

Please turn off all electronic ringers during the meeting.

**OSSTF Toronto
TTBU Council
Virtual Meeting
4:45 p.m.
JANUARY 20, 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: December 9, 2021 | <i>[pages 17-19]</i> |
| | 6. | On Time Motions | <i>[page 21]</i> |
| 6:00 pm | 7. | Executive Reports | |
| | 8. | Questions to Executive / Items of Concern | |
| 6:30 pm | 9. | Provincial Executive Report | <i>[pages 36-46]</i> |
| | 10. | Questions to Provincial Executive Report | |
| | 11. | New Business, Late Motions and Notices of Motion | <i>[page 47]</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)
FOR (✓)	<ul style="list-style-type: none"> • Mover initially speaking to the motion • Debating in favour of a motion <p><i>Speaking time: 90 seconds</i></p>	Type “FOR” to SPOTTER
AGAINST (X)	<ul style="list-style-type: none"> • Debating against a motion <p><i>Speaking time: 90 seconds</i></p>	Type “AGAINST” to SPOTTER
QUESTION (?)	<ul style="list-style-type: none"> • To ask a question to the mover <p><i>Speaking time: 60 seconds</i></p>	Type “QUESTION” to SPOTTER
	<ul style="list-style-type: none"> • To move a Main motion • To reconsider a motion • Calling for the Vote / Calling the Question (i.e. end debate) 	TYPE “MOTION” to STEERING + complete the online form to submit your amendment: http://bit.ly/TTBUamendments
	<ul style="list-style-type: none"> • To make an amendment 	Type “AMENDMENT” to STEERING + complete the online form to submit your amendment: http://bit.ly/TTBUamendments
PAUSE (🔴)	<p>May be used by a Member / Council Representative only when the Member:</p> <ul style="list-style-type: none"> • believes the established Rules of Order are being contravened. • is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve. • is experiencing an issue which requires accommodation to physically participate in the meeting. • disagrees with the ruling of the Chair and wishes to Challenge to the Chair. • has a question for the Chair about how to navigate the Rules of Order. 	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

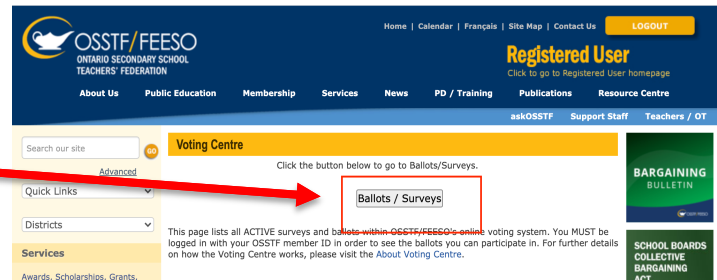
STEP 1: Login to the **Registered Users** section of the Provincial OSSTF website with your **OSSTF Member ID**:

<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 or

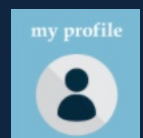
call 416-751-8300 / 1-800-267-7867 between 8:30 a.m. and 5 p.m.

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
December 9, 2021**

1. Meeting called to order at 4:45 p.m. Mark Kissel, Constitution & Steering Committee, in the Chair.
2. The Acknowledgement of Traditional Lands composed by the Chair was read. The Anti-harassment Statement was read by the Chair.
3. Announcements were made by the Chair.
4. The Agenda as presented was approved with universal consensus.
5. The Minutes of November 18, 2021 were approved with universal consensus.
6. Election of TTBU AMPA 2022 Delegation

The Chair advised that there were 56 names for 43 available Delegate spaces; thus, an election is required. Names were called by the Chair with a raised hand function so the House could view nominees. The vote was explained. The ballot opened for online voting for 5 minutes.

Results to be known on December 10, 2021 to Council Representatives and AMPA 2022 nominees.

7. On Time Motions:

BIRT the TTBU Executive asks the District Executive Committee to create a reserve fund for the proceeds from the District Dismantling ABR Levy to prevent these funds from going back into/being absorbed as revenue and thus be utilized as they are intended, which is “to allow each Dismantling Anti-Black Racism and Intersectional Oppression Executive access to up to 30 days of time release during the school year, as well as to complete their duties” and not as general revenue for the union.

CARRIED

Vote Count, Motion 1: 68 (84%) In Favour, 13 (16%) Opposed.

BIRT the TTBU Executive officially requests the Ontario College of Teachers rescind and rewrite the Professional Advisory on Anti-Black Racism on the grounds that the present document is overtly political and erodes public trust in the teaching profession.

DEFEATED

Vote Count, Motion 2: 64 (83.1%) Opposed, 13 (16.9%) In Favour.

Pause: Objection to comments made by Motion 2 Mover in opening of debate.

Pause: Mover spoke to motion. Chair: Mover can not enter debate on a pause card.

Pause: Request that Motion 2 Mover be warned that behavior is harmful and deleterious. Chair so named that Jonathan Roberts, Sir William Osler HS, be warned with comments.

BIRT the question on On-Time Motion 2 be put.

Jason Kunin (TTBU Executive) / Seth Bernstein (Ursula Franklin Academy)

CARRIED

Vote Count, Call to Question: 62 (78.5%) In Favour, 17 (21.5%) Opposed.

Pause: Voting problems. Chair pauses the ballot on Motion 2.

AMPA 2022 Motions:

BIRT TTBU Council endorse the following motion to AMPA 2022:

BIRT Bylaw 2.3.3 be amended by addition of subsection 2.3.3.1.2.1.x which reads: "Matters pertaining to Human Rights on all protected grounds under the Ontario Human Rights Code"

CARRIED

Vote Count, AMPA Motion: 63 (82.9%) In Favour, 13 (17.1%) Opposed.

8. Executive Reports:

Michelle Teixeira, President

- Reported on the TDSB's plans for second semester as they relate to hybrid learning.
- Update on a move by the Board to increase the length of lunch hours and a return to regular semester learning in December. Toronto Public Health did not approve proposed changes.
- Addressed notions or misconceptions regarding TTBU Executive representation of all members.
- Reported on Procedure PR728 - reporting and responding to racism and hate incidents involving or impacting students in schools.
- Closing remarks before Winter Break. On behalf of the Executive team, best wishes to all for a safe and restful holiday period.

Chris Chandler, Vice-President

- Reported as Executive Liaison to the Communications and Political Action Committee (C/PAC). Branch Presidents asked to encourage member participation and completion of newly-launched OSSTF Toronto Election Readiness Member Survey.

9. Questions to Executive / Items of Concern:

Questions and concerns to the Executive were addressed.

10. Provincial Executive Report

Karen Littlewood, OSSTF/FEESO President

- Reported on senior staffing changes at Provincial Office.
- Advised of presentations given at several provincial government committee meetings and with MPP's, such as concerning Bill 13 ("Red Tape Bill") and Bill 43 - the *Budget Measures Act*.
- Advised of a recent meeting with the Canadian Teachers' Federation re "A National Conversation".
- Spoke to worksite visits in the new year by the Provincial Executive regarding what is important to members as far as bargaining goals in preparation of the bargaining brief.
- Reminded Council of registration for the OSSTF/FEESO Bargaining Survey. Deadline is December 17, 2021.
- Reported on ongoing concerns with the Ontario College of Teachers' Sexual Abuse Prevention Program.
- Spoke to staff absences in schools and expansion of retirees' work days to 95 from 50 days.
- Reported on a joint letter from education affiliates regarding access to Covid-19 boosters for education workers.
- Update on Bill 307, which replaced Bill 254 and the Constitutional challenge.
- Comments on the Ministry of Education's memo released on November 10, 2021 regarding de-streamed mathematics curriculum.

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

**OSSTF Toronto
TTBU Council Meeting
December 9, 2021**

9. Questions to Executive / Items of Concern

- Issues with downloading/accessing IEP's
- PR728 implementation and if request for PD training was put in writing by union
- President's comment on teacher preferences with hybrid; less hybrid not solution
- Bargaining and hybrid, local or central; Board thought local
- Compensation for extra duties and work due to hybrid
- Query on member call out by Chair; Chair - question not permitted
- Running out of oncalls by Feb/March
- Hybrid concerns within union; staffing committee assistance with hub implementation
- Concern with Board not calling possible emergency supply teacher; fighting back at 27+ oncalls
- Worksite H&S concern and recourse, principal not responding
- Mitigating hybrid for second semester; downloading onto B/P's, considering collaboration
- Coverage and supervision question; clarification of oncall minutes

**ON TIME MOTIONS TO
JANUARY 20, 2022
TTBU COUNCIL**

AMPA 2022 Late Motion:

1. 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.

Maryline Lanteigne, TTBU Executive/
Jason Kunin, TTBU Executive

Cost Estimate: \$20,000.00

Council Motions:

2. BIRT it is the policy of 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 their peers.

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

Professional Development Workshops

FEBRUARY 18, 2022

AM WORKSHOPS

- Black and Indigenous Elders Connect and Share Their Wisdom
- Confronting Antisemitism and Anti-Asian Racism
- Cultivating Resilience
- Cyberbullying
- Growing up Palestinian: Anti-Palestinian Racism and Youth
- Investing 101 (Educator's Financial)
- Media Literacy Across the Curriculum: Indigenous & LGBTQ2SI Perspectives
- The Collective Bargaining Process
- We Love Our Bikes! An Eco Committee Workshop

PM WORKSHOPS

- Drama and Theatre Belong in Every Classroom
- Eco School Initiatives
- Fighting Antisemitism with a Critical Lens
- Managing Conflict
- Retirement Workshop (Educator's Financial)

FULL DAY WORKSHOPS

- Rules of Order Workshop

REGISTRATION OPENS SOON!
CHECK OSSTFTORONTO.CA
FOR DETAILS





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

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

Please provide a brief explanation as to why you feel the member you have nominated meets the criteria above:

**OSSTF District 12 STBU
Comparative Income Statement**

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 01/18/2022	Change
REVENUE			
District Funding			
District Rebates - Funding Master P.D. & Training	855,574.64	342,229.84	513,344.80
District WSIB Funding	5,239.00	0.00	5,239.00
Other District Funding	54,903.76	0.00	54,903.76
Total District Funding	973,563.86	342,229.84	631,334.02
Member Levy			
TTBU Levy - Executive Time Release	460,000.00	230,457.97	229,542.03
Total Member Levy	460,000.00	230,457.97	229,542.03
Other Revenue			
Investment Revenue	14,000.00	4,964.71	9,035.29
OTIP Rebate	25,000.00	0.00	25,000.00
Miscellaneous Revenue	0.00	5,000.00	-5,000.00
Total Other Revenue	39,000.00	9,964.71	29,035.29
TOTAL REVENUE	1,472,563.86	582,652.52	889,911.34
EXPENSE			
Executive			
Executive Time Release	693,870.00	231,290.00	462,580.00
Health and Safety Time Release	500.00	0.00	500.00
ExecExpenses/Member Meetings	16,500.00	2,197.99	14,302.01
Executive Action	12,000.00	0.00	12,000.00
Executive Mileage and Taxi	14,500.00	2,406.19	12,093.81
Total Executive	737,370.00	235,894.18	501,475.82
Meetings			
TTBU Executive	12,000.00	4,410.22	7,589.78
TTBU Council Meetings/Travel	29,000.00	2,842.83	26,157.17
TTBU Annual General Meeting	35,080.00	65.49	35,014.51
Branch Meetings (Rebates)	23,000.00	19,797.82	3,202.18
Total Meetings	99,080.00	27,116.36	71,963.64
Activities/Programmes			
Grants and Donations	3,500.00	300.00	3,200.00
Community Forums/ Member Outreach	500.00	0.00	500.00
Elections Commission and Expenses	500.00	0.00	500.00
Branch Presidents Workshops	63,000.00	18,400.68	44,599.32
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
Total Activities/Programmes	93,900.00	29,899.26	64,000.74
Member Protection			
Grievances	31,000.00	3,645.04	27,354.96
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	121.14	13,878.86
Total Member Protection	68,000.00	20,821.66	47,178.34
Committees			
Constitution Committee	3,900.00	519.35	3,380.65
TTBU Budget Committee	1,700.00	406.38	1,293.62
Collective Bargaining Committee	1,500.00	37.83	1,462.17
Retirement Workshops	3,000.00	0.00	3,000.00
Professional Development Committee	1,300.00	0.00	1,300.00
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 01/18/2022	Change
Total Committees	<u>14,400.00</u>	<u>963.56</u>	<u>13,436.44</u>
Extraordinary Expenses			
Arbitration TDSB	0.00	0.00	0.00
Total Extraordinary Expenses	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Office Expenses			
Staff Salaries	192,695.98	93,722.03	98,973.95
EI Expense	4,000.00	1,879.56	2,120.44
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	8,163.99	7,836.01
Benefit Plan	24,000.00	10,812.48	13,187.52
Total Staff Benefits	<u>58,400.00</u>	<u>27,908.61</u>	<u>30,491.39</u>
Temporary Help	960.00	0.00	960.00
Bank Charges and Audit	500.00	90.40	409.60
Building Operations	103,600.00	55,371.03	48,228.97
Capital Equipment	5,000.00	3,400.12	1,599.88
Supplies	18,500.00	8,454.66	10,045.34
Photocopying	4,500.00	412.62	4,087.38
Photocopier Leases	21,500.00	9,479.17	12,020.83
Paper Purchases	2,400.00	586.97	1,813.03
Printing	500.00	0.00	500.00
Telephone	24,000.00	7,120.76	16,879.24
Postage	5,000.00	2,211.77	2,788.23
Taxi and Courier	500.00	0.00	500.00
Parking/Management	5,000.00	1,865.60	3,134.40
Insurance	2,500.00	0.00	2,500.00
Total General Office Expenses	<u>89,400.00</u>	<u>33,531.67</u>	<u>55,868.33</u>
Computer/Network Support/Licenses	16,000.00	8,579.78	7,420.22
Website/Fibre	12,400.00	4,468.86	7,931.14
Contingency	21.22	0.00	21.22
Total Office Expenses	<u>473,977.20</u>	<u>223,672.38</u>	<u>250,304.82</u>
TOTAL EXPENSE	<u>1,486,727.20</u>	<u>538,367.40</u>	<u>948,359.80</u>
NET INCOME	<u>-14,163.34</u>	<u>44,285.12</u>	<u>-58,448.46</u>

E.O.E.
AP

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 01/18/2022	Change
REVENUE			
Provincial Office Funding			
2000 - Basic District Rebates	1,583,653.00	570,117.00	1,013,536.00
2010 - Prof. Develop. and Training	81,127.00	0.00	81,127.00
2015 - Union Training	1.00	0.00	1.00
2045-Events to Engage	6,000.00	0.00	6,000.00
2050 - PAC Special Distr. Programs	2,500.00	0.00	2,500.00
2052 - District Coalitions	15,000.00	0.00	15,000.00
2055 - Dist Excellence in Education	1.00	0.00	1.00
2080 - District WSIB Funding	1,310.00	0.00	1,310.00
2090 - Member Accessibility Funding	1.00	0.00	1.00
AMPA Funding	62,000.00	0.00	62,000.00
Election Readiness / Mobilisation	1.00	0.00	1.00
Other Provincial Office Funding	1.00	0.00	1.00
Total Provincial Office Funding	1,751,595.00	570,117.00	1,181,478.00
Member Levy			
District Political Action Levy	81,000.00	33,260.00	47,740.00
D12 Anti-Black Racism Levy	76,000.00	24,501.10	51,498.90
Total Member Levy	157,000.00	57,761.10	99,238.90
Other Revenue			
Interest Revenue	1,500.00	0.00	1,500.00
Active Retired Members	1.00	12,150.00	-12,149.00
Camille Natale Award Income	1.00	0.00	1.00
Miscellaneous Revenue	77,000.00	509.52	76,490.48
Total Other Revenue	78,502.00	12,659.52	65,842.48
TOTAL REVENUE	1,987,097.00	640,537.62	1,346,559.38
EXPENSE			
Bargaining Unit Funding			
OTBU Funding - Funding Master	180,006.92	72,002.76	108,004.16
OTBU Funding - Other	12,170.49	0.00	12,170.49
PSSP Funding - Funding Master (net)	164,322.48	65,729.00	98,593.48
PSSP Funding - Other	11,110.05	0.00	11,110.05
TTBU Funding - Funding Master	855,574.64	342,229.84	513,344.80
TTBU Funding - Other	57,846.46	0.00	57,846.46
Active Retired Members	0.00	12,150.00	-12,150.00
Allocation To BUs From Surplus	77,000.00	0.00	77,000.00
Total Bargaining Unit Funding	1,358,031.04	492,111.60	865,919.44
Executive			
Executive Time Release	161,600.00	53,866.66	107,733.34
Executive Liaison Expenses	2,000.00	10.93	1,989.07
Total Executive	163,600.00	53,877.59	109,722.41
Meetings			
District Executive	2,000.00	408.24	1,591.76
District General & Annual Meetings	16,500.00	476.06	16,023.94
Inter-District Meetings/Training	0.00	0.00	0.00
AMPA	124,000.00	0.00	124,000.00
Total Meetings	142,500.00	884.30	141,615.70
Activities/Programmes			
Political Action	40,000.00	4,138.65	35,861.35
D12 Anti-Black Racism	76,000.00	0.00	76,000.00
Labour Council	26,500.00	0.00	26,500.00
Election Readiness/Mobilisation	1.00	0.00	1.00
Affiliations/Coalitions	10,000.00	0.00	10,000.00
Grants and Donations	6,000.00	601.00	5,399.00
Community Forums/Member Outreach	6,000.00	0.00	6,000.00
AMPA Campaigns	1.00	0.00	1.00
Camille Natale Award	1.00	0.00	1.00
Ex in Ed - Jim McQueen Award	8,500.00	1,705.09	6,794.91
Awards Event	4,000.00	0.00	4,000.00

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 01/18/2022	Change
Pregnancy ,Parental, Adoption Leave	1,000.00	44.33	955.67
Total Activities/Programmes	178,003.00	6,489.07	171,513.93
Committees			
Constitution Committee	1,500.00	85.90	1,414.10
Communications PAC Committee	3,700.00	796.66	2,903.34
Finance Committee	1,600.00	464.10	1,135.90
PRIDE Committee	3,500.00	0.00	3,500.00
Occupational Health and Safety Ctte	1,600.00	0.00	1,600.00
Human Rights Committee	4,500.00	243.46	4,256.54
Status of Women Committee	3,000.00	770.93	2,229.07
Black,Indigenous ,Workers of Colour	2,500.00	290.10	2,209.90
Eco Committee	1,100.00	113.00	987.00
Total Committees	23,000.00	2,764.15	20,235.85
Office Expenses			
Staff Salaries	48,174.00	23,418.53	24,755.47
EI Expense	1,000.00	469.87	530.13
CPP Expense	2,000.00	1,208.84	791.16
WSIB Expense	1,600.00	551.62	1,048.38
Pension Expense	4,000.00	2,040.99	1,959.01
Benefit Plan	6,000.00	2,703.12	3,296.88
Total Staff Benefits	14,600.00	6,974.44	7,625.56
Temporary Help	240.00	0.00	240.00
Bank Charges and Audit	500.00	0.00	500.00
Building Operations	25,900.00	94.92	25,805.08
Capital Equipment	1,250.00	850.02	399.98
Supplies	4,625.00	2,514.63	2,110.37
Photocopying	1,125.00	103.15	1,021.85
Photocopier Leases	5,375.00	2,369.51	3,005.49
Paper Purchases	600.00	146.74	453.26
Printing	125.00	0.00	125.00
Telephone	6,000.00	1,957.36	4,042.64
Postage	1,250.00	552.95	697.05
Taxi and Courier	125.00	0.00	125.00
Parking/Management	1,250.00	466.40	783.60
Insurance	625.00	0.00	625.00
Total General Office Expenses	22,350.00	8,960.76	13,389.24
Computer/Network Support/Licenses	4,800.00	2,146.30	2,653.70
Website/Fibre	2,300.00	1,117.25	1,182.75
Contingency	14.96	0.00	14.96
Total Office Expenses	118,878.96	42,712.20	76,166.76
TOTAL EXPENSE	1,984,013.00	598,838.91	1,385,174.09
NET INCOME	3,084.00	41,698.71	-38,614.71

E.Y.O.E.
DJP

**TTBU Branch Councillor
Rebate Application
2021**

I, _____, T.T.B.U. Branch Councillor
for (name of school) _____
have virtually attended the following T.T.B.U. Council meetings as
attested by my signature(s) and wish to apply for the Travel Cost Rebate.

Signature(s):

September 23, 2021
October 21, 2021
November 18, 2021
December 9, 2021

Last Name (print)

First Name (print)

Home/Mailing Address: Street _____
(print) City _____
Postal Code _____

___ Total meetings attended x \$15.00 = \$_____ Total Rebate

Thank you
David Pickering
Treasurer, OSSTF D12

Complete form to: TTBU
Email: mreid@osstftoronto.ca
dpickering@osstftoronto.ca



OSSTF TORONTO

PLEASE POST !!



OSSTF PENSION RETIREMENT PLANNING WORKSHOPS TEACHERS' PENSION PLAN MEMBERS 2022

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

WORKSHOP #1

DATE: Tuesday, February 15, 2022
TIME: 5:00 p.m. - 6:15 p.m.
PLACE: <https://attendee.gotowebinar.com/register/4112369619448103436>

WORKSHOP #2

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 ****

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://attendeegotowebinar.com/register/8304244506204594188>
- Saturday, May 14, 2022 10:00-11:15 a.m.
<https://attendeegotowebinar.com/register/3033758608204533772>
- Tuesday, May 31, 2022 6:00-7:15 p.m. (French)
<https://attendeegotowebinar.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.

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

LS/nd cope 343

Application to Provincial Standing Committees and Councils

To: Presidents and All Members
From: Karen Littlewood, President

For Information

The application for Provincial Standing Committees and Councils for 2022-2023 is now available on the OSSTF/FEESO website.

To complete an application, please click [here](#). Alternatively, you can follow the navigation path to access the application: **OSSTF/FEESO Website Homepage → About Us → How We Are Organized → Provincial Council → Related Links → Application Form → Log in using your Member ID.**

There are several background documents available in myOSSTF that you may find helpful while filling out your application. To view these documents, please click [here](#). Alternatively, you can follow the navigation path to access the documents: **myOSSTF → Leadership → Committees and Councils → Councils → Provincial Council.**

The below is a list of Provincial Standing Committees and Councils with vacancies:

- Benevolent Council (New District to be appointed)
- Comité des services en langue française
- Communications and Political Action Committee
- Educational Services Committee
- Finance Committee
- Health and Safety/Workplace Safety and Insurance Act Committee
- Human Rights Committee
- Parliamentary and Constitution Council
- Protective Services Committee
- Status of Women Committee

You must have previously confirmed your membership account (either through the website or directly with the membership team).

How can you tell if your account is confirmed or not?

Confirmed membership accounts use their membership ID as their username. Unconfirmed accounts use the email address used to create the account as the username.

The online form has drop down boxes for quick data entry as well as automated features for submitting copies to both Provincial Office and local Provincial Councillors.

The application must be in on-time in order to be considered. The deadline is **March 1, 2022** for term vacancies. Applications received after that time will be considered late and will only be

considered for appointment if there are insufficient on-time applications for a specific committee/council. Please note, the deadline for co-option applications is **May 1, 2022**.

The Ontario Secondary School Teachers' Federation (OSSTF/FEESO) is dedicated to equity, anti-racism and anti-oppression while protecting and enhancing public education. OSSTF/FEESO values the participation of members with various lived experiences. We actively seek and welcome applications from members of equity-seeking and sovereignty-seeking groups. Self-identification of membership 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 Francophone
- o Person Living with a Disability
- o Racialized
- o Woman

If you encounter any issues with the form, please send an email to webhelp@osstf.ca.

PB/jms
126 - Application to Provincial Standing Committees and Councils

Provincial Executive Liaison Report

To: District 12 TTBU Council

From: Karen Littlewood, President
Hayssam Hulays, Executive Officer

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1. Equity Mentorship Program Report to AMPA 2022

Background

AMPA 2016 approved the development of a formal, intensive mentorship program for members from equity-seeking groups. The pilot program, in place 2017-2021 was then reviewed by the MAC 202-20 Ad Hoc Work Group, consisting of mentors and mentees. This review was submitted to AMPA 2021 as a report with recommendations. The key suggestions within that report were in the following areas: relationship-building time, clear expectations, increased flexibility/responsiveness and, timing of mentee and mentor selection. The final recommendation was for a permanent 2-year structured program.

2021-2022

As the recommendations flowing from the above-mentioned AMPA 2021 report did not make it to the floor of AMPA 2021, the Provincial Executive called upon Committees, Councils and Advisory Work Groups to continue support - through both financial and human (in the form of mentors) resources - the continuation of this work. The Equity Mentorship Engagement, while limited to the 2021-2022 year only, is currently providing a much-needed opportunity for connections between mentors from various provincial bodies and mentees.

Proposal for 2022 and beyond

The MAC 202-20 Ad Hoc Work Group met again in the fall of 2021 to consult with the Equity, Diversity and Inclusion Coordinator and to prepare this report to AMPA 2022. The most significant change to the recommendations (from AMPA 2021 to AMPA 2022) is the necessity for 1-1 mentoring. The work group recommends that the Equity Mentorship Program be installed as a permanent program – with a two-year structure - that addresses expressed needs of mentees and supports desired growth of mentees, mentors and the organization as a whole. Ideally, funding for this program would be allocated for 10 mentors

and 10 mentees.

Timelines & Budget 2022

- Advertising and Promotion (mentees) – **mid-spring**
- Selection of mentees – **mid-spring**
- Pathway/Direction setting meetings with mentees (and staff) – **June**
- Advertising and promotion (mentors) – **September**
- Selection of mentors – **early fall**

Year 0 (For Spring 2022 ONLY)

Mentee Direction Setting Meetings	1 Day	10 X \$635	\$6,350 (from Contingency?)
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Year 1 (2022-2023)

Mentor Orientation	1 Day	10 X \$635	\$6,350
Mentor/Mentee Group Sessions	3 Full Days (spaced out in year; last day including assessment & year 2 plans)	20 X \$635 X 3	\$38,100
Mentor/Mentee Pair Experiences	3 Days (as needed)	20 X \$635 X 3	\$38,100
Additional Expenses/ Trainings		20 X \$500	\$10,000
Total			\$92,550

Year 2 (2023-2024)

Mentor/Mentee Group Sessions	3 Full Days (spaced out in year)	20 X \$635 X 3	\$38,100
Mentor/Mentee Pair Experiences	3 Days (as needed)	20 X \$635 X 3	\$38,100
Additional Expenses/ Training		20 X \$500	\$10,000
Evaluation Day	1 Day (in spring)	20 X \$635	\$12,700
Mentee Direction Setting Meetings	1 Day	10 X \$635	\$6,350
Total			\$105,250

The following motions will be submitted to AMPA 2022:

1. **BIRT AMPA 2022 endorse the Equity Mentorship Program Report.**
Rationale: refer to report
 2. **BIRT AMPA 2022 create a new budget line entitled Equity Mentorship Program with a 2022-2023 allocation of \$92,550.**
Rationale: refer to report
2. **OSSTF/FEESO Self-Identification Survey**
The OSSTF/FEESO Self-Identification Survey was issued to members in the December annual mailing. Members will have two options for submitting their survey responses:

- (i) mailing their response using a postage-paid return envelope that is provided with the survey, or
- (ii) completing the survey online using the link and unique survey access code provided in the paper version of the survey.

This survey will take less than five minutes to complete. All active members are encouraged to complete this survey.

By responding to the survey and telling us who we are, you will:

- assist OSSTF/FEESO to gain an improved understanding of the composition of the membership;
- strengthen our ability to represent and support members;
- provide context for bargaining and pay equity
- help the Federation understand how members are affected by changes in legislation that have an impact on particular demographic groups or job classes
- better position provincial and local leaders to implement various strategies that will improve policies, procedures, and structures in a manner that will further democratize our union;
- improve institutional and political practices;
- prepare the Federation to be more responsive to the future needs of members.

As part of completing the survey, five random survey respondents will be chosen and awarded a prize of \$100.00 if they completed and mailed the paper version of the survey, or a prize of \$200.00 if they completed the survey online.

All results will be aggregated so that individuals cannot be identified, and their anonymity is preserved. Participation in the survey is voluntary, and members may skip any questions they choose.

More information about the survey is available now on the Provincial OSSTF/FEESO website. Please visit www.osstf.on.ca/telluswhowere for more detailed information on the survey.

3. Ontario Universities & Colleges Coalition Meeting - November 17, 2021

Representatives from CUPE, CFS, OCUFA, OFL, OPSEU, OSSTF/FEESO and PSAC attended virtually and discussed the following:

H & S/Winter 2022 on campus

OSSTF/FEESO mentioned the newest update from the Public Health Agency of Canada (PHAC) regarding masking and the recognition of aerosol transmission of COVID-19. Ventilation, masking and physical distancing, along with vaccination remain the top measures to reduce the spread of COVID-19. CUPE indicated that MacMaster is transitioning to a full return to in person in January 2022 and that they are pushing for risk re-assessments to be done on campus. OPSEU indicated there has been plenty of discussion at their various college campuses about in person return and that most colleges are pushing for “business as usual” in January 2022. PSAC raised a concern that the employer is using some type of app that is tracking people on campus at Western, further details to follow. CUPE indicated a similar system is in place at Waterloo and the employer is not informing people of the surveillance. OCUFA indicated that administrators are actively surveilling teaching assistants to ensure they are actively in the classes they are assigned.

Bargaining Updates

USW 1998 achieved a tentative ratified agreement (November 16, 2021) for their casual unit. They did get their two (2) paid sick days and some other items they were after. OPSEU college faculty is in a tough round of negotiations and the employer is not budging on anything. Management wants to put a moratorium on full time positions. Conciliation began on November 18, 2021. They also indicated that the Mediator assigned, Brian Kellar, has been extremely unhelpful to the process and recommended we all be wary of using him going forward. UOIT Faculty Association is in bargaining with workload issues being the number one challenge, see www.uoitfa.ca/take-action. Mediation started November 18, 2021. CUPE mentioned we should all be collectively thinking about how we will proceed with bargaining outside of the Bill 124 moderation period that is fast approaching.

Election 2022

OCUFA met with the NDP recently and discussed the urgent need to address mental health and sexual violence on campuses. OSSTF/FEESO also met with the NDP and reviewed our entire election platform with the party. CFS met with the NDP, focused on mental health, sexual violence, and pushing the party to make financial commitments to post-secondary education.

OFL reminded the group that the OFL Action Plan calls for an activist strategy session, sometime in March 2022, to discuss further actions we can take to further protect public education in the post-secondary sector. CFS and OCUFA are pushing Elections Ontario for on-campus polling stations.

Next Meeting

Meeting to be scheduled in January 2022

4. Meeting with Education Finance Affiliate Work Group

On November 23, 2021, representatives from each of the affiliates met to continue dialogue on issues related to education finance. We were joined, at the request of ETFO, by a representative from OTF.

The group reaffirmed that they wanted to work more closely, particularly in the area of sharing education finance numbers and methodologies to ensure that, where possible, all affiliates are using similar figures in their communications.

The work group discussed the upcoming Ministry of Education Funding Consultations and the government's release of the Fall Economic Outlook and Fiscal Update. The affiliates share OSSTF/FEESO's concern about the chronic underfunding and underspending in education. An analysis of GSN expenses since 2018-19 was shared with the affiliates, illustrating how funding – given the removal of the \$0.5 billion in the Fiscal Update – has grown by only 2.1%, while enrolment has increased by 0.8% and inflation has climbed to 7.5% for that period.

CPI and inflation calculations were discussed, with a consensus that the preferred method of calculation of annual inflation was to use the average monthly CPI percentage change for the preceding twelve months, as was used above. The CPI value used is the All-Items Consumer Price Index, not seasonally adjusted. OSSTF/FEESO will share these calculation methods and samples with the other affiliates.

The role of each representative as Education Finance leads for their organization was also discussed. Both ETFO and OECTA have an economist/researcher on staff and so their

representatives are not involved as deeply in education finance submissions as the OSSTF/FEESO and AEFO representatives.

The calculation of differentiated funding for online learning (30:1 for 2 mandatory credits) in the Pupil Foundation Grant was discussed. The AEFO member will share his calculation of the 0.08125 credit load per pupil that the ministry has used in the calculation, as it is unclear how the Ministry of Education is determining this value.

The OSSTF/FEESO representative raised the issue of de-streaming, recognizing that the issue does not affect ETFO members. The AEFO and OECTA representatives expressed little concern about the staffing impact of de-streaming and the elimination of the applied courses at the Grade 9 levels. They did share concerns, similar to OSSTF/FEESO's, about the implementation of de-streaming. The OECTA representative shared that class size caps are not as common in OECTA local collective agreements as they are for OSSTF/FEESO.

5. 2022-2023 Education Funding Consultation Meeting with the Ministry of Education

On November 24, 2021, Dave Barrowclough and John Wells met with Ministry of Education staff to discuss OSSTF/FEESO's submission on Education Funding for 2022-23. Participating for the ministry were, Doreen Lamarche - Executive Director of the Education Labour and Finance Division, Paul Duffy - Director of the Education Modelling and Forecasting Branch, and Romina Di Pasquale - Director of the Enrolment, Funding and Labour Policy Branch. Assistant Deputy Director Andrew Davis was unable to attend the meeting.

During the meeting, OSSTF/FEESO discussed its submission to the 2022-23 Education Funding Consultations. We discussed the following issues:

- de-streaming
- mental health supports
- underfunding of public education
- urban and priority high schools and at-risk students
- violence in classrooms
- online learning differentiated funding in the Pupil Foundation Grant
- potential savings and efficiencies
- school board accountability and reporting
- online learning

Following the discussion, OSSTF/FEESO requested data from previous years about Grade 9 and 10 class sizes that would be needed to assess the impact of de-streaming. Ms. Lamarche indicated she would bring the requests to Mr. Davis to see what the proper protocol for providing this information is and would provide a response back to OSSTF/FEESO.

As well, clarification was requested surrounding the credit load per pupil for the online learning portion of the classroom staffing component of the Pupil Foundation Grant. This is the area that reflects the reduced funding for the 30:1 class size of online learning/e-learning. Ms. Lamarche also commented that the ministry was continuing to monitor this to make sure the funding reflects the intent of the differentiated funding.

After this meeting, the ministry contacted us to confirm that data on Grade 9 and 10 class sizes would be shared with OSSTF/FEESO within a few weeks.

6. Financial Accountability Office Monitor 2021-2022: Q2 Summary

On November 29, 2021, the Financial Accountability Office of Ontario (FAO) released its Expenditure Monitor for the first half of 2021-22. This report provides information on unaudited spending by the province through the end of the half quarter of the present fiscal year (April 1, 2021 to September 30, 2021). Included in their report are: A) changes to its spending plan; B) a comparison of total planned spending and actual first half spending; and C) a comparison of 2021-22 first half spending to 2020-21 first half spending.

The complete report, briefing deck, and press release are available at [https://www.fao-on.org/en/Blog/Publications/2021-22-expenditure-monitor-q2](https://www.fao.on.org/en/Blog/Publications/2021-22-expenditure-monitor-q2).

A. Changes to the 2021-22 Spending Plan

In the 2021-22 spring budget, the province tabled a spending plan of \$178.3 billion. In the first half of 2021-22, the government added \$692 million in internal program budget reallocations. Most of the new planned program spending went to the 'other programs' sector. The following are the key changes to the spending plan since the spring budget:

- Education – increase of \$6 million (no change from Q1)
- Postsecondary Education – no change
- Health – net increase of \$20 million (+\$15 million from Q2)
- Justice – increase of \$11 million (+\$1 million from Q1)
- Children and Social Services – increase of \$1 million
- Other Programs – net increase of \$654 million (+\$209 million from Q1)

In contrast, in the 2021 Ontario Economic Outlook and Fiscal Review released on November 4, 2021, the government reported a net spending plan increase of \$3.0 billion. This FAO report does not reflect these spending plan changes, as they were not included in the government's financial accounts as of September 30.

The increased spending of \$692 million was offset by a drawdown of \$709 million on the Contingency Fund. Overall, as of the end of the first half, the government's 2021-22 spending plan has decreased by \$16 million. The government has referenced a new unallocated Time-Limited COVID-19 Fund of \$2.2 billion in the first quarter with a further top-up of \$0.5 billion in the Fall Economic Outlook and Fiscal Update, but this fund has not yet appeared in the government's financial accounts.

Of note, the government made no transfers to Education or Postsecondary Education from the Contingency Fund or the new Time-Limited COVID-19 Fund. The largest drawdown on unallocated funds were \$202 million for the extension of the Ontario COVID-19 Worker Income Protection Benefit, \$135 million for the COVID-19 Response – Business Property Tax Rebate Grant, and \$100 for COVID-19 Response – Energy Rebate Grant, which reflect the government's priorities.

B. Second Quarter Spending

Every Ministry makes monthly spending projections for the entire fiscal year. Quarterly spending reports are not reliable, in themselves, for determining trends in government spending, as they provide only a snapshot of a three-month window in the annual spending plan.

During the second quarter, the government made internal program budget reallocations of \$226 million. No adjustments were made to planned spending for Education or Postsecondary Education.

Through the first half of 2021-22, the government has spent \$4.3 billion (5.3%) less than planned. This has grown from \$2.6 billion in underspending as reported in the first quarter. As compared to the previous two fiscal years, this is the most the government has underspent on programs in the first half of the fiscal year.

Most sectors spent less than planned over the first half of the year. Given this government's record, this pattern of underspending may continue into the second half of 2021-22 and lead to a significant material improvement to the projected budget deficit of \$21.5 billion.

In the Education sector, \$688 million (5.8%) less was spent than planned, with \$148 million below plan in Child Care and Early Years and \$535 million below plan in Support for Elementary and Secondary Education (Capital). Of the \$535 million unspent, the School Board Capital Grants program was the largest component.

In the Postsecondary sector, \$251 million (7.5%) less was spent, with \$89 million less spent in Support for Postsecondary Education (Capital) and \$160 million less spent in Colleges, Universities and Student Support, which provides operating grants for colleges and universities, and financial aid for students.

Given the \$2.2 billion that was unspent in Education in 2020-21, the FAO's projection that Education was already being underfunded by \$200 million for 2021-22 and the removal of \$467 million from Education in the Fall Economic Statement and Fiscal Update, this signals a clear intent by the government to continue to cut education spending through a combination of underfunding and underspending. It also seems that the government intends to cut Postsecondary Education funding in a similar way.

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

In the first half of 2021-22, the province spent a net of \$2.6 billion less than planned, as compared to the first half of 2020-21, up from \$1.1 billion less reported for the first quarter.

From this, its budgeting and spending patterns, it is clear that public services and rebuilding Ontario are not important to this government. This continued underspending is very concerning. Combined with intentional underfunding, it is clear that the government does not want to invest in publicly funded education in Ontario.

7. Annual Designated Charity – 2021-2022

Kids Help Phone continues to be OSSTF/FEESO's designated charity for the next year and a donation of \$20,000 will be made.

Kids Help Phone remains a significant and unique organization in its outreach to teenagers and children. In addition to the online and print information it provides, KHP offers both online and direct phone support in response to millions of requests each year. These services are especially valuable for those in rural and remote areas where there is limited access to other options. OSSTF/FEESO members have also indicated their commitment to KHP, in particular through local donations and participation in various fundraisers held in communities across Canada each year.

8. Extension of Here for Students Campaign

Sussex Strategy has delivered two proposals OSSTF/FEESO regarding the continuation of the Here For Students campaign as we move toward the provincial and municipal elections,

as well as into the next round of bargaining.

The first proposal is to extend our current contract for six months. Our current contract expires at the end of December. The extension would take us up to the end of June. At that time, we can review the campaign and determine next steps. This extension would continue to cover campaign management, strategic advice related to Here For Students, and creative support. More specifically, it covers:

- Ongoing monitoring of daily social, media, and government news;
- Ongoing development and management of Advocacy and Activation programs;
- Daily management of Here For Students social channels;
- Development and delivery of supporter newsletters promoting new information and new advocacy / engagement opportunities;
- Digital creative and website management;
- Weekly strategy and status calls with staff;
- Strategic advice and counsel based on evolving priorities.

The Here For Students campaign website is shifting focus to our education platform. The revised site became active in mid-December, and will be followed up with supporter newsletters and paid digital ads on social media promoting elements of our education platform. This will give us an opportunity to learn about which of our platform messages resonate strongly with our supporter base and the public.

The second proposal offered modular services that we can purchase to enhance the Here For Students campaign and our overall election and bargaining strategy. Sussex offered a number of proposals, which were reviewed by staff. Among the proposals that were approved are as follows:

Educator Interview Videos

- Interview six members on issues related to the platform and the future of public education
- Similar idea to what we did with the Here For Students member videos during the last round of bargaining, which were very popular and resulted in a high level of supporter acquisition

Rapid Response Videos

- As significant issues arise over the next six months, a rapid response video can be developed using stock footage and text animations
- These were used at various times in the last round of bargaining
- Costing would be “per video” as needed

Daily Brief 2.0

- Twitter recently integrated an editorial newsletter subscription service that allows accounts to publish newsletters and build up a database of subscribers
- Ability to share this newsletter through the Here For Students Twitter account, acquire subscribers, and build up our supporter base

Find My Candidates Social Tool

- Develop a Find My Candidates landing page that allows a user to input their postal code and populate a page that has candidate names, party affiliation and photos
- Continuous updating of the page as candidates are declared
- Send issues-based organic Tweets to candidates related to our platform
- **The targeting of Tweets at candidates may require a legal opinion to determine if the cost of this particular service would fall under Bill 307 as third-party advertising before

proceeding

Updated Education Timeline

- Shows various actions or inactions by the Ford government on education issues during his tenure
- Highlight news articles and other publications
- Update the time line as events unfold as we approach the election

In addition to the above services, Sussex proposed a range of digital media spending proposals. The digital spend would target specific ridings and specific target demographics on Facebook, Twitter and Instagram. We will work with Sussex to determine our priority ridings and concentrate the bulk of our media spending in those areas where the Progressive Conservative incumbent is vulnerable.

The digital spend will also support the building up of our supporter base so that we can engage them in further advocacy down the road, including during bargaining.

9. Update: OSSTF/FEESO Union Training Academy

The following is an update regarding training sessions provided to local leaders as part of the OSSTF/FEESO Training Academy.

The following workshops are planned for January to June 2022:

Workplace Safety Insurance Board (WSIB) Basics	January 19	5 – 7 pm
Cultivating Resilience	January 19	4 – 6 pm
Local Media Relations	January 20	5 – 7 pm
Records Management	February 1	6 – 8 pm
Records Management (French)	February 15	5 – 7 pm
Pay Equity	March 28	6 – 8 pm
Pay Equity (French)	March 28	6 – 8 pm
Duty of Fair Representation	April 5	5 – 7 pm
Minutes, Motions, and Meetings: AGM edition	April 14	3 – 5 pm
How to Chair an Effective Meeting: AGM edition	April 19	3 – 5 pm
Labour and Community Allies	April 21	5 – 7 pm
Records Management	April 21	5 – 7 pm
Workplace Safety Insurance Board (WSIB) Basics	June 7	5 – 7 pm
Duty to Accommodate/Return to Work	June 14	5 – 7 pm

Staff avoided scheduling training workshops around certain dates in the calendar, including pre-AMPA preparations, AMPA, March Break, Easter Break, and the month of May when most local annual general meetings occur.

10. 2021 CESBA Conference (Ontario Association of Adult and Continuing Education School Board Administrators)

The 2021 CESBA Conference was held on November 25-26, 2021, on Zoom. Assigned staff from the Educational Services Department attended the conference on behalf of OSSTF/FEESO. The title of this year's conference was '*Bridges to Innovation*,' with keynote speaker Zabeen Hirji, a speaker, writer, and media commentator.

Items of Interest

Keynote speaker, Zabeen Hirji, on Creating a Future that Works for All, spoke to the changing world of work and its impact on education. Takeaways included:

- We are in the future of work now, so let's start calling it the new world of work.
- Lengthened life expectancies are reshaping work and education: people will work longer and change careers, requiring lifelong learning and returning to school between careers.
- The half-life of technological change and skills has shrunk from 30 years to 2-5 years.
- Math is important to 70% of new jobs.
- Human skills (adaptability, resiliency, empathy, critical thinking, etc.) are important and transferable: how will educators assess and credential-ise these skills?

Adult Education – Challenges and Benefits of Remote Learning

Dr. Lorraine Godden (Carleton U) and Dr. Sandy Youmans (Queen's U) shared the findings of a research study sponsored by CESBA. While many of the findings would not surprise OSSTF/FEESO members, some interesting statistics from surveys of adult learners and educators include:

- 49% of adult learners surveyed would like to continue online learning, while 19% would prefer a mix of online and face-to-face learning.
- The least useful strategy reported by educators was attempting to build opportunities for interaction between learners online.

Hybrid Learning

Researchers and various presenters at the conference referred to the combination of online classes and face-to-face classes for one course or program as hybrid learning. This is different than our current conversations around hybrid learning in public education, where we are referring to hybrid learning as the attempt to teach in person and online at the same time. OSSTF/FEESO leaders and Members should be mindful to ascertain the context, or meaning, when researchers, allies, and external organizations refer to hybrid learning.

What's new in Skilled Trades and Technology?

Dan Cardinal, Senior Community and Provincial Outreach & Engagement Coordinator at Skills Ontario, discussed how Skills Ontario is inspiring and motivating the next generation of skilled trades and technology leaders as we move toward a post-pandemic environment. Workshop participants learned about growing partnerships with school boards, colleges, government, and industry leaders to guide Ontario students to careers in skilled trades and technologies. Dan highlighted the growing shortage of workers in Ontario's 140+ skilled trades. Skills Ontario is pleased to offer presentations for students, parents, and adult learners, noting the pathways, required courses, and shortages in specific fields. There are many satisfying, high-paying careers available. They can be reached at <https://www.skillsontario.com/> for more information or to book a presentation.

CESBA is a provincial, non-profit professional association that represents, advocates for and supports adult and continuing education program staff working in about 60 school boards across Ontario. Visit their website for information, news, and resources: <https://cesba.com/>.

11. DBU Memos Issued Since Last Report:

- 84 December Benevolent Council Meeting Date Change
- 85 Submission of Resolutions for AMPA 2022
- 86 Ministry Correspondence - Communication Resources to Support Vaccinations for Children 5-11
- 87 Ministry Correspondence - Revised Policy/Program Memorandum No. 144 - Bullying Prevention and Intervention
- 88 An Evening with Dr. Love - Presented by SWC, HRC and District 16, York Region

89	New Hybrid Learning Pushback Resources
90	Ministry Correspondence - Temporary Certificate of Qualification and Registration - Update
91	Appointment of Associate General Secretary - Protective Services
92	Joint Letter to the MoH regarding prioritization of C-19 booster shot eligibility
93	Ministry Correspondence - Fall 2021 Update: Mathematics Proficiency Test
94	Ministry Correspondence - Amendments to Policy/Program Memorandum PPM 132 - Prior Learning Assessment and Recognition PLAR for Mature Students
95	Submission of Resolutions for AMPA 2022
96	Ministry Correspondence - COVID-19 Winter Break Updates
97	Postponement of Provincial OSSTF/FEESO In-Person Meetings
98	OSSTF/FEESO Union Training Academy - Additional Workshops from January to June 2022
99	OSSTF/FEESO annual designated charity - Kids Help Phone
100	OSSTF/FEESO Self-Identification Survey
101	D1-D33 Provincial Executive Job Class Town Hall Meetings
102	OSSTF/FEESO MPP Virtual Lobby Day - Friday, January 28, 2022
103	Starling Minds
104	Appointment of Director, Member Protection
105	Ministry Correspondence - Return to School Update - January 2022
106	OTF Communique - 50 Day Re-employment Rule
107	2022 OTIP Teaching Awards
108	OTF Statement - OTPP Pensioner Re-employment
109	Ministry Correspondence - Ministry of Education Update
110	Update on Provincial Office Operations
111	Ministry Correspondence - Updates to the School Screening Tool
112	Hybrid Learning Information Resource
113	District Support for Provincial, Municipal and Trustee Election Candidates
114	Ministry Correspondence - Temporary Amendment to the Ontario Teachers' Pension Plan (OTPP) 50-day re-employment rule for the 2021-22 School Year
115	District Support for Provincial, Municipal and Trustee Election Candidates
116	The Ontario New Democratic Party Virtual Biennial Convention – February 4-6, 2022
117	For Action - OTPP & OMERS Pension Workshop
118	OSSTF/FEESO Awards for Members
119	OSSTF/FEESO Provincial LTD Plan
120	Ministry Correspondence - Ministry of Education Update
121	University of Toronto Study: Exploring the Climate Justice Pedagogies of Educators of Colour
122	Updated Information on the Delivery of AMPA 2022

**LATE MOTIONS TO
JANUARY 20, 2022
TTBU COUNCIL**

AMPA 2022 Additional Late Motions:

1. 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

2. 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

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 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

4. 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



Childcare / Dependant Care Submission

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

OSSTF Toronto Activity: _____

TTBU or District Activity Liaison: _____

Cheque Payable to: (print legibly) _____

Mailing Address: (print legibly) _____

Documentation of Living Wage Attached:

Original Receipt Attached:

Copy of Original Receipt & Submission kept:

Originals Sent to Address Below: