.



### C Verify your details

Verify your membership status (seen in My Profile) and affiliation / group affiliation matches the intended audience of the ballot as indicated on the Voting Centre Landing page.

### D Ballots are time sensitive AND targeted

- You will only see ballots where your OSSTF member ID is identified as a valid participant.
- Once the ballot expiration time has passed, you will not be able to cast a vote.
- If you login prior to the ballot start time, the ballot will be visible but inactive until the scheduled start time.

**OSSTF Toronto  
TTBU Council Meeting  
January 20, 2022**

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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.

*Chair: After a brief pause, a quorum of at least 82 voting representatives was established.*

*Pause: Objection to personalized Traditional Lands Acknowledgement. Chair provided an explanation and apology. Acknowledgement to be reviewed by TTBU Executive.*

*Pause: Technical problem with chat feature.*

4. The approval of the Agenda was moved to a vote without universal consensus  
BIRT the Agenda of January 20, 2022 be approved as presented.

CARRIED

**Vote Count, Motion 1: 61 or (92.4%) In Favour, 5 or (7.6%) Opposed.**

*Pause: Questions concerning December Council and Code 67 ruling. Chair: Any record would occur in the Minutes. Minutes can be amended.*

*Pause: December Council and appropriate language during motion debate. Chair: Members can contact Anti-harassment Officers as needed.*

5. The approval of the Minutes of December 9, 2021 was moved to a vote without universal consensus.

BIRT The Minutes of December 9, 2021 be approved as presented.

CARRIED

**Vote Count, Motion 2: 61 or (93.8%) In Favour, 4 or (6.2%) Opposed.**

*Pause: Seeks further answer on appropriate language in this forum. Chair pauses to Steering; Rule regarding the use of pause indicators was read.*

6. On Time Motions:

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

*BIRT the OSSTF creates and implements an outreach program that focuses on the de-stigmatization of neurodiversity in our union.*

Cost Estimate: \$20,000.00

CARRIED

**Vote Count, Motion 3: 56 or (81.2%) In Favour, 13 or (18.8%) Opposed.**

*Pause:* Concern with lead time to read motions prior to Council. Executive Officer explains the Council package timeline.

*Pause:* Another member appears to have technical issues.

*Pause:* Requests more time to speak to motions before voting. Chair is providing a buffer time and explained steps to speaking to motions.

*Pause:* Concern over time provided to ask questions on motion. Chair: Concern heard and acted upon.

*Pause:* Request for Chair to state the vote percentages and numbers. Chair affirms.

BIRT the TTBU adheres to the policy of "one person, one vote." All votes cast by members will be given equivalent weight, and no members will have their votes made to be worth less or more than those of their peers.

OUT OF ORDER

*Pause:* Mover corrects language in original motion to read to House. Chair: Let the Minutes reflect the new wording.

*Pause:* Can not see in the new wording intention of mover. Requests visual of re-wording. Chair reads the motion and motion put into chat. Notes that members can not place implications of another member's intentions or make statements reflecting speculation of thoughts or feelings.

*Pause:* Provincial Councillor asks Chair to remind members not to speak to other District organizations. Chair reminds House to not speak ill of other Districts nor to intentions.

After discussion with Steering, motion is deemed out of order as written due to wording, "adheres to the policy", being that policy is not on the books. Chair suggests a friendly amendment with unanimous consent of the House:

BIRT the TTBU creates the policy of "one person, one vote, where all votes cast by members will be given equivalent weight, and no members will have their votes made to be worth less or more than those of their peers."

An objection is raised to the Chair's wording of an amended motion.

*Pause:* Objection to the Chair writing a motion. Chair reads excerpt in new Rules of Order regarding Chair assisting with meeting progression and proper use of the pause card.

*Pause:* Objection to the motion rewrite not expressing the intent of the original motion; rewording not a change of policy as mover said policy was not their intent. Chair: Refers to new Rules of Order and proper use of a pause card.

*Pause:* Suggestions made for a friendly amendment.

*Pause:* Mover has no objection with motion rewording and no challenge to the Chair is made. Original motion is ruled Out of Order.

*Pause:* Mover requests submission of a reworded motion as a late motion.

7. Executive Reports:

*Michelle Teixeira, President*

- Spoke to this week's return to in-person learning.
- Review of actions taken by the union and membership since December 31, 2021 regarding the honouring of the Collective Agreement and the need for safe workplaces.
- Advised that continuation of meetings with TDSB management will occur to discuss items of concern such as the agreement reached in response to our demands surrounding Quarantine Leave.
- Reported on the issues that occurred on the January 17 snow day.
- Closing remarks and acknowledgement to union leaders and members for the hard work undertaken every day.

*Chris Chandler, Vice-President*

- Provided an updated Staffing Report regarding members hired into the bargaining unit and the Occasional Teachers' bargaining unit since August 31, 2021 .
- Reported on the Annual Staffing and Workload Survey to be completed by Branch members in either March, April or May of 2022.
- Advised that the annual Staffing Committee Training Workshop will take place virtually on Monday, March 7, 2022. More details and registration forthcoming.

*Danica Izzard, Executive Officer*

- Reported on the Ontario College of Teachers' Sexual Abuse Prevention Program. We assisted in the successful effort to obtain an extension of the deadline to September 15, 2022. Members directed to the OCT website for more details.
- Provided an update on the positions of the four new District 12 Dismantling Anti-Black Racism and Intersectional Oppression Officers. Council advised to look for more information regarding the application process in the coming weeks.

Chair notes that a timed item (Agenda item 9) has been reached. The next speaker was asked if preference was to yield to the timed item or proceed with their report. Speaker wishes to give their report.

*Deborah Buchanan-Walford, Executive Officer*

- Reported on the Emergency Town Hall's Phone Zap of January 13, 2022. A powerful action was had with 155 participants and 63 represented schools.
- Provided an update on the OSSTF Professional Development Day scheduled for Friday, February 18, 2022. A full list of courses and details to be provided on the website.

9. Provincial Executive Report

*Hayssam Hulays, OSSTF/FEESO Executive Assistant*

- Opening remarks to thank Council for work being done, and that the health & safety of members, students and families are OSSTF/FEESO's top priority.
- Spoke to the importance of recent Provincial Office and local bargaining unit correspondence to the various provincial Ministries, school boards and public health authorities regarding health & safety and school opening planning.
- Reported on the extension of the "Here for Students" Campaign.
- Spoke to election readiness and the need for strong membership engagement actions around the upcoming provincial election and election of school board Trustees.
- Reported on OSSTF/FEESO President Karen Littlewood's participation with the ON Standing Committee on Finance and Economic Affairs regarding the provincial budget. OSSTF's submission and video presentation is available on the OSSTF/FEESO website.
- Spoke to the OSSTF/FEESO Self-Identification Survey. Branch Presidents asked to encourage members to complete this important survey.
- Reported on an Equity Mentorship Program Report, which seeks support at AMPA 2022.
- Provided an update on the OSSTF/FEESO Union Training Academy. A report of the workshops being offered is in Council packages; please share with colleagues.

8. Questions to Executive / Items of Concern:

Questions and concerns to the Executive were addressed.

12. Adjournment at 7:00 pm as a timed item.

**OSSTF Toronto  
TTBU Council Meeting  
January 20, 2022**

8. Questions to Executive / Items of Concern
- Board's view on Quarantine leave for ADS teachers, who have none
  - Concern with too many on-calls
  - When a school hits their maximum of on-calls
  - Clarity around Quarantine leave; process accessing the leave. F/up: attestation form question, symptoms in place of a rapid test
  - Being directed to mark students if attending from home; attendance guidelines question

**ON TIME MOTIONS TO  
FEBRUARY 17, 2022  
TTBU COUNCIL**

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AMPA 2022 Late Motions:

1. 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.*

Zainab Zafar, Burnhamthorpe Adult/  
Laura Clayton, SCAS

2. 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.*

Vincent Bisasor, Emery Collegiate Institute/  
Careen Thompson, Emery Collegiate Institute

Cost Estimate: \$30,000.00

3. 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.*

Vincent Bisasor, Emery Collegiate Institute/  
Careen Thompson, Emery Collegiate Institute

4. 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.*

Vincent Bisasor, Emery Collegiate Institute/  
Careen Thompson, Emery Collegiate Institute

5. 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.*

Jonathan Roberts, Sir William Osler H.S./  
Mahesh Samji, SATEC @ W.A. Porter

OSSTF District 12 STBU  
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 02/16/2022	Change
<b>REVENUE</b>			
<b>District Funding</b>			
District Rebates - Funding Master	855,574.64	342,229.84	513,344.80
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
<b>Total District Funding</b>	<b>973,563.86</b>	<b>342,229.84</b>	<b>631,334.02</b>
<b>Member Levy</b>			
TTBU Levy - Executive Time Release	460,000.00	265,503.57	194,496.43
<b>Total Member Levy</b>	<b>460,000.00</b>	<b>265,503.57</b>	<b>194,496.43</b>
<b>Other Revenue</b>			
Investment Revenue	14,000.00	5,775.95	8,224.05
OTIP Rebate	25,000.00	0.00	25,000.00
Miscellaneous Revenue	0.00	5,000.00	-5,000.00
<b>Total Other Revenue</b>	<b>39,000.00</b>	<b>10,775.95</b>	<b>28,224.05</b>
<b>TOTAL REVENUE</b>	<b>1,472,563.86</b>	<b>618,509.36</b>	<b>854,054.50</b>
<b>EXPENSE</b>			
<b>Executive</b>			
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	2,290.67	14,209.33
Executive Action	12,000.00	0.00	12,000.00
Executive Mileage and Taxi	14,500.00	2,406.19	12,093.81
<b>Total Executive</b>	<b>737,370.00</b>	<b>235,986.86</b>	<b>501,383.14</b>
<b>Meetings</b>			
TTBU Executive	12,000.00	6,027.50	5,972.50
TTBU Council Meetings/Travel	29,000.00	5,361.33	23,638.67
TTBU Annual General Meeting	35,080.00	65.49	35,014.51
Branch Meetings (Rebates)	23,000.00	20,014.32	2,985.68
<b>Total Meetings</b>	<b>99,080.00</b>	<b>31,468.64</b>	<b>67,611.36</b>
<b>Activities/Programmes</b>			
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	0.00	500.00
Branch Presidents Workshops	63,000.00	18,540.01	44,459.99
Executive Workshop	2,000.00	24.15	1,975.85
New Teacher Events and Workshops	6,000.00	0.00	6,000.00
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	10,742.23	-9,742.23
Special Projects/Member Engagement	500.00	0.00	500.00
<b>Total Activities/Programmes</b>	<b>93,900.00</b>	<b>30,038.59</b>	<b>63,861.41</b>
<b>Member Protection</b>			
Grievances	31,000.00	4,577.97	26,422.03
Legal Retainer	17,000.00	16,950.00	50.00
Negotiations	5,000.00	105.48	4,894.52
Secondary Consultation(Common Conc)	1,000.00	0.00	1,000.00
Staffing(Data/Blue Bk/Training Wkp)	14,000.00	554.01	13,445.99
<b>Total Member Protection</b>	<b>68,000.00</b>	<b>22,187.46</b>	<b>45,812.54</b>
<b>Committees</b>			
Constitution Committee	3,900.00	965.64	2,934.36
TTBU Budget Committee	1,700.00	406.38	1,293.62
Collective Bargaining Committee	1,500.00	223.94	1,276.06
Retirement Workshops	3,000.00	0.00	3,000.00
Professional Development Committee	1,300.00	72.32	1,227.68
Ad Hoc Committees	3,000.00	0.00	3,000.00

OSSTF District 12 STBU  
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 02/16/2022	Change
<b>Total Committees</b>	<u>14,400.00</u>	<u>1,668.28</u>	<u>12,731.72</u>
<b>Extraordinary Expenses</b>			
Arbitration TDSB	0.00	0.00	0.00
<b>Total Extraordinary Expenses</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Office Expenses</b>			
Staff Salaries	192,695.98	107,853.57	84,842.41
EI Expense	4,000.00	2,192.13	1,807.87
CPP Expense	8,000.00	4,835.30	3,164.70
WSIB Expense	6,400.00	2,217.28	4,182.72
Pension Expense	16,000.00	10,198.19	5,801.81
Benefit Plan	<u>24,000.00</u>	<u>14,539.56</u>	<u>9,460.44</u>
<b>Total Staff Benefits</b>	<u>58,400.00</u>	<u>33,982.46</u>	<u>24,417.54</u>
Temporary Help	960.00	0.00	960.00
Bank Charges and Audit	500.00	90.40	409.60
Building Operations	103,600.00	55,474.80	48,125.20
Capital Equipment	5,000.00	3,400.12	1,599.88
Supplies	18,500.00	8,662.39	9,837.61
Photocopying	4,500.00	412.62	4,087.38
Photocopier Leases	21,500.00	10,056.88	11,443.12
Paper Purchases	2,400.00	586.97	1,813.03
Printing	500.00	1,357.81	-857.81
Telephone	24,000.00	8,970.45	15,029.55
Postage	5,000.00	3,085.66	1,914.34
Taxi and Courier	500.00	0.00	500.00
Parking/Management	5,000.00	3,665.60	1,334.40
Insurance	<u>2,500.00</u>	<u>0.00</u>	<u>2,500.00</u>
<b>Total General Office Expenses</b>	<u>89,400.00</u>	<u>40,198.50</u>	<u>49,201.50</u>
Computer/Network Support/Licenses	16,000.00	9,355.11	6,644.89
Website/Fibre	12,400.00	6,282.44	6,117.56
Contingency	21.22	0.00	21.22
<b>Total Office Expenses</b>	<u>473,977.20</u>	<u>253,237.28</u>	<u>220,739.92</u>
<b>TOTAL EXPENSE</b>	<u>1,486,727.20</u>	<u>574,587.11</u>	<u>912,140.09</u>
<b>NET INCOME</b>	<u>-14,163.34</u>	<u>43,922.25</u>	<u>-58,085.59</u>

EFOE  




## **District 12 – Toronto T.B.U. Local Bargaining Zoom Deputation**

**Tuesday, March 8<sup>th</sup>, 2022 at 3:30 p.m.**

District 12 – Toronto T.B.U.'s Collective Bargaining Committee invites interested members who wish to present an issue or concern related to local bargaining, via Zoom, to do so on Tuesday, March 8<sup>th</sup>; beginning at 3:30 p.m

Members wishing to participate should contact Jessica Ramirez at [jramirez@osstftoronto.ca](mailto:jramirez@osstftoronto.ca), beginning at 9am, on Friday, February 18<sup>th</sup>, 2022, to receive a 5 minute time slot for Tuesday, March 8<sup>th</sup>, 2022\*

**OR**

Members may choose to complete a written submission.

The deputation form will open on Tuesday, March 8<sup>th</sup>, 2022 and close on Friday, March 11<sup>th</sup> at 4:00 p.m. Members will be required to log in to [www.osstftoronto.ca](http://www.osstftoronto.ca) in order to complete a written submission.

Please note the form will not be accessible prior to Tuesday, March 8<sup>th</sup>, 2022. Further instructions regarding the written deputation will be provided to members the week of February 28<sup>th</sup>.

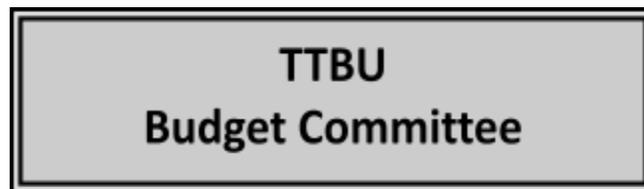
Members who have questions should contact Nicole Gauthier at [ngauthier@osstftoronto.ca](mailto:ngauthier@osstftoronto.ca)

\*Available time slots will be assigned based on the order a request to participate is received beginning Friday, February 18<sup>th</sup>, 2022



***ADVERTISEMENT - PLEASE POST***

**The OSSTF Toronto Teachers' Bargaining Unit is seeking applications for:**



**According to the OSSTF Toronto Teachers' Bargaining Unit Constitution, Bylaws, and Policies, this committee shall include the Treasurer, three Members appointed by the Executive, and up to three additional Members elected by Council at the April Council meeting. The membership of the committee shall remain intact from the time of the appointment and elections of its members to the April Council meeting of the following year (Bylaw 3 - Standing Committees - 3.1.3 Budget Committee). TTBU Council meets on Thursday, **April 28th, 2022.****

**Any member interested in serving on this committee should inform Michelle LeBlanc at the District Office by email ([mleblanc@osstftoronto.ca](mailto:mleblanc@osstftoronto.ca)) before 4:30 p.m. on Thursday, **April 14th, 2022.****

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

1482 Bathurst St, Suite 300, Toronto, Ontario, M 5P 3H1  
TEL: (416) 393-8900 FAX: (416) 393-8912  
[www.osstftoronto.ca](http://www.osstftoronto.ca)

***Protecting and Enhancing Public Education***



## **POSTING - OSSTF Toronto Teacher Bargaining Unit Dismantling Anti-Black Racism and Intersectional Oppression Officers**

The OSSTF Toronto Teacher's Bargaining Unit (TTBU) is inviting interested applicants for the position of Dismantling Anti-Black Racism and Intersectional Oppression Officer.

OSSTF Toronto has the ongoing responsibility to address anti-Black racism in all its forms, and these positions are one part of the commitment to this mandate.

There are two available positions in our bargaining unit, and these members will work alongside one colleague from the Occasional Teachers' Bargaining Unit (OTBU) and another from the Professional Student Support Personnel (PSSP) Bargaining Unit as a team of four.

### **Duties**

Please review the OSSTF Toronto Dismantling Anti-Black Racism and Intersection Oppression Officers Manual for duties associated with these positions. This includes attending District Executive meetings. Currently, these positions are non-voting Members of District Executive.

Arrangements have been made for Officers to attend the 2022 Annual Meeting of the Provincial Assembly (AMPA) as observers. AMPA will be held virtually from March 11 2022 - March 14 2022.

### **Term**

The term of this appointment will be from March 2022 to June 2024 with the possibility of an extension.

Please note these are not full-time release positions, however the officers will have the opportunity to be released from regular teaching duties to meet up to 30 days per year as required.

## **Application Criteria and Process**

Candidates will:

- be a Black member of the African, Caribbean and/or other African-diaspora communities
- demonstrate experience of activism as a Dismantling ABR activist
- demonstrate their ability and proven track record in carrying out Dismantling ABR work
- demonstrate a commitment to equity

Interested TTBU Members are asked to complete the attached application form. Applicants are also encouraged to provide any additional information in the form of their choice, (for example video, audio file, personal letter/statement, a resume, evidence of a successful project, etc) that they believe helps to highlight the skills and experiences relevant to the position.

Interviews will be held shortly following the application deadline. Interviews will be held remotely using the Zoom platform. Candidates who are selected for an interview will be contacted directly. The TTBU Executive reserves the right to create a shortlist of applicants to interview.

The OSSTF Toronto TBU is committed to making this application process accessible. Please describe any accommodations required to complete this application in an email to [reception@osstftoronto.ca](mailto:reception@osstftoronto.ca)

Applications should be submitted to [reception@osstftoronto.ca](mailto:reception@osstftoronto.ca) no later than Feb 22, 2022 at noon.



## **APPLICATION FORM**

### **OSSTF Toronto Teacher Bargaining Unit Dismantling Anti-Black Racism and Intersectional Oppression Officers (2 positions)**

#### **General Information**

Name:

School/Worksite:

Contact number:

Non-board email address:

#### **Skills and Abilities**

In 200 words or less, please describe your specific skill set (lived experiences included) related to anti-racism, anti-oppression, and equity, especially with a focus on addressing anti-Black racism.

## **Experiences**

In 200 words or less, please describe any relevant experiences (including lived experiences) you've had in engaging the skill set you've described above.

## **Attachments**

Please include any other supporting material for your application.

## **Self-Identification**

The OSSTF TBU values the participation of members with various lived experiences. Self-identification of candidates in equity-seeking or sovereignty-seeking group(s) is voluntary. If you choose to self-identify, please let us know any that apply to you:

- o 2SLGBTQI+
- o Black/African Black/Caribbean Black
- o First Nations, Métis, Inuit
- o Person Living with a Disability
- o Racialized
- o Woman



# OSSTF Toronto

## **Black, Indigenous and Workers of Colour Committee (BIWOC) Award Criteria for 2021-2022**

Nominations are open to any OSSTF Toronto Member who has:

- Advocated for issues of concern to Black, Indigenous, and Workers of Colour and/or Students of Colour resulting in the advancement of OSSTF Toronto and/or public education.
- Incorporated antiracism and decolonization into our union and/or education system to better address the concerns of Black, Indigenous, and Workers of Colour and Students of Colour over the long-term.

The selection of the successful applicant will be based on:

- the scope of the antiracism/ decolonization work
- the length of time involved in that activity
- the impact on the life of fellow members, the students or community

The nomination form is below or can be found on [our website at this link](#).

*For clarity, it is acceptable to nominate a team for the award.*

**The deadline for nominations is: March 25, 2022**



# OSSTF Toronto

## Black, Indigenous, and Workers of Colour Committee Awards (BIWOC)—Nomination Form

Submit completed nomination form to *Danica Izzard* at [dizzard@osstftoronto.ca](mailto:dizzard@osstftoronto.ca)

**The deadline for nominations is: March 25, 2022**

Nominee’s Name: \_\_\_\_\_  
 Nominee’s School/Site: \_\_\_\_\_  
 Nominee’s Bargaining Unit: \_\_\_\_\_  
 Nominator’s Name: \_\_\_\_\_  
 Nominator’s School/Worksite: \_\_\_\_\_  
 Nominator’s email: \_\_\_\_\_

Nominations are open to any OSSTF Toronto Member who, in any or all of the following, has:

- advocated for issues of concern to Black, Indigenous, and Workers and/or Students of Colour resulting in the advancement of OSSTF Toronto and/ or public education.
- incorporated antiracism and decolonization practices into our union and/or education system to better address the concerns of Black, Indigenous, and Workers and/or students of Colour over the long-term.

The selection of the successful applicant will be based on:

- the scope of the antiracism/ decolonization work
- the length of time involved in that activity
- the impact on the life of fellow members, students or community

Possible ways the successful nominee can **demonstrate their commitment to equitable practices** include:

- Working collaboratively with students and other members to advance the teaching and learning environment in their schools and school communities for Black, Indigenous and Students of colour.
- Demonstrating enthusiasm and passion for incorporating antiracism and decolonization in their practice





# OSSTF TORONTO PLEASE POST !!



## OSSTF PENSION RETIREMENT PLANNING WORKSHOPS TEACHERS' PENSION PLAN MEMBERS 2022

Registration: TTBU members - "Events" calendar on our website - [osstftoronto.ca](http://osstftoronto.ca)

### WORKSHOP #1 - In Person

DATE: April 7, 2022  
TIME: 4:30 p.m. – 6:00 p.m.  
PLACE: 1482 Bathurst Street @ St. Clair West Subway Station  
(Limited Parking)

### 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 may also wish to register for an OTIP/Educator's Financial "Benefits & Financial Planning Retirement Seminar" at [www.otip.com/events](http://www.otip.com/events) \*\***

## OTPP & OMERS Pension Workshop

To: Presidents and All Members  
From: Chris Goodsir, General Secretary

### For Action

Please be advised that all in-person pension workshops that have been scheduled for February have been cancelled due to the COVID-19 pandemic. As per DBU-110, the Provincial Executive has decided that all provincial committees, councils, work groups, special meetings, and all other provincial events will remain virtual until at least the end of February. We will continue to monitor the situation and consult with experts as decisions are made about the status of in-person meetings beginning in March 2022.

OSSTF/FEESO and Educators Financial Group (EFG) will be providing OTPP and OMERS pension webinars to our members. These webinars are available to all members even if they have also signed up for an in-person workshop.

These webinars will focus specifically on pension planning and retirement. Whether members are 15 years from retirement or a few months away, they will discover common sense financial strategies and retirement planning ideas. The webinars are approximately 75 to 90 minutes long and provide opportunities for members to ask questions of the OSSTF/FEESO and EFG presenters. Members will also be able to request a meeting to speak privately with an EFG financial specialist assigned to their region when they complete the survey, or they can submit a request through the following web link: <https://educatorsfinancialgroup.ca/>.

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

- Tuesday, February 15, 2022 5:00-6:15 p.m.  
<https://attendee.gotowebinar.com/register/4112369619448103436>
- Tuesday, May 24, 2022 4:30-5:45 p.m.  
<https://attendee.gotowebinar.com/register/3111237894079000076>

**OMERS** members should choose from one of the following dates for the **OMERS** Pension Webinar:

Please register using the link below for the date that you have selected.

**OMERS:**

- Wednesday, February 16, 2022 5:30-6:45 p.m.  
<https://attendee.gotowebinar.com/register/8304244506204594188>
- Saturday, May 14, 2022 10:00-11:15 a.m.  
<https://attendee.gotowebinar.com/register/3033758608204533772>
- Tuesday, May 31, 2022 6:00-7:15 p.m. (French)  
<https://attendee.gotowebinar.com/register/5589643755714036492>

You will receive a calendar invite and a confirmation email with the specific link to the webinar you have chosen. A couple of email reminders for the webinar you signed up for will also be sent to you about 24 hours and one hour before the start of the session.

You can send your questions, comments, and feedback about the webinars to [webinars@educatorsfinancialgroup.ca](mailto:webinars@educatorsfinancialgroup.ca).

Please follow this link [View System Requirements](#) to go to the **webcast webinar** section in order to confirm you will be able to participate without technical difficulties for your chosen webinar session.

Leaders are encouraged to promote the webinars to their members.

Any questions you may have can be directed to Tom Golightly at [Tom.Golightly@osstf.ca](mailto:Tom.Golightly@osstf.ca)

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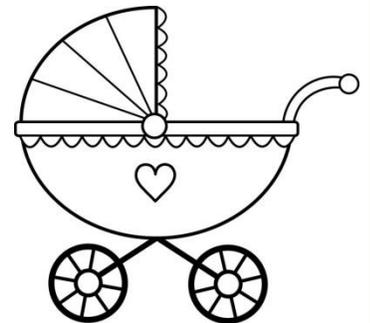


OSSTF TORONTO  
Presents

# PREGNANCY, PARENTAL, ADOPTION AND SURROGACY LEAVE WORKSHOP

TO BE HELD ON

**Tuesday,**  
**May 10, 2022**  
4:30pm – 6:00pm



Registration for this event will open on  
**Tuesday, April 19, 2022.**

More information can be found at:

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

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## OSSTF Toronto's Status of Women Committee

Presents

### The Kathryn Maxwell Bursary

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

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

Applications will be accepted on first come, first served, rolling basis until May 20<sup>th</sup>, 2022 or until the Committee's allotted funds are allocated\*. Members are encouraged to apply early.

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

Please turn over for application



Questions? Contact Maryline Lanteigne  
[mlanteigne@osstftoronto.ca](mailto:mlanteigne@osstftoronto.ca)



## OSSTF Toronto (D12) Status of Women Committee Annual Awards Guidelines



The OSSTF District 12 *Status of Women Committee* honours outstanding cis women, trans women and gender non-conforming: teachers, Professional Student Services Personnel and students in the TDSB at their Annual Awards ceremony.

Award winners will be chosen, and awarded a certificate, according to the specific categories in which they are nominated, plus the following general criteria:

1. Schools/worksites may nominate up to **two** teachers, **two** PSSP members, and **two** students. Schools with a student population that exceeds 500 may nominate up to **four** students. The *Status of Women Committee* will make the final determination as to who will be considered for an award based on the information provided by the nominator. It is advised that schools and sites coordinate their nomination(s) through their Status of Women Representative and/or Branch President.
2. Preference will be given to nominees who have not won in the last four years.
3. In order to be eligible for an award, nominees must meet the criteria as specified on the nomination form.

### **Please use the appropriate nomination form.**

- Please note the following:
  - **Late nominations will not be considered.**
  - Members (teachers or PSSP) who win will receive a letter at their school or site.
  - Members who have nominated student winners will receive a letter at their school or site, and will also receive a letter to give to the student.
  - **The deadline for nominations is: Friday, March 25<sup>th</sup>, 2022**

Email or fax nominations to Nadia Vanker at the TTBU Office at [nvanker@osstftoronto.ca](mailto:nvanker@osstftoronto.ca) or 416-393-8912.

Keep a copy of the email or fax transmission form for your records.

This information is also available on our website at [www.osstftoronto.ca](http://www.osstftoronto.ca)

Questions can be directed to call Maryline Lanteigne at [mlanteigne@osstftoronto.ca](mailto:mlanteigne@osstftoronto.ca) or 416-393-8900 ext. 235







## Provincial Executive Liaison Report

To: D12 TBU Council

From: Karen Littlewood, President  
Hayssam Hulays, Executive Officer

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### 1. Black History Month

February is Black History Month in Canada and represents an important opportunity for OSSTF/FEESO leadership and individual Members to reflect on how we can continue to challenge and dismantle anti-Black racism in our schools, workplaces, and communities.

The national theme for Black History Month 2022 is “[February and Forever: Celebrating Black History today and every day](#),” a reminder of the need to honour Black History year-round, with this month serving as an important way to start a larger conversation and celebration of the many achievements and contributions of Black Canadians.

Black History Month is also an important time to acknowledge the different experiences of Black Canadians and learn more about those unique journeys and the impacts that Black Canadians have had on our society, ourselves, and our histories.

From reflection and acknowledgment, we must also move towards action. This year, OSSTF/FEESO will be engaged in several actions. We will be sharing important resources and information from our Federation and community organizations across our channels and social platforms throughout the month. We will also support the national labour movement’s Black History Month actions.

The Canadian Labour of Congress’ (CLC) theme is “Supporting Black workers and communities beyond Black history month, toward building an anti-racist labour movement and a more just and equitable society.” The accompanying slogan will be: “Beyond Black History Month.” The CLC will also be sharing key resources all month long and hosting an online text rally on February 23, 2022 at 1:00 pm ET where labour movement members will be texting Canadians across the country and urging them to combat systemic anti-Black

racism and send a letter to their MPs. There will be simultaneous interpretation available. OSSTF/FEESO Members can register for the event [here](#).

## 2. [Bill 35, Equity Education for Young Ontarians Act, 2021](#)

Liberal MPP Lucille Collard (Ottawa-Vanier) introduced her private member's bill which proposes that information on a number of topics be added to the curriculum, including the history of colonization and its impact on the rights of Indigenous and racialized people, the ongoing racial and social inequities in Ontario and how pupils can contribute to building an inclusive and equitable Ontario. Collard's bill would require the Ministry of Education to have an administrative division known as the Education Equity Secretariat Initiatives Branch. School boards would also be required to provide annual reports on equity-related topics to the Director of the Education Equity Secretariat Initiatives Branch. As well, the Director of the Education Equity Secretariat Initiatives Branch may make recommendations to the Minister to address any issues or disparities identified in the reports.

### **Legislative Process**

Collard introduced her bill on October 27. As a private member's bill, particularly from an opposition MPP, this bill is not expected to proceed further. If the government were interested in supporting such legislation, it would be more likely that the Minister of Education would propose his own version of this bill.

### **Conclusion**

Despite the bill's progressive nature, the bill is a LOW priority, as it will likely not proceed any further in the legislative process.

The Legislative Observer will continue to monitor the progress of this bill.

## 3. **Hybrid Learning Focus Groups – Summary Report**

In November 2021, OSSTF/FEESO commissioned a firm to complete six (6) focus group discussions with Ontarians on the topic of the Ford Government and their handling of the COVID-19 pandemic, public education and, specifically, the hybrid learning model. Groups were segmented by gender, parental status and geographic area (areas where hybrid learning exists and those without).

### **General Conclusions**

- As with previous qualitative discussions, participants offered limited praise for the Ford government's handling of the pandemic.
- Most participants expressed concerns about the Ford government's recent pandemic response due to the lack of certainty, confusion, and chaotic course of actions.
- When prompted, many Ontarians, including parents of school-aged children, generally agree Ford has been tough on schools, teachers, and the public education system during his mandate.
- Education is not a "top-of-mind" concern for Ontarians (parents and non-parents); focus is more on economic recovery and public health.
- The complexities associated with hybrid learning pose significant challenges for communications/political action and make it difficult to garner public attention and/or advocacy.

### **Public Education**

- Public education was rarely top-of-mind among participants.
- Greater concerns about supports for small businesses, lack of affordable housing, a need to do more to protect Long Term Care residents and the "after-the-fact" minimum

- wage increase announcement.
- Participants had difficulty pointing to any positive contributions the Ford government has made to public education.

### **Funding**

- Although aware of federal COVID-19 relief funding, participants generally found it difficult to accept/conclude that Ford would deliberately be withholding funds.
- Parents and non-parents more cynical about Ford government plans to spend funds to improve classroom safety.

### **Hybrid Learning**

- Almost none of the participants were aware that current model being used involves one teacher and a mix of in-person and online classes.
- Most participants couldn't identify benefits associated with hybrid learning model but did provide ten key "downsides" .
- Non-parents less concerned that hybrid learning reduces the quality of instruction, much greater concern about student social isolation and mental health challenges.
- Parents are concerned about negative impact hybrid learning is having on the quality of education and student engagement/isolation.
- Ontarians want a uniform approach to implementing learning modalities across the province, and expect the provincial government to mandate it.
- Ontarians trust information from teachers and education workers on these topics and prefer the government make decisions after comprehensive consultation with a variety of stakeholders.

### **Actions**

1. Although concerning to a number of OSSTF/FEESO members and the public, hybrid learning is not an item that easily resonates with the general public. Many of the issues surrounding hybrid learning will need to be addressed at the bargaining table, through grievance/arbitration, and through political action at the local level. Staff continue to remain available to provide the support and assistance as required, and to develop some provincial level resources to keep the issue visible in the public domain.

As we approach the provincial election, hybrid learning would be a very difficult issue to draw into the political arena as an election issue. However, districts and bargaining units may want to continue to raise this as an election issue in the upcoming trustee elections.

2. Existing external Provincial advocacy efforts, primarily through *Here For Students*, should continue and, where appropriate, be updated/modified to reflect the findings from the focus group conclusions. *Here For Students* will continue to have the hybrid learning advocacy page active and visible as the overall campaign shifts its focus toward the education platform as part of our ongoing election and bargaining strategy.
3. Provincial Executive and local district and bargaining unit leaders be provided with a summary of hybrid learning notes that primarily focus on the downsides identified by the focus group participants and general conclusions from the focus groups. This will complement the resources distributed to local leaders in October and December.

#### **4. Submission on Bill 43, Build Ontario Act**

On November 29, 2021, OSSTF/FEESO presented its submission to the Standing Committee on Finance and Economic Affairs at a hearing on Bill 43.

A copy of the written Submission on Bill 43, Build Ontario Act, that was subsequently submitted on November 30, 2021 can be found at: <https://www.osstf.on.ca/resource-centre/briefs-and-submissions.aspx>

## 5. Submission on 2022 Pre-Budget Consultations

A copy of the written Submission to the Finance and Economic Affairs Committee on 2022 Pre-Budget Consultations can be found at: <https://www.osstf.on.ca/en-CA/resource-centre/briefs-and-submissions.aspx>

OSSTF/FEESO appeared before the committee at the Greater Toronto Hamilton Area (GTHA) meetings on January 20, 2022, and a video of President Karen Littlewood's presentation can also be found at the above link.

## 6. Childcare Workforce Shortage

On January 12, an online Emergency Childcare Workforce Shortage Discussion was held. Jointly hosted by the Ontario Coalition for Better Childcare (of which OSSTF/FEESO is a part) and the Association of Early Childhood Educators of Ontario, the forum was attended by over 225 people with representatives from the OCBCC, the AECEO, the CECE, municipalities, childcare centres (employees & employers), CUPE and the OSSTF/FEESO. Also in attendance with some of her staff was Holly Moran, Assistant Deputy Minister, Early Years and Child Care.

While there were many points of concern raised, most fell into the following categories:

- need for clarity, as opposed to “guidelines” that can be followed or not
- pandemic pay
- paid sick days
- funding to compensate for reduced capacity restrictions (seen as unfair because full closures receive compensation)
- ON yet to sign the *Federal Child Care Agreement* and
- need for a Champion at the provincial level, as opposed to the “afterthought” of this sector (after schools have been dealt with by same ministry)

The call to have a ministry that is responsive to the childcare sector was loud and repeated. As one ECE stated, “there seems to be a collective sadness [in the field] at the lack of respect and recognition for what we do.” There was clear frustration at the lack of provincial support and this was expressed equally by ECEs, managers, municipal staff and centre employers.

The discussion was recorded and, following the meeting, two online documents remained open for contributions focused on the following questions:

1. How are new guidelines impacting you, staff, and your program?
2. What are your/staff's biggest concerns?
3. What actions can OCBCC take?
4. What actions are within your capacity to take?

The recording for the discussion is available through Vimeo via this link:

<https://vimeo.com/668390015>.

To sign the petition encouraging the government of Ontario to sign on to the *Federal Child Care Agreement*, please visit:

[https://www.childcareontario.org/sign\\_the\\_child\\_care\\_agreement](https://www.childcareontario.org/sign_the_child_care_agreement)

Assigned Educational Services Staff sit on the board of OCBC and will continue to share matters relevant to OSSTF/FEESO members.

## **7. CTF Advisory Committee on the Teaching Profession**

The fall meeting of the Canadian Teachers' Federation Advisory Committee on Teaching Profession was held virtually with the appointed representatives attending from coast (Nova Scotia) to coast (British Columbia) to coast (Yukon).

In the Cross-Canada "round up" that starts these meetings, the following concerns were highlighted:

- Notable teacher shortage (in particular: rural, northern, French language)
- COVID-19 stress
- Professional and Social Justice; and
- Bargaining Issues (in particular: workload, class size, salary)

As the International Summit on the Teaching Profession is taking place in May 2022 (it occurs every 2 years), the Committee spent some time reviewing the priorities from previous years. In 2020, the 2018 priorities were reconfirmed as: Strengthening Indigenous Curriculum, the Well-Being of Teachers and, not fully agreed-to by all participants but consistently reiterated by government attendees, Online Learning & Access. OSSTF/FEESO highlighted the disconnect between the push for mandated online learning and the Summit statements respecting "The Whole Child", the importance of "Community & Connection" in addressing systemic racism and mental well-being of teachers and students.

The discussions will be shared with the Governance Committee in preparations for the summit in May.

Educational Services Staff appointed to the Advisory Committee will attend, and report back from, the upcoming winter 2022 meeting.

## **8. CLC Apprenticeship Update**

The fall 2021 meeting of the Canadian Labour Congress Apprenticeship Work Group took place virtually this year. Representatives from across the country were joined by staff from Employment and Social Development Canada (EDSC) as well as the Canadian Apprenticeship Forum (CAF).

The EDSC reported on:

- a national campaign promoting the trades to be out to media prior to March.
- modifying apprenticeship loans to further delay interest (and are considering elimination of interest altogether).
- modifying grants to increase \$ available to women and move process fully online.
- modifying the Union Training Incentive Program with an increase in available funds from \$25million to \$50million.
- introducing financial incentives to small and medium size businesses to hire apprentices in Red Seal trades.

Discussions continue regarding the importance of collaboration with all levels of education – from elementary through to Colleges, including Faculties of Education.

The CAF shared several data points, including information on the following:

- future collaborations with the International Union of Engineers
- upcoming (2022) analysis of December StatsCan release on Apprenticeships
- the current key shortages in trades people in Canada (boilermaker, bricklayer, carpenter, cook, heavy equipment technician, millwright, welder are all RED – at risk shortages)

The National Apprenticeship Conference is scheduled for May 29-31 in Halifax, Nova Scotia with a Supporting Women in Trades Conference to follow June 2-3 in St John's, Newfoundland.

As the CLC has representation on the CAF board, there was some discussion regarding the election procedure and the details of the Constitution. The CAF board has positions for various stakeholders: 4 labour, 4 employer, 4 provincial jurisdiction, 2 education, 2 equity. OSSTF/FEESO is in a unique position in that they can choose between labour and education. There will be a further meeting winter 2022 for further discussions on these matters.

Assigned Educational Services Staff will continue to liaise with our partners in apprenticeships and report on matters relevant to OSSTF/FEESO members.

## 9. Common Frontiers

OSSTF/FEESO is part of Common Frontiers, a national working group of unions, social justice and faith-based organizations focused on the Americas. Common Frontiers provides solidarity and analysis of important issues through a combination of research, analysis and action in cooperation with other environmental, human rights, development, economic and social justice organizations across the Americas.

Common Frontiers grew out of the experience gained by Canadian organizations confronting the Free Trade agenda and recognition that cooperation must extend across sectors nationally and across borders. The guiding principles of Common Frontiers include international solidarity, democratic freedoms, respect for human rights, the promotion of labour rights, and strong public services. These principles align with OSSTF/FEESO policies.

OSSTF/FEESO provides an annual contribution to Common Frontiers of \$10,000 to support their work. The organization shares research, offers opportunities for OSSTF/FEESO to participate in solidarity projects in the Americas, and often acts as a conduit to communicate with other labour unions in the Western Hemisphere.

Sixteen organizations are part of Common Frontiers including:

- BC Government and Service Employees Union (BCGEU)
- BC Teachers' Federation (BCTF)
- Canadian Union of Postal Workers (CUPW)
- Canadian Union of Public Employees (CUPE)
- Centre for Research on Latin America and the Caribbean (CERLAC)
- Comité pour les droits humains en Amérique latine (CDHAL)
- Confederation of Canadian Unions (CCU)
- KAIROS: Canadian Ecumenical Justice Initiatives
- MiningWatch Canada
- Ontario Secondary School Teachers' Federation (OSSTF/FEESO)
- Canadian Foreign Policy Institute
- Public Service Alliance of Canada (PSAC)
- Sierra Club of Canada

- Unifor
- United Church of Canada – Latin American and Caribbean Division
- United Steelworkers (USW)

#### **10. CTF Request for Solidarity with Afghanistan**

Affiliates of the Canadian Teachers' Federation (CTF/FCE) received a request to consider supporting Education International's Afghanistan Solidarity Fund. OSSTF/FEESO contributed \$1,000 to the fund.

#### **11. OSSTF/FEESO Letter of Solidarity for Iranian Teachers**

In recognition of OSSTF/FEESO's continued defense of human rights and democracy, we were approached by a representative of the Committee for the Defence of the Iranian People's Rights (CODIR-Canada), and Domenic Bellissimo, former OSSTF/FEESO AGS, requesting our organization's support and solidarity for the teachers and workers of Iran, specifically in support of the Iranian Teachers' Trade Association (ITTA).

Educators and teachers from 110 cities in Iran staged a sit-in on December 13, 2021 calling for fair wages, the release of jailed labour leaders, including former Secretary General of the ITTA, Esmail Abdi, promised health insurance/retirement benefits, an end to discrimination in the education system, an end to privatization, maintaining a free public education system, and repairing school buildings. This recent action follows a long history of government opposition to labour and workers' rights, including the execution of three teachers between 2014 and 2019 for alleged activities against the state.

Despite ongoing advocacy, the ITTA continues to meet opposition to their calls. The ITTA's Coordination Council notes that "neither the government nor the Parliament have shown any attention to our demands." Instead of support for public education, the system faces pending budgetary cuts, while funding for Iran's military has increased significantly.

On December 1, 2021, Education International's Executive Board passed a resolution on Iran, in support of ITTA as an EI affiliate. The resolution, in part, calls for:

##### **The Iranian Government to:**

- a. Unconditionally drop all charges and release Esmail Abdi and other imprisoned trade unionists and human rights defenders in Iran.
- b. Respect and uphold the rights of teachers and education workers to organise and to freedom of association and freedom of speech including the right to peaceful assembly, without fear of intervention by the authorities.
- c. Institutionalize dialogue with representative organisations of teachers and education personnel on issues related to the education policy and teachers.
- d. Respect the rights and privacy of the family members of Esmail Abdi and the imprisoned leaders and ensure their safety and wellbeing.

##### **Member organisations to:**

- a. Join EI's call for an immediate release of Esmail Abdi and other imprisoned leaders.
- b. Join EI's efforts to ensure safety and wellbeing of Esmail Abdi's family members.

OSSTF/FEESO received messages of great appreciation from the ITTA after receiving our letter of solidarity.

## 12. Bangladesh Centre for Worker Solidarity

### Background on OSSTF/FEESO Involvement in Bangladesh Solidarity

On April 24, 2013, one of the deadliest industrial accidents the world has ever witnessed occurred at the Rana Plaza factory in Dhaka, Bangladesh. The collapse of the factory tower resulted in the death of 1,134 garment workers, with another 2,500 workers injured. Prior to this tragedy, the Tazreen Factory fire in Ashulia, a rural suburb of Dhaka, killed 117 workers and injured another 200. These tragedies highlighted the dangerous and precarious working conditions of garment factory workers in Bangladesh.

The Bangladesh Centre for Workers Solidarity (BCWS) acts as an umbrella advocacy organization dedicated to the protection of workers' rights, labour rights, factory safety, and women's rights. They provide labour leadership training, labour rights training and advocacy, legal aid, gender-based violence activism training, and basic computer training.

In 2016, OSSTF/FEESO committed \$7,500 (as part of a joint \$105,000 labour commitment) in direct project funding for the BCWS. In October of 2018, Kalpona Akter, Director of the [Bangladesh Centre for Workers Solidarity](#) (BCWS) visited the OSSTF/FEESO Provincial Office to meet with the Provincial Executive and staff to update our Federation on the first 3 year project between Canadian labour organizations and the BCWS. Organizations committed to the Joint Canadian Partners project are:

- Canadian Labour Congress (CLC)
- Canadian Union of Public Employees (CUPE)
- Public Service Alliance Canada (PSAC)
- Centre international de solidarité ouvrière (CISO)
- Ontario Secondary School Teachers' Federation (OSSTF/FEESO)
- United Steelworkers, Canada (USW)

In the spring of 2019, PE approved a continuation of OSSTF/FEESO's work in support of the Bangladesh Centre for Worker Solidarity (BCWS), and participation in a joint labour delegation to Bangladesh to work directly with BCWS, labour leaders in ready-made garment (RMG) industry, and factory level workers. Tracey Germa was a part of that delegation in June 2019. In August 2019, the Provincial Executive approved OSSTF/FEESO's continued involvement in the Joint Canadian Partners project with the BCWS and committed a total of \$10,000 to the 3 year project extension with the understanding that involvement past August 31, 2022 is subject to PE approval.

### The Current Situation in Bangladesh

Omicron is having a significant impact on the workers of Bangladesh. Vaccination rates are low (26% who have both doses, ~ 60% who have two doses, booster doses now available for those over 50 years old). Students have opened schools and have actively pursued student vaccinations. Some examinations cancelled, and classes working both online and in-person. Students, like those in Canada, are finding at-home and online learning taxing and are benefiting from in-person learning. However, as Omicron continues to grow in Bangladesh, schools may again move fully online.

For the workers, testing rates are low, because people do not want to take the time to get tested. Many are going to work with symptoms. Testing is increasing across the country, including with migrant workers who must test to travel from and to Bangladesh.

Layoffs continue, but with some taking time off for COVID, it is a bit better. Labour activists continue to advocate with government for improvements in labour laws to protect workers and to increase access to mandated protections, including sick leave, and layoff protections.

The goal is to have brands work with the local factories, and to confirm lists of laid-off workers, to have back-pay or severance provided to those illegally laid-off.

### **Global Campaigns**

The [Accord on Fire and Building Safety and Bangladesh](#) (The Accord) continues in its role as a mechanism to protect and guide the garment sector in Bangladesh. Not all the factories who have signed on to The Accord are actually meeting their commitments to safety and worker protections.

The “Pay Now” campaign to have international companies sign on to a global framework agreement is in development from international labour organization, [IndistriALL](#) and Kalpona sits on the campaign group. However, there are concerns about the viability of any campaign without legally binding elements. International brands are reluctant to sign on to any campaign that forces them to protect workers. Similarly, the [Clean Clothes Campaign](#)’s (CCC) international “Pay Your Workers” campaign focuses on pressuring international garment brands to pay for their orders, to pay the full wages owed to workers, and to pay severance to those who were laid-off due to cancellation of orders during the pandemic. The BCWS sits as a representative on CCC. OSSTF/FEESO shares social media content from the Clean Clothes Campaign.

### **Current Project Update – Uplifting Workers Voice and Capacity**

Meetings are taking place between the BCWS and the two central garment worker unions in Bangladesh to continue to review the Canadian partnership and the outcomes. This allows the Canadian supporters to hear from those stakeholders benefitting from the ongoing support from Canadian labour.

Because of the pandemic, our regular updates have been limited, including the opportunity to visit Bangladesh. The Joint Canadian Project’s funding has been specifically earmarked for a number of projects in the BCWS:

1. “Know Your Rights” training
  - 40 events
  - 800 workers (~45% women / 55% men)
  - train-the-trainer model
  - aims to teach workers about their basic rights in the factories and to help them know how to self-advocate (and when to reach out to the BCWS for additional support)
2. Leadership training
  - helps with site-based organizing, organizing, and worker advocacy
3. Women’s Leadership training
  - 6 trainings (30 workers trained)
4. Legal Aid training
  - includes help with mediation training
5. Factory-level consultation meetings training
  - early stages of planning to help factory leaders run successful site-based meetings and to help workers form and join unions in their factories

### **Positive Outcomes of the Project**

The BCWS is finding success and having positive impacts on local workers, including

increased union card registration, and increased worker engagement.

A recent example of the grass-roots success of union leadership training, tells of a garment worker who had been laid-off, but was afraid to self-advocate for his legally-owed severance because of fear of violence by factory “thugs” and threats of “black-listing” which would limit the worker’s ability to find work elsewhere. The worker faced significant depression, was fearful of seeking union support, and his family was suffering. He refused to speak to his union reps or with members of the BCWS. Members of the BCWS and a factory-level leader continued to reach out to the laid-off worker to encourage and support him about his legal rights using social media. They would not give up trying to engage and protect this worker and his family. The ongoing emotional encouragement, human contact, and kindness eventually convinced the worker to come to the BCWS centre to be trained on his basic rights as a worker. This worker with the support and guidance of the BCWS staff, was able to successfully advocate for his back-wages/severance. He was successful in his request and with his payment, his family was able to purchase a cow to help them bring in some much-needed wages selling milk. This success story is a direct result of the grass-roots training of site leaders and workers sponsored by Joint Canadian Project.

Similarly, the training of women has led to an increase in women-to-women advocacy and a more open discussion of gender-based violence that women workers face in Bangladesh. Continued training includes working towards supporting women in obtaining supervisory-level positions.

*“A leader has to take stress for others” – Kasfia, a female leader at the BCWS about the value of increasing her own knowledge as a leader and a labour advocate.*

The organizers in the field face the greatest level of stress and challenge, as they waded into the daily fights at factories for worker rights. Legal harassment, violence, black-listing, and job loss are all regular challenges that site organizers face. The training and support of BCWS is expanding to include mental health and burnout supports for local organizers. Despite all the challenges that members of the BCWS and site-level labour leadership face, there is a strong solidarity. The pandemic has added challenges to the way these leaders are able to connect, yet they report an increase in their dedication and strength as they recognize the power of solidarity.

### **Future Plans**

The Joint Canadian Project members have two more online meetings scheduled with the BCWS (March and May, 2022). There is continued call for an early-summer delegation to travel to Bangladesh to continue our successful partnership; however, planning is on hold until the COVID-19 situation can permit safe travel.

### **13. Moose Hide Campaign**

The [Moose Hide Campaign](#), an Indigenous initiated campaign aimed at educating the public on violence towards Indigenous women and children, began in 2011. Part of the campaign includes a Moose Hide Campaign Day, a day of ceremony where everyone living in Canada are called to join together to take a stand against violence towards women and children, and to take practical steps for our collective journey of reconciliation. In addition, supporters and participants of the campaign are encouraged to wear an official Moose Hide pin. Thanks to many organizations who support the Moose Hide campaign, more than 2.5 million pins have been distributed since 2011.

Due to the global pandemic, the Moose Hide Campaign recently changed the date of the

event from February 10 to May 12, 2022.

OSSTF/FEESO Provincial Office and members have supported the Moose Hide Campaign for the past six years.

### **2022 Campaign/Event Information**

The 2022 Moose Hide Campaign day will take place on May 12, 2022. Registration information, educational resources, and promotional materials for the event can be found [here](#).

### **14. DBU Memos Issued Since Last Report:**

- 121 University of Toronto Study: Exploring the Climate Justice Pedagogies of Educators of Colour
- 122 Updated Information on the Delivery of AMPA 2022
- 123 Sexual Abuse Prevention Program
- 124 Appointment of Executive Assistant
- 125 Ministry Correspondence - A Message from the Minister of Education to Ontario's Parents
- 126 Application to Provincial Standing Committees and Councils
- 127 Benevolent Council
- 128 Attending Remote AMPA 2022 as an Observer
- 129 Ministry Correspondence - Vaccination Disclosure Policy - Updated Instructions from the Office of the Chief Medical Officer of Health
- 130 College of Early Childhood Educators Sexual Abuse Prevention Program
- 131 Canadian Teachers' Federation - Bell Let's Talk Day Takeover
- 132 Ontario Teachers' Federation Job Posting - Manager-Communications
- 133 Ministry Correspondence - Temporary Amendment to the Ontario Teachers' Pension Plan (OTPP) 50 Day Rule Reporting Requirements - 2021-22
- 134 International Women's Day International Women's Day  
– Ontario Federation of Labour March 8 Project
- 135 Provincial Office Reopening
- 136 Job Posting - Community Organizer
- 137 Expansion to Temporary Teaching Certificates
- 138 Call for OFL Committee Members
- 139 Union Training Academy Survey
- 140 Ministry Correspondence - Consent at School Vaccination Clinics
- 141 Professional Development Funding to Enhance French Language Proficiency
- 142 Ministry Correspondence - Online Learning Graduation Requirement
- 143 PPM 81 PSSP Town Hall on February 8, 2022
- 144 PPM 81 ESS Town Hall on February 10, 2022
- 145 "Our Union, Our Journey" Winter and Spring miniseries
- 146 Staffing Chart 2021-2022 - Updated Secretariat Assignments
- 147 2022 Student Achievement Award - Winners Announced
- 148 Pink Shirt Day and Day of Pink
- 149 Ministry Correspondence - Ontario's Participation in Provincial, National and International Assessments in 2021-22
- 150 2022 SBCBA Provincial Bargaining Priorities Survey
- 151 Job Posting: Executive Assistant, Member Protection & Negotiations and Contract Maintenance
- 152 OECTA Pink Listing (Toronto Catholic District School Board - Occasional Teachers' BU)
- 153 Professional Activity Days for the 2022-23 School Year
- 154 Updated Benevolent Council Application Form (French) 2021-2022

155 Flexibility for Final Evaluations

**LATE MOTIONS TO  
FEBRUARY 17, 2022  
TTBU COUNCIL**

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1. BIRT Council expresses its solidarity with our colleagues and broader community at David and Mary Thomson Collegiate in light of recent tragic events by affirming that you do not walk alone.

Will Wallace, Downsview S.S./  
Jessica Toal, Oasis Alternative S.S.



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](http://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: