

Please turn off all electronic ringers during the meeting.

**OSSTF Toronto
TTBU Council
Virtual Meeting
4:45 p.m.
NOVEMBER 18, 2021**

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: October 21, 2021 | <i>[pages 18-19]</i> |
| | 6. | On Time Motions | <i>[page 21]</i> |
| #5:30 pm | 7. | Treasurer's Budget Report & Related Motion | <i>[pages 22-27 & 21]</i> |
| 6:15 pm | 8. | Executive Reports & Questions to Executive / Items of Concern | |
| | 9. | Provincial Executive Report | <i>[pages 37-51]</i> |
| | 10. | Questions to Provincial Executive Report | |
| | 11. | New Business, Late Motions and Notices of Motion | <i>[page 52]</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 TTBV 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

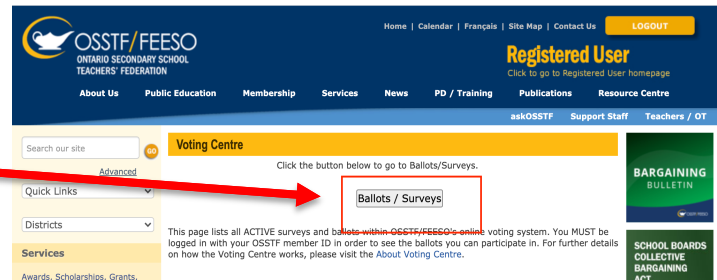
STEP 1: Login to the **Registered Users** section of the Provincial OSSTF website with your **OSSTF Member ID**:

<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

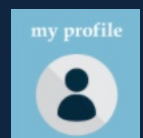
call 416-751-8300 / 1-800-267-7867 between 8:30 a.m. and 5 p.m.

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.



TTBU Council: Selecting Alternates

At the May 2015 Annual General Meeting, members voted to implement a new process for the selection of voting representatives at monthly TTBU Council meetings.

Each Branch is now required to have elected representatives to council in addition to the branch president (if applicable).

Q: What do I do if the elected representatives cannot attend a council meeting?

A: The branch president should email the name of the 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.

Only names submitted to this email address by the deadline will be eligible for a voting badge.

**OSSTF Toronto
TTBU Council Meeting
October 21, 2021**

1. Meeting called to order at 5:53 p.m. Mark Kissel, Constitution & Steering Committee, in the Chair.
2. The Acknowledgement of Traditional Lands authored 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 approval of the Minutes of September 23, 2021 was moved to a vote without universal consensus.

Pause: Questions regarding September Minutes. Chair will put to Steering for November Council response.

BIRT The Minutes of September 23, 2021 be approved as presented.

CARRIED

Vote Count, Minutes: 59 (89.4%) In Favour, 7 (10.6%) Opposed.

6. On Time Motions: none.
7. Executive Reports & Questions to Executive / Items of Concern:
Michelle Teixeira, President
 - Welcoming remarks and introductions.
 - Acknowledgement of new Council members and recognition of the work of experienced members of Council and all Branch Presidents.
 - Spoke to the status of the four Dismantling Anti-Black Racism and Intersectional Oppression District Executive Officers and the district levy.
 - Reported on Hybrid Learning - Update and Actions.
Michael Platt, Vice-President
 - Reported on Health & Safety Issues and Initiatives that the TTBU Executive Team is working on:
 - Addition of new Ad Hoc TTBU Health & Safety Committee; all are welcome.
 - Reported on a policy grievance involving HEPA filter installation throughout the system.
 - Explanation of 21-Day Recommendations to the Joint Occupational Health & Safety Committee and 3 current recommendations.

Chris Chandler, Vice-President

- Provided a Staffing Report. Acknowledgement of past Staffing Officer, President Michelle Teixeira, and Executive Staffing Officers Rony Masri, Danica Izzard and Nicole Gauthier.
- Reported on three current policy grievances that the Union has filed.

Nicole Gauthier, Chief Negotiator & Executive Officer

- Reported on the hardcopy status of the 2019-2022 OSSTF Collective Agreement.
- Advised that the TTBU Collective Bargaining Committee has met and is starting to prepare for the next round of bargaining.
- School Staffing Committees and Branch Presidents are having conversations about class caps and flex for the semester. New numbers are in the Workload Accord located on our website.

Questions and concerns to the Executive were addressed.

8. Provincial Executive Report

Hayssam Hulays, OSSTF/FEESO Provincial Office, in attendance. A written Provincial Executive Report was provided in Council packages.

10. New Business, Late Motions and Notices of Motion:

Notice of Motion (Laura Clayton, SCAS Adult Learning Centre)

BIRT the Rules of Order are amended by deletion and substitution of item 6 to read:

Order of Motions

- a. The order of motions will be as follows:
 - i. On-Time Equity Motions
 - ii. Late Equity Motions
 - iii. Additional On-Time Motions
 - iv. Additional Late Motions

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

**OSSTF Toronto
TTBU Council Meeting
October 21, 2021**

7. Questions to Executive / Items of Concern
- Hybrid learning was not a bargaining topic; other Boards negotiated it locally
 - Executives unilaterally making decisions on new Executive positions; members not having a say in the decision and a late motion for Nov. Council
 - Status of grievance on ADS timetabling issues; particular situation
 - Notice of Motion read aloud for Nov. Council
 - No consistency between schools with absent students attending virtual school; individual superintendents making their own policy
 - Hirings causing more on-calls and lack of OT's; record taking inquiry of full day absences
 - Status of grievance on last year's assignments; current assignment clarification

**ON TIME MOTIONS TO
NOVEMBER 18, 2021
TTBU COUNCIL**

1. BIRT the Rules of Order are amended by deletion and substitution of item 6 to read:

Order of Motions

- a. The order of motions will be as follows:
- i. On-Time Equity Motions
 - ii. Late Equity Motions
 - iii. Additional On-Time Motions
 - iv. Additional Late Motions

Laura Clayton, SCAS Adult Learning Centre/
Shay-Lea Anishinaabe Kwe O'Brien, TDSS

2. **Agenda Item 7: Budget Related Motion:**

BIRT the OSSTF Toronto Teachers' Bargaining Unit Budget 2021/2022 be approved.

David Pickering, Executive/
Chris Chandler, Executive

3. BIRT the TTBU Executive pursues a legal challenge against the TDSB's mandate that vaccines are required for staff.

Jonathan Roberts, Sir William Osler High School/

OSSTF District 12 STBU
Comparative Income Statement

Unaudited

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 06/30/2021	Change
REVENUE			
District Funding			
District Rebates - Funding Master	881,071.81	880,871.80	200.01
• P.D. & Training	62,698.47	50,738.02	11,960.45
District WSIB Funding	5,239.00	0.00	5,239.00
• Other District Funding	41,296.83	41,296.83	0.00
Total District Funding	990,306.11	972,906.65	17,399.46
Member Levy			
TTBU Levy - Executive Time Release	448,000.00	448,173.38	-173.38
Total Member Levy	448,000.00	448,173.38	-173.38
Other Revenue			
Investment Revenue	16,000.00	13,803.16	2,196.84
OTIP Rebate	25,000.00	30,000.00	-5,000.00
Total Other Revenue	41,000.00	43,803.16	-2,803.16
TOTAL REVENUE	1,479,306.11	1,464,883.19	14,422.92
EXPENSE			
Executive			
• Executive Time Release	687,000.00	687,000.00	0.00
Health and Safety Time Release	500.00	0.00	500.00
ExecExpenses/Member Meetings	16,500.00	2,337.65	14,162.35
Executive Action	12,000.00	0.00	12,000.00
Executive Mileage and Taxi	14,500.00	2,840.50	11,659.50
Total Executive	730,500.00	692,178.15	38,321.85
Meetings			
TTBU Executive	12,000.00	2,891.59	9,108.41
• TTBU Council Meetings/Travel	29,000.00	6,812.93	22,187.07
TTBU Annual General Meeting	35,080.00	20,131.32	14,948.68
Branch Meetings (Rebates)	23,000.00	22,278.39	721.61
Total Meetings	99,080.00	52,114.23	46,965.77
Activities/Programmes			
Grants and Donations	3,500.00	1,300.00	2,200.00
Community Forums/ Member Outreach	500.00	0.00	500.00
Elections Commission and Expenses	500.00	783.93	-283.93
• Branch Presidents Workshops	63,000.00	15,000.00	48,000.00
Executive Workshop	2,000.00	1,942.06	57.94
New Teacher Events and Workshops	6,000.00	87.00	5,913.00
Professional Development	8,400.00	264.74	8,135.26
Retirees Reception	7,000.00	0.00	7,000.00
Tributes	1,500.00	1,663.37	-163.37
Time Release -Activities/Programmes	1,000.00	14,117.31	-13,117.31
Special Projects/Member Engagement	500.00	0.00	500.00
Total Activities/Programmes	93,900.00	35,158.41	58,741.59
Member Protection			
• Grievances	31,000.00	12,272.64	18,727.36
Legal Retainer	17,000.00	16,950.00	50.00
Negotiations	5,000.00	2,999.15	2,000.85
Secondary Consultation(Common Conc)	1,000.00	553.28	446.72
Staffing(Data/Blue Bk/Training Wkp)	14,000.00	4,331.65	9,668.35
Total Member Protection	68,000.00	37,106.72	30,893.28
Committees			
Constitution Committee	3,900.00	870.09	3,029.91
TTBU Budget Committee	1,700.00	1,010.80	689.20
Collective Bargaining Committee	1,500.00	207.75	1,292.25
Retirement Workshops	3,000.00	0.00	3,000.00
Professional Development Committee	1,300.00	311.35	988.65
• Ad Hoc Committees	2,000.00	0.00	2,000.00
Total Committees	13,400.00	2,399.99	11,000.01

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2020 to 06/30/2021	Actual 07/01/2020 to 06/30/2021	Change
Extraordinary Expenses			
• Arbitration TDSB	0.00	0.00	0.00
Total Extraordinary Expenses	<u>0.00</u>	<u>0.00</u>	0.00
Office Expenses			
Staff Salaries	192,695.98	193,644.97	-948.99
EI Expense	4,000.00	3,955.54	44.46
CPP Expense	8,000.00	8,970.49	-970.49
WSIB Expense	6,400.00	4,116.86	2,283.14
Pension Expense	16,000.00	15,056.34	943.66
Benefit Plan	24,000.00	16,196.05	7,803.95
Total Staff Benefits	<u>58,400.00</u>	<u>48,295.28</u>	<u>10,104.72</u>
Temporary Help	960.00	280.00	680.00
Bank Charges and Audit	500.00	325.60	174.40
• Building Operations	103,600.00	113,145.18	-9,545.18
Capital Equipment	5,000.00	5,538.10	-538.10
Supplies	18,500.00	12,888.69	5,611.31
Photocopying	4,500.00	485.10	4,014.90
Photocopier Leases	21,500.00	22,692.62	-1,192.62
Paper Purchases	2,400.00	1,260.06	1,139.94
Printing	500.00	682.52	-182.52
Telephone	24,000.00	17,182.64	6,817.36
• Postage	5,000.00	8,798.23	-3,798.23
Taxi and Courier	500.00	0.00	500.00
Parking/Management	5,000.00	3,371.20	1,628.80
Insurance	2,500.00	1,571.59	928.41
Total General Office Expenses	<u>89,400.00</u>	<u>74,470.75</u>	<u>14,929.25</u>
• Computer/Network Support/Licenses	17,200.00	9,318.56	7,881.44
• Website/Fibre	9,200.00	12,066.87	-2,866.87
Contingency	130.13	24.00	106.13
Total Office Expenses	<u>472,086.11</u>	<u>451,571.21</u>	<u>20,514.90</u>
TOTAL EXPENSE	<u>1,476,966.11</u>	<u>1,270,528.71</u>	<u>206,437.40</u>
NET INCOME	<u>2,340.00</u>	<u>194,354.48</u>	<u>-192,014.48</u>

E.T.O. E.
DJF
(remember * + 0)

Draft 4 TTBU Budget - 2021 -2022

October 4, 2021

	DISTRICT	TTBU	OTBU	PSSP
REVENUE				
Provincial Funding Master ●				
District	\$ 1,583,653.00	\$ 855,574.64 ↓	\$ 180,006.92	\$ 164,322.48
TTBU				
OTBU				
PSSP				
District Political Action Levy *	\$ 77,000.00			
D12 Dismantling ABR Levy	\$ 76,000.00			
Provincial Rebates:				
... AMPA	\$ 62,000.00			
... Political Action 2050	\$ 1,000.00			
... District Coalitions (Labour Council) 2052	\$ 15,000.00			
... Election Readiness	\$ 1.00			
... Excellence In Education 2055	\$ 1.00			
... Member Accessibility 2090	\$ 1.00			
... Workplace Training (Reps. / New Mems) 2010 ●	\$ 81,127.00	\$ 57,846.46 ↓	\$ 12,170.49	\$ 11,110.05
... New Member Workshops 2070	\$ 1.00			
... Union Training 2015	\$ 1.00			
... WSIB 2080	\$ 1,310.00	\$ 5,239.00		
... Other 2045/2047/OTIP	\$ 6,000.00	\$ 25,000.00		
Interest	\$ 2,500.00	\$ 14,000.00		
Active Retired Members	\$ 1.00			
Other Income/Allocation from Accumulated Surplus ● *	\$ 77,000.00	\$ 54,903.76 ↑	\$ 11,551.37	\$ 10,544.87
Camille Natale Award	\$ 1.00			
Bargaining Unit levies ●		\$ 460,000.00 ↑	\$ 67,000.00	\$ 88,000.00
Bargaining Unit Reserve Draw ●		\$ 16,503.34 ↑		
TOTAL REVENUE	\$ 1,982,597.00	\$ 1,489,067.20 ↑	\$ 270,728.78	\$ 273,977.40
EXPENDITURES				
Meetings				
AMPA	\$ 124,000.00			
Executive	\$ 2,000.00	\$ 12,000.00		
General	\$ 16,500.00	\$ 35,080.00		
Branch Meetings (Rebates)		\$ 23,000.00		
Council Meetings		\$ 29,000.00		
Total Meetings	\$ 142,500.00	\$ 99,080.00		

Activities/Programmes				
Political Action *	\$	40,000.00		
D12 Dismantling ABR	\$	76,000.00		
Labour Council *	\$	26,500.00		
Election Readiness*	\$	1.00		
Affiliations/Coalitions *	\$	10,000.00		
Grants & Donations *	\$	5,000.00	\$	3,500.00
Community Forums/ Member Outreach *	\$	6,000.00	\$	500.00
AMPA Campaigns	\$	1.00		
Camille Natale Award	\$	1.00		
Excellence in Ed.- Jim McQueen Award	\$	8,500.00		
Awards Event*	\$	4,000.00		
PPAL Workshops	\$	1,000.00		
Branch Presidents Workshop			\$	63,000.00
Elections Commission and Expenses			\$	500.00
Executive Workshop			\$	2,000.00
New Teachers Events and Workshops			\$	6,000.00
Professional Development			\$	8,400.00
Retirees Reception			\$	7,000.00
Tributes			\$	1,500.00
Time Release			\$	1,000.00
Voice			\$	-
Total Programmes	\$	177,003.00	\$	93,400.00
Member Protection				
Grievances	\$		\$	31,000.00
Legal Retainer	\$		\$	17,000.00
Negotiations	\$		\$	5,000.00
Secondary Consultation (Common Concerns)	\$		\$	1,000.00
Staffing (Data Entry / Binder Meetings / Training Workshops)	\$		\$	14,000.00
Total Member Protection	\$		\$	68,000.00

COMMITTEES					
Constitution Committee	\$	1,500.00	\$	3,900.00	
Communications Political Action Committee	\$	3,700.00			
Finance Committee	\$	1,600.00			
Pride Committee	\$	3,500.00			
Occupational Health and Safety Committee	\$	600.00			
Human Rights Committee	\$	4,500.00			
PAC					
Status of Women Committee	\$	3,000.00			
D12 Eco Committee	\$	1,100.00			
Black & Indigenous & Workers Of Colour	\$	2,500.00			
STBU Special Projects	\$		\$	500.00	
STBU Ad Hoc	\$		\$	3,000.00	
Budget (TTBU) Committee	\$		\$	1,700.00	
Collective Bargaining Committee	\$		\$	1,500.00	
Retirement Workshops	\$		\$	3,000.00	
Professional Development Committee	\$		\$	1,300.00	
Total Committees	\$	22,000.00	\$	14,900.00	
Officers Salaries and Expenses					
Executive Officers Release (Note 1)	\$	161,600.00	\$	693,870.00	
Executive Liaison Expenses	\$	2,000.00			
Health and Safety Time Release	\$		\$	500.00	
Executive Expenses / Meetings with Members	\$		\$	16,500.00	
Executive Action	\$		\$	12,000.00	
Executive Mileage and Taxi	\$		\$	14,500.00	
Total Officers Salary Expenses	\$	163,600.00	\$	737,370.00	
Office Expenses					
Staff Salary	\$	48,174.00	\$	192,695.98	
Staff Benefits	\$	15,185.00	\$	60,740.00	
Temporary Help	\$	240.00	\$	960.00	
Bank Charges and Audit	\$	500.00	\$	500.00	
Building Operation costs	\$	25,900.00	\$	103,600.00	
General Office Expenses	\$	22,350.00	\$	89,400.00	
Computer Support / Licences	\$	4,000.00	\$	16,000.00	
Website/Fibre Connection	\$	3,100.00	\$	12,400.00	
Total Office Expenses	\$	119,449.00	\$	476,295.98	
Contingency	\$	13.96	\$	21.22	
2010 PD /Allocation from Surplus to Bargaining units	\$	158,127.00			
TOTAL EXPENSES	\$	782,692.96	\$	1,489,067.20	

TOTAL REVENUE	\$ 1,982,597.00	\$ 1,489,067.20	
TOTAL EXPENSES	\$ 782,692.96	\$ 1,489,067.20	
		\$ 0.00	<i>Balanced</i>

Amount left to distribute by FTE	TTBU	OTBU	PSSP	District
\$ 1,199,904.04	106.9 ↓	1,013.40	925.10	6,755.20
	4,816.70	0.15001776	0.13694635	
	0.71303588			
Fiscal 21 - 22 Distribution - After District Expenses	\$ 855,574.64	180,006.92	\$ 164,322.48	
Provincial Entitlement for PD Training	\$ 57,846.46	\$ 12,170.49	\$ 11,110.05	\$ 81,127.00
Allocation from Surplus to Bargaining Units	\$ 54,903.76	\$ 11,551.37	\$ 10,544.87	
Total amount after District Expenses with PD amount	\$ 968,324.86	\$ 203,728.78	\$ 185,977.40	
	↕			
Fiscal 2020 - 2021 after District Expenses with PD amt	\$ 985,067.11	\$ 216,140.55	\$ 194,212.38	
percentage of previous year's total	0.98	0.9426	0.9576	
	<i>Est. 0.98</i>			

Note 1 - time release costs attributable to District Officers and Liaisons to Committees as per the District and Provincial Constitutions (see Financial Handbook)

CALL FOR TTBU DELEGATES & ALTERNATE DELEGATES TO AMPA 2022

What is AMPA?

OSSTF/FEESO conducts an Annual Meeting of the Provincial Assembly (AMPA) with representatives from all its bargaining units each March in Toronto. The Provincial Assembly is the supreme legislative body of OSSTF/FEESO. It is responsible for establishing and amending Federation policies, procedures, bylaws, constitutions, budgets, the annual Strategic Action Plan, pass motions, adopt the OSSTF/FEESO budget, and electing the Provincial Executive and OTF Board of Governors.

Who is eligible to attend?

You must be a District 12 member of the Teacher Bargaining Unit to attend AMPA as a TBU delegate. OTBU and PSSP members should contact their respective Bargaining Units for information on joining their delegation.

When and where does it take place?

AMPA 2022 is scheduled for March 12 – 14, 2022, and will take place in person at the Sheraton Centre Hotel, Toronto. All Delegates and Alternates will be required to attend in person.

I'm interested in attending AMPA. What do I need to do?

Submit your name by **3:30 p.m. on Friday, November 26, 2021** by going to the website at [<https://osstftoronto.ca/member-resources/ampa>] and completing the RSVP fields (NB: you must be a registered user of the website in order to sign up). Only if an insufficient number of names have been submitted will nominations be accepted after November 26, 2021. Elections, if necessary, will take place at the December 9, 2021 TBU Council Meeting.

Are there any obligations I have if I am an AMPA delegate?

- Delegates MUST be present to participate fully for all of AMPA from Friday, March 11 to Monday, March 14, 2022 at 4:00 p.m.
- Delegates must attend the planning meeting of the AMPA delegation which will take place March 3, 2022 – the format of the meeting is to be determined (virtual or in-person).

What is the process for the AMPA elections?

Elections, if necessary, will take place at the December 9, 2021 TTBU Council Meeting. Candidates for election will be introduced at Council. There will not be speeches. Candidates are asked not to bring printed literature. There will be only one ballot. All members of the TTBU Council may vote for up to the total number of available delegate positions. The candidates receiving the highest number of votes will be elected as delegates and the next highest number of votes will determine alternate delegates. Candidates who are not elected may allow their names to go on a waiting list. If elected delegates are unable to fulfill their obligations, those positions will be filled by alternate delegates. Vacant alternate delegate positions may be filled from the waiting list.

Should I be aware of any special considerations at this AMPA because of COVID-19?

- All Delegates and Alternates will be required to attend in person. There is no alternative method for participation in AMPA 2022.
- Should pandemic conditions and restrictions worsen, changes may be made to the delivery model, up to and including a move to a remote AMPA 2022.
- All attendees must provide proof of full vaccination status using the provincial QR code or other equivalent proof.
- As per Marriott International policy, all staff employed by the Sheraton Centre must be fully vaccinated.
- In addition to the vaccination mandate for AMPA 2022, a review of ventilation, seating “on the house floor,” masking, sanitization, and other procedures to allow for the safest event possible.
- To promote the highest level of safety and reduce group congregating during meals, all Delegates to AMPA 2022 will receive a meal allowance to cover breakfast, lunch, and dinner for all three days of the Assembly.

If you have any questions, contact please contact one of our AMPA Co-coordinators, Vice-President Michael Platt (mplatt@osstftoronto.ca) or Executive Officer Danica Izzard (dizzard@osstftoronto.ca).



OSSTF TORONTO PLEASE POST !!



OSSTF PENSION RETIREMENT PLANNING WORKSHOPS TEACHERS' PENSION PLAN MEMBERS 2021-2022

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

WORKSHOP #1

DATE: Tuesday, October 5, 2021
TIME: 4:00 p.m. - 5:15 p.m.
PLACE: <https://attendee.gotowebinar.com/register/1000744014867480847>

WORKSHOP #2

DATE: Wednesday, October 20, 2021
TIME: 4:30 p.m. – 5:45 p.m.
PLACE: <https://attendee.gotowebinar.com/register/6504290094072490767>

WORKSHOP #3

DATE: Wednesday, November 24, 2021
TIME: 5:00 p.m. – 6:15 p.m.
PLACE: <https://attendee.gotowebinar.com/register/1466504836976850188>

WORKSHOP #4

DATE: Thursday, January 13, 2022
TIME: 4:30 p.m. – 5:45 p.m.
PLACE: <https://attendee.gotowebinar.com/register/1903909254203851788>

**** You may also wish to register for an OTIP/Educator's Financial "Benefits & Financial Planning Retirement Seminar" at www.otip.com/events ****

OTPP and OMERS Pension Workshops

To: Presidents and All Members

From: Chris Goodsir, Associate General Secretary – Protective Services

For Action

Please be advised that OSSTF/FEESO and Educators Financial Group (EFG) will continue to provide OTPP and OMERS pension webinars to our members until the end of semester one. In semester two, we will be returning to in-person workshops but will also hold a few webinars for members who prefer that format. Leaders are encouraged to promote the webinars to their members.

These webinars will focus specifically on pension planning and retirement. Whether members are fifteen years from retirement, or a few months away, they will discover common sense financial strategies and retirement planning ideas. The webinars are approximately 75 minutes long and provide opportunities for members to ask questions of the OSSTF/FEESO and EFG presenters.

Members will also be able to request a meeting to speak privately with an EFG financial specialist assigned to their region when they complete the survey, or they can submit a request through the following web link: <https://educatorsfinancialgroup.ca/>.

OTPP Pension Webinars

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, October 5, 2021 from 4:00 p.m. – 5:15 p.m.
<https://attendee.gotowebinar.com/register/1000744014867480847>
- Wednesday, October 20, 2021 from 4:30 p.m. – 5:45 p.m.
<https://attendee.gotowebinar.com/register/6504290094072490767>
- Wednesday, November 24, 2021 from 5:00 p.m. – 6:15 p.m.
<https://attendee.gotowebinar.com/register/1466504836976850188>
- Thursday, January 13, 2022 from 4:30 p.m. – 5:45 p.m.
<https://attendee.gotowebinar.com/register/1903909254203851788>

OMERS Pension Webinars

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.

- Wednesday, October 6, 2021 from 5:30 p.m. – 6:45 p.m.
<https://attendee.gotowebinar.com/register/6273350870797608719>
- Tuesday, October 19, 2021 from 6:00 p.m. – 7:15 p.m.
<https://attendee.gotowebinar.com/register/1706521628248646927>
- Tuesday, November 23, 2021 from 6:30 p.m. – 7:45 p.m. **(French webinar)**
<https://attendee.gotowebinar.com/register/6952657741741903116>
- Saturday, December 4, 2021 from 10:00 a.m. – 11:15 a.m.
<https://attendee.gotowebinar.com/register/5886442624589890060>
- Wednesday January 12, 2022 from 5:00 p.m. – 6:15 p.m.
<https://attendee.gotowebinar.com/register/4886128935871848972>

Please follow this link [View System Requirements](#) and go to the Join Webcast webinar section to make sure you are meeting the minimum requirements so you can attend a webinar from anywhere, anytime using a compatible device and you are able to participate without technical difficulties.

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.

Links for the webinars in semester two will be released later in the fall.

Any questions you may have can be directed to Lamia Sabbagh at Lamia.Sabbagh@osstf.ca.

LS/rk/ma cope 343
016 - OTPP and OMERS Pension Workshops



OTIP RAEO®



OTIP RETIREMENT WORKSHOPS: SIGN UP TO ‘WALK INTO RETIREMENT WITH A PLAN’

The retirement webinar is a free, approximately 90-minute online session where you’ll learn valuable information about planning for retirement and your health, dental and travel insurance options. Certain webinars include financial planning help too, so look for those if you’re interested.

In addition to our webinars, we also offer Fireside Chats which provide a more casual setting and opportunity for discussion with one of our retirement experts. [**Check the schedule for availability.**](#)

Date	Time	Subject	Language	Joint EFG
October 05	16:30	Health, Dental and Travel Plans	English	
October 07	18:00	Health, Dental and Travel Plans + Pension	English	Yes
October 13	19:00	Health, Dental and Travel Plans	English	
October 19	18:30	Health, Dental and Travel Plans	English	
October 21	19:00	Health, Dental and Travel Plans + Pension	English	Yes
October 23	09:00	Fireside Chat	English	
October 25	18:00	Régimes d’assurance maladie, dentaire et voyage	French	Yes
October 26	18:00	Health, Dental and Travel Plans	English	
October 28	16:30	Health, Dental and Travel Plans + Pension	English	Yes
November 02	18:00	Régimes d’assurance maladie, dentaire et voyage	French	

OTIP RETIREMENT WORKSHOPS: SIGN UP TO 'WALK INTO RETIREMENT WITH A PLAN'

Date	Time	Subject	Language	Joint EFG
November 03	09:00	Health, Dental and Travel Plans	English	
November 03	18:00	Health, Dental and Travel Plans+ Pension	English	Yes
November 09	19:00	Health, Dental and Travel Plans	English	
November 11	18:30	Health, Dental and Travel Plans + Pension	English	Yes
November 15	19:00	Health, Dental and Travel Plans	English	
November 16	18:30	Health, Dental and Travel Plans + Pension	English	Yes
November 20	09:00	Fireside Chat	English	
November 22	19:00	Régimes d'assurance maladie, dentaire et voyage + retraite	French	Yes
November 24	16:30	Health, Dental and Travel Plans	English	
November 29	16:30	Health, Dental and Travel Plans	English	
November 30	18:00	Health, Dental and Travel Plans+ Pension	English	Yes

**WRITE
FOR
RIGHTS**

AMNESTY
INTERNATIONAL



CANADA

**AMNESTY
INTERNATIONAL**



The OSSTF Toronto Human Rights Committee presents

Write for Rights

A Virtual Event

December 6, 2021.

5-7pm

A \$20 meal allowance will be provided for all participants.

Please [register](#) by Nov. 30.

Email jkunin@osstftoronto.ca for more information.



Professional Development Workshops

As a result of the restrictions to in-person gatherings, only online workshops will be available until further notice. The following workshops are available as live webinars. A separate contract for each workshop requested is required one month prior to the presentation date. Workshops are subject to availability. **A minimum of 20 participants is required or \$500.00 will be charged to the District rebate.**

Please contact your Educational Services Field Secretary at 416-751-8300 or toll free 1-800-267-7867 for more information or to request any OSSTF/FEESO Educational Services workshop.

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Educational Services Workshops

1. ADDRESSING ANTI-BLACK RACISM – three part workshop

HOME 2.5-3 hours (done independently or in small groups) – COMING SOON (November 2021)

Understanding the systemic nature of anti-Black racism within our society requires both unlearning and learning. This session, done on your own time (preferably prior to attending Context or Action), gives learners the opportunity to question what they thought they knew, fill in some possible knowledge gaps, and sets the stage for the next two workshops.

CONTEXT 2.5-3 hours – COMING SOON (November 2021)

In order to effectively address anti-Black racism, we need to define it, acknowledge it and be aware of its origins. This workshop traces a Canadian history, delves into understanding of key concepts (white supremacy, oppression, microaggression) and ends with practical, moving-forward, steps including case-study analysis.

ACTION 2.5-3 hours – COMING SOON

The last in the three-part series, this workshop builds on prior learning, transitions to commitment and challenges participants to evaluate and plan how to integrate addressing anti-Black racism practices into their personal and professional lives.

2. ADVOCACY TO ACTIVISM: A BLUEPRINT FOR EQUITY 1.5 hours

This workshop offers educators the opportunity to move beyond their introductory understanding of equity issues by examining power/privilege/oppression, intersectionality, and social justice activism. Participants will be provided with practical strategies for assessing situations for inequities and identify resources/supports across the education sector to implement meaningful change.

3. ALLYSHIP 3 hours – COMING SOON (November 2021)

While there is no one right way to be an ally to individuals and/or groups, there are many characteristics of good allyship. This workshop explores those possibilities, addresses the hesitancy to, and the importance of, action; and leaves participants with options for concrete strategies to put into immediate practice.

4. CLASSROOM MANAGEMENT SERIES 1.5 hours each

CLASSROOM MANAGEMENT FOR TEACHERS CLASSROOM MANAGEMENT FOR OCCASIONAL TEACHERS CLASSROOM MANAGEMENT FOR EARLY YEARS (suitable K-3)

Effective classroom management skills are essential in providing a positive and secure environment where students can achieve their potential. Participants will learn practical strategies for creating a positive learning environment and will have opportunities to address some of the behaviours they face. The workshops for OTs and those in Early Years address the unique challenges that each group faces in dealing with classroom management.

5. CULTIVATING RESILIENCE 1.5 hours

The ability to cope in the face of adversity and manage stressful conditions requires wide-ranging supports in today's schools and communities. Through dialogue and discussion, this workshop provides educational workers with the strategies needed to enhance well-being and foster resilience and positive mental health.

6. CYBERBULLYING 1.5 hours

Cyberbullying remains a concern with the popularity of social media and the expansion of new technologies. Electronic devices can clandestinely capture pictures, videos, and sound files which can then be quickly uploaded to the internet. This workshop will explain the different types of cyberbullying and provide strategies for addressing them.

7. EQUITY IN PRACTICE 1.5 hours

This transformative workshop gives educational workers the tools and resources to be the tipping point that will lead to positive change in our workplaces and beyond. Participants will examine issues of power and privilege that challenge thinking while acquiring strategies that ensure their practices are equitable and their workplaces are inclusive.

8. MANAGING CONFLICT 1.5 hours

Conflict resolution skills are an important component of effective interpersonal relationships. During this workshop participants will examine the sources of conflict that can occur between/among colleagues in the workplace, understand the reasons for addressing conflicts, and explore a three-step approach for managing them.

9. RACIAL JUSTICE 1.5 hours

What does racial justice look like in our complex society? This interactive workshop invites participants to engage in the critical examination of our perspectives about race, racism, and white privilege. Having these courageous conversations will provide educational workers with practical steps to interrupt and challenge everyday racial discrimination.

10. THE SCIENCE OF LEARNING 1.5 hours

Understanding and using cognitive science in our practices will improve our effectiveness as educators. This workshop will present a simple model of how the mind works and will identify effective learning strategies and how to use them in the classroom and beyond.

BOUNDARY ISSUES FOR EDUCATORS 1.5 hours

Contact your Educational Services field secretary.

Provincially-funded ESRB Workshops

1. LIVING WITH BIPOLAR 1.5-2 hours

The presenter shares her personal journey with having Bipolar Illness in a candid, humorous and at times, heart wrenching manner. You will learn and understand more about mental health after hearing her story. Her goal is to educate and change the stigma around mental illnesses.

2. GSA FOR EDUCATORS 1.5-3 hours

Does your District have a GSA (Gay-Straight Alliance or Gender Sexuality Alliance) for staff? Or do you currently have one but no one seems to be showing up? This might be the presentation for you. The presentation will focus on methods of creating a GSA for LGBTQ2SI educators and their allies. GSAs for educators have many benefits; it takes away isolation many LGBTQ2SI educators feel, it fosters positive changes and helps overcome homophobia, biphobia and transphobia in the workplace and most of all it creates strong networks of LGBTQ2SI educators, their allies and the community at large. If you already have a GSA at your District and are looking at ways to make it stronger, this presentation will give you options to create connections with other educators in your District, community partners as well as creative initiatives to help your GSA expand.

3. THE REALITY OF PRECARIY: WHAT PART-TIME, CASUAL, AND OCCASIONAL EMPLOYMENT MEANS FOR US 1.5-2 hours

This workshop invites participants to reflect on the growing trend of part-time, casual, and occasional work across the education sector and its implications for members' lives and livelihoods. Examining precarity through the lens of occasional teaching, the workshop provides space to share best practices and strategically plan ways to address precarity in District and Bargaining Unit activities.

Provincial Executive Liaison Report

To: District 12 TTBU Council

From: Karen Littlewood, President
Hayssam Hulays, Executive Officer

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1. Action Plan to Support Equity, Anti-Racism and Anti-Oppression

The following motion related to the Action Plan to Support Equity, Anti-Racism and Anti-Oppression was passed at AMPA 2021:

PROC 207-21

BE IT RESOLVED THAT AMPA 2021 endorse the OSSTF/FEESO Action Plan to Support Equity and Anti-Oppression.

The plan is very comprehensive and includes many steps and processes to implement. In order to assist with the overall management of the Equity Action Plan, the Equity Team has broken down the plan into different components and the President and General Secretary have assigned Provincial Executive members and Staff to each component.

2. PROC 202 Consultations

Since AMPA 2021, members of the Equity Team have pursued a multi-pronged approach to ensure that needs of members are met, and the business of the house may run smoothly at AMPA 2022. The diversification of the Speaker Bank, a survey examining the Rules of Order and individual interviews with equity-seeking members are being complemented by a review of PROC 202 and the OSSTF/FEESO Rules of Order in general. There are some emerging trends that have been noted to date and the full results of the survey have not yet been collated.

There are numerous elements of PROC 202 that OSSTF/FEESO can consider changing to be inclusive and enhance member engagement. The General Secretary has assigned staff to consult with the Equity Advisory Work Group, the First Nations, Métis, Inuit Advisory Work Group, the Black Persons and Persons of Colour Advisory Work Group, the Parliamentary and Constitution Council and the Finance Committee on PROC 202.

3. Addressing Systemic Racism in Ontario Schools Interim Position Paper

In response to the government's action plan on addressing systemic racism in schools (released in July 2020), the Provincial Executive created an in-house work group to draft a position paper. The work group identified that the position paper would need to be evidence-based with proposed motions on external policy motions for AMPA 2021. The report to AMPA was endorsed in principle. That said, only some of the related policy motions reached the floor. The remaining motions have been submitted to Provincial Council for the November meeting. Therefore, until then, staff has put together an interim position paper as it does not yet reflect our external policies on all of these issues. Staff will revise the paper accordingly based on the outcome at the November Provincial Council.

The final position paper will be shared widely, including but not limited to: Provincial Council, the equity tab on our website, community groups through the allies and affiliates newsletter, newsletter for parent councils, and the Ministry of Education.

4. Equity Update

Please check the OSSTF/FEESO website for monthly Equity Updates by clicking on the Equity Matters button on the home page:

<https://www.osstf.on.ca/about-us/what-we-stand-for/equity.aspx>

5. Ministry of Education Curriculum Review

A meeting through OTF was held with two Ministry of Education staff early this fall as follow-up to a June meeting. The hope at the meeting was that the Ministry would indicate a return to more collaborative practices particularly in the area of curriculum review and revision.

Prior to June 2018, the Ministry of Education held, at least twice annually, Division/Subject Association Meetings where: the curriculum review process was discussed; information on which curricula would be reviewed/revised next; and the status of curricula under review would be provided. The Ministry would solicit input on draft curricula and its implementation from OTF, all of the Affiliates and the Subject Associations with the input seen to varying degrees in subsequent drafts and plans. Since the election of the Ford Government, there has only been one of these meetings – June 9, 2021 held virtually. At this meeting, a series of rapid-fire updates provided information on the status of curricula being reviewed over the course of the 2020-2021 school year:

- Science and Technology (Grades 1-8)
- Destreamed Mathematics (Grade 9)
- Science (Grades 9-12)
- Technological Studies (Grades 9-12)
- Business Studies (Grades 9-12)
- Civics and Citizenship (Grade 10)
- Computer Studies (Grades 10-12)

No time was provided for input nor was any input solicited from those invited to the meeting. About midway through the meeting, the participants were divided into two breakout rooms – one for English-language participants and the other for French-language participants. The specific focus of these breakout sessions was on the new Grade 9 destreamed Mathematics but the vast majority of the time spent was dominated by the EDU sharing its slide deck – long on *the vision and rationale for destreaming* and short on *implementation supports and resources*. Only in the last three minutes of the breakout room discussion, leaving totally insufficient time for any meaningful input, was there any request for input on three questions regarding Locally Developed Compulsory Credit Courses.

Most recently, Education Minister Lecce announced that the *residential school experience* would be inserted as content into the Social Studies (Grades 1-3) curricula with expected implementation in September 2023.

Most of the curricula, except for the destreamed Mathematics course (MTH1W) released in June 2021, are still in the preliminary stages of the review process. Currently, Ministry staff are *working through jurisdictional scans and benchmarking research*. Ministry of Education staff are *also preparing a synthesis of early drafts prepared by Ministry-contracted writing teams for Science and Technology (Grades 1-8) and Civics and Citizenship (Grade 10)*. The Ministry issued a call for writers for Grade 9 Science in August – this curriculum revision has not yet begun. Overall, it appears that **little substantive progress has occurred at the Ministry since June 2021**.

The Ministry is awaiting *deliverables from Ministry-funded projects* related to Destreamed Mathematics, which were conducted over this past summer. To date, few if any additional supports and resources to support implementation of the Mathematics, Grades 1-8 and Destreamed Mathematics (Grade 9) curricula have been made available. Teachers have access to minimal implementation, if any, supports. When asked as to when supports will be available, the Ministry continues to give the same platitudes to which we have become accustomed and are either unable or unwilling to answer these questions.

With respect to the infusion of additional Indigenous-focused content in the Social Studies (Grades 1-3) curricula, the Ministry indicated that teams of educators would be supported and guided by Indigenous Elders and knowledge keepers but finding bilingual or francophone Indigenous experts has been challenging and that teams in both languages were working closely to effect the revisions.

No information on any potential destreamed Grade 10 Mathematics curriculum has been forthcoming from the Ministry of Education.

At every opportunity, OSSTF/FEESO along with OTF, the other Affiliates and the Subject Associations continue to press Ministry of Education staff for:

- regular Division/Subject Association meetings;
- respond to inquiries with the necessary information
- the opportunity to participate in open and collaborative dialogue in the curriculum review process; and
- value and incorporate the input provided for draft curricula, resources and implementation strategy

6. Hybrid Learning Pushback Campaign

As the return to in-person learning moves forward, a number of school boards are offering

hybrid learning models. As we know, this model poorly serves both members and students, creating an untenable learning environment for all.

Leaders and members from those boards currently offering hybrid learning are struggling. Currently, a number of local initiatives are happening along with provincial initiatives (i.e. Here For Students campaign), with some, including that from District 9 (Greater Essex), positively impacting board decisions and ending hybrid learning in their boards.

Leaders are requesting help and support in an organized provincial pushback campaign against hybrid learning. While not all boards are engaged in the model, the CPA Department has developed a no-hybrid campaign would benefit all districts, acting to educate the public on the dangers of hybrid learning, push back against boards with hybrid learning, and thanking boards not employing hybrid learning.

The Plan

1. Re-employment of our no-hybrid animations (completed) – <https://fb.watch/8lyzvmVln/>
2. Half-page, two-sided leaflet using static image from the animations to be used where possible for in-person handout and rendered for social media posts
3. Full-page ad in papers in areas where hybrid models are being employed, including graphics and an open letter from OSSTF/FEESO to Lecce and Ford
4. Template letter for D/BUs to send to parents
5. Template letter for D/BUs to send to trustees

The Communications/Political Action Department finalized a full-page ad that appeared in late October in targeted daily and weekly newspapers. These ads were included in papers that are in areas where hybrid learning is taking place. Staff also reached out to Districts where hybrid learning is occurring for feedback on places where these ads would be most effective. Ads appeared in the following:

- Toronto Star (Districts 12, 16, 19, 21) – Saturday edition
- The Chronical Journal (District 6A)
- Orillia Today (District 17)
- Sault Ste. Marie This Week (District 2)
- Timmins Times (District 1)
- Local Paper(s) in District 26

7. Hybrid Webinar Proposal

The CPA Department will be putting together a webinar on hybrid learning. It is important for parent/community partners to understand the impacts, problematic features and equity issues surrounding hybrid learning. With a focus on the importance of face-to-face learning, rather than the negative aspects of hybrid, the webinar would highlight the impact face-to-face has on:

- Mental health
- Social connections
- Family connections
- Equity
- Worker well-being
- Student success

The final date of the webinar will depend on the availability of guest speakers.

8. OSSTF/FEESO Union Training Academy

OSSTF/FEESO is excited to offer the OSSTF/FEESO Union Training Academy (UTA) to support District and Bargaining Unit executives. These training sessions, held virtually via Zoom, are designed to address a variety of issues that District/Bargaining unit executives are dealing with, clarify common issues, and to provide possible strategies to resolve issues. The Provincial Executive encourages District and Bargaining Units to extend the Union Training Academy to a wide range of local leaders, including executive members, Grievance Officers, and/or committee chairpersons.

Please be advised that these sessions are union training intended for OSSTF/FEESO members only. There is no cost to register and to attend the training sessions. Any expenditures for members that may be associated with attending the training sessions are the responsibility of the District or Bargaining Unit. Bargaining Units can use their Account 2010 allotment to defray costs that may arise. Provincial Office will not be providing additional funding.

To register, please go to

<https://www.osstf.on.ca/en-CA/news/upcoming/osstf-feeso-union-training-academy.aspx>

Additional training sessions scheduled for 2022, including Pay Equity and WSIB, will be advertised later this fall.

Registration for each training session will be available up until 11:59pm three business days prior to the event. Zoom meeting links will be sent out 24 hours prior to each session.

Please check back on the registration page if the session that you are interested in attending is not yet available for registration.

Inquiries about the OSSTF/FEESO Union Training Academy should be directed to Jenny Chen (jenny.chen@osstf.ca) or Gary Fenn (gary.fenn@osstf.ca) at the Provincial Office.

Workshop Session	Date	Time
Minutes, Motions, and Meetings	October 26	6 – 8 pm
An Introduction to Charring Meetings	October 27	4 – 6 pm
Racial Justice	November 9	4 – 6 pm
Leading Effective Meetings	November 10	5 – 7 pm
Minutes, Motions, and Meetings (en français)	November 15	5 – 7 pm
Minutes, Motions, and Meetings	November 16	4 – 6 pm
Duty to Accommodate/Return to Work (English, en français)	November 16	5 – 7 pm
An Introduction to Charring Meetings	November 17	6 – 8 pm
Duty of Fair Representation	November 24	5 – 7 pm
Duty of Fair Representation (en français)	November 24	5 – 7 pm
Records Management	December 1	5 – 7 pm
Records Management (en français)	December 7	5 – 7 pm
Constitutions 101 and Beyond	January TBD	TBD
Cultivating Resilience	January TBD	TBD
Minutes, Motions, and Meetings	April TBD	TBD
An Introduction to Charring Meetings	April TBD	TBD
Duty of Fair Representation (English, en français)	April TBD	TBD

Duty to Accommodate/Return to Work (English, en français)	June TBD	TBD
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9. Federal and Provincial COVID-19 Response Measures: 2021 Update

On October 6, 2021, the Financial Accountability Office of Ontario (FAO) released the report: *Federal and Provincial COVID-19 Response Measures: 2021 Update*. Included with the Report, Briefing Deck, and News Release, is a list of federal and provincial COVID-19 Response Measures. These can be accessed at:

<https://www.fao-on.org/en/Blog/Publications/fed-prov-response-2021>

The report analyzes both the federal and provincial response measures that have been put in place over the course of the pandemic from 2019-20 through 2022-23. Combined to date, there have been 238 COVID-19 direct response measures implemented by both levels of government with a net total of \$170.3 billion in support. Both levels of government provided an additional eight indirect measures, most of which were related to deferred fees or payments.

Ontario has implemented 114 measures, for a total of \$35.4 billion in direct support measures. After accounting for \$9.8 billion in federal cash transfers to the province, which included \$763 million for the Safe Return to Class, the Ontario government's share of direct support measures is \$25.6 billion (15%). This does not include \$5.0 billion in COVID-19-related funding that remains unallocated by the province.

Of the \$25.6 billion in COVID-19 direct supports provided by Ontario, \$18.5 billion is new government spending, while the remaining \$7.1 billion is due to spending reallocations and savings that resulted from the impact of the COVID-19. Included in this \$7.1 billion in reallocations is \$600 million from school board reserve funds, \$400 million from School Stabilization Funding, and \$500 million from lower than planned student financial aid payments.

Most of the \$35.4 billion in direct support measures implemented by the province to date go to the health sector:

- Health sector at (\$14.7 billion, 41%);
 - Support for businesses at \$5.6 billion at (16%);
 - Municipalities at \$5.1 billion at (14%); and
 - Support to individuals at \$3.7 billion (11%).
- Support to individuals includes a total of \$1.67 billion in transfer payments to parents of school-aged children, with \$328 million in 2019-20 and \$1.34 billion in 2020-21.

In School and Childcare, support measures of \$3.4 billion (9%) include:

- \$1.3 billion in funding to support public health in schools through Safe Re-Opening of School;
- \$406 million in Stabilization Funding to school boards;
- \$635 million in allocations by school boards from their reserves; and
- Temporary increases of \$130 million in the GSNs for mental health, technology, and language program funding through 2022-23, and \$57 million for the Ontario Summer Learning Program in 2020-21.

The remaining direct supports in School and Childcare are directed to childcare centres and early years programs, including Emergency Childcare for Frontline Workers.

In the postsecondary sector, the province provided \$225 million (0.9%) in stabilization funding, including over \$70 million to provide students with more flexible and accessible

virtual learning options.

The FAO report shows that the \$25.6 billion in COVID-19 direct supports provided to the province represents 15% of the total provincial and federal direct supports, though only \$18.5 billion (72%) of these direct supports were new investment. The province provided \$3.4 billion in direct supports to education and childcare, which is 9% of the total direct supports provided by the province. Comparatively, the education sector, which includes childcare programs, represents 20%, and postsecondary education represents 6.9% of Ontario's total planned program expense in the 2021-22 Ontario Budget. Finally, while providing \$2.53 billion of direct support to public schools, the province provided \$1.67 billion in transfer payments directly to parents.

10. Ministry of Education Continuous Learning Working Group Update - October 14, 2021

Staff assigned from the Educational Services Department and representatives from affiliate education unions continue to attend on-going bi-weekly meeting with Staff at the Ministry of Education. At recent meetings, a number of concerns were raised, and not all agenda items were dealt with due to the lack of time.

Items from affiliates:

- Grade 9 math resources on VLE (e.g. when are SEL pedagogical resources)
- VLE handout highlighting for teacher supports
- IEP communication to boards
- LIFT (i.e. affiliates inquired as to what mechanisms are in place to ensure the funding is being allocated equitably)
- Continuing delays at the OCT
- Update on AQ subsidies
- Will TPAs continue to be on pause?
- Lack of cohorting in secondary schools
- Hybrid learning (i.e. the realities of hybrid learning in secondary schools; school boards should be planning for virtual schools in semester 2)
- Grade 9 destreamed math; should we be expecting Grade 10 destream math in September 2022?
- EQAO
 - Why are they running EQAO while we are still dealing with the pandemic?
 - What are the details on the plan?
- Assessment and Evaluation, Reporting (i.e. what has the Ministry communicated to the school boards?)

Items that were dealt with:

Teacher Performance Appraisal (TPA)

- Evaluation cycle resumes as of September 2021, as per the regulation and technical requirements manual
- Due to pandemic learning, TPAs scheduled for 2020-21 were paused as a result of amendments made in the regulation. According to the Ministry, TPAs that were paused in 2020-21 will occur in 2021-22. All subsequent TPA will be pushed forward by one year
- NTIP teachers will continue to have two appraisals in their first year as per the regulation
- Deferral on an individual basis continues to be available
- Affiliates advocated for a pause in light of the continuing impact of pandemic learning (e.g. remote and hybrid learning models)

Annual Learning Plan (ALP)

- Ministry indicated that ALPs are to proceed as per usual
- Technical Requirements manual provides applicable information
- Deadline for submission should be flexible according to school needs as the process for ALP is consultative and collaborative, time to connect with administration may need to be scheduled according to teacher/administration availability
- Affiliates advocated for a pause in light of the continuing impact of pandemic learning (e.g. remote and hybrid learning models)

Ontario College of Teachers

- Continuing delays at the OCT to administer applications are impacting teachers in negative ways
- Affiliates advocated for an action plan to address excessive waiting periods of 14-16 weeks up from the typical 4-6 weeks
- Ministry has acknowledged the problem and is in the process of implementing strategies to expedite
- Boards who have hired a teacher can request expedited handling of qualifications

Additional Qualifications Subsidies

- Math AQ subsidy (\$4MIL) continue to be available and are allocated to boards that apply. Transfer payments made directly to school boards.
- Guidance and Career Education AQ subsidy (\$700K) for self-identifying teachers from under-represented groups
 - Ministry explained that the purpose of this subsidy is to incentivize teachers from under-represented group to take the AQ and increase diversity so that guidance teachers represent the students they service
- Autism AQ subsidy (on-going part of 3 year subsidy agreement beginning in 2019) is \$1MIL
- First Nations, Metis, and Inuit AQ & ABQ subsidy is available (amount not disclosed)

Assessment & Evaluation

- Ministry informed affiliates that they are actively thinking about issuing another memo but this is not yet approved
- In the absence of a new memo, boards should continue to follow Growing Success, October 30, 2020 Memo and May 4, 2021 Memo
- Secondary schools' mid-term reporting should reflect the October 30, 2020 memo

Grade 9 Destreamed Math

- Affiliates raised concerns about the lack of plans for grade 10 math; current grade 9 math teachers are unsure of how to prepare students without clear direction as to what is planned for grade 10 math for September 2022
- Ministry indicated the plan was to destream all grade 9; there is not yet a commitment for grade 10 destreaming
- Ministry indicated that should changes to existing grade 10 courses be needed, they will come via addendum to the curriculum

EQAO

- All EQAO testing is online
- Grade 9 Math is being administered from October 2021 – June 2022 through several testing windows
- Practice Assessments, User Guides, Webinars are available on the website

- OSSTLT is also moving ahead, currently open October – December with an additional testing window in the spring
- Affiliates raised concerns about Grade 3 EQAO (related to pandemic disruption and poor math roll out)
- Grade 3 EQAO will be added to a future meeting agenda
- OSSTF staff did not have an opportunity to address the OSSTLT specifically as the meeting ran out of time

11. Decommissioning of EduGAINS and Edusource Websites

A meeting through OTF was held with two Ministry of Education staff early this fall, as a follow-up to a virtual meeting of the Division/Subject Association held in June 2021.

At the meeting, the Ministry staff reiterated that the timeline for the decommissioning of Édusource would be more protracted than for Edugains, its English-language counter-part. Edugains and Édusource were the English and French websites that housed Ministry developed resources to support policies and programs related to improved learning and teaching from Kindergarten to Grade 12. The site's resources were regularly accessed by members from all four Affiliates. The Affiliates and Subject Associations were concerned that most of the material on the sites would be lost when the Ministry decided to decommission the websites. The Ministry did agree to archive the material but only have it available until June 2022. Only a selected subset of the material would be migrated to e-Community Ontario in the Virtual Learning Environment (VLE) and continue to be available. It was confirmed that broken links for the selected material, which occurred in the early stages of the migration of resources to the Supports for Learning section of eCommunity Ontario (the VLE), had been repaired. While the Learning Exchange is officially defunct, the videos from it are now housed and accessible on Vimeo at this link:

<https://vimeo.com/studentachievement/albums/sort:date/format:detail>

One positive piece of information – decisions about what content would be migrating from EduGAINS and Édusource were being made by Ministry teams composed of a majority of staff with education backgrounds, not by career bureaucrats. Unfortunately, there has been no progress on teacher candidates gaining access to the resources that are now password-protected on the VLE.

Again, our members are left without timely, comprehensive/practical Ministry-provided or Ministry-funded resources/in-service. There appears to be a persistent and fundamental misunderstanding and indifference to teachers' and educators' lived realities in the classroom.

At every opportunity, OSSTF/FEESO along with OTF, the other Affiliates and the Subject Associations continue to press Ministry of Education staff for the opportunity to participate in open and collaborative dialogue on the types of curriculum resources and in-service needed to ensure a proper implementation of new/revised curricula.

12. Ontario Liberal AGM – October 15-17, 2021

The recent Ontario Liberal AGM was the first major event for the party since the Leadership contest of March 2020. Unlike Leadership convention, this event was held virtually. None of the plenary sessions, except for Leader Steven Del Duca's keynote speech, exceeded 300 delegates. This is in sharp contrast to in-person Ontario Liberal AGM's in an election year, which routinely draw in excess of 1,000 delegates. Whether this is a result of a lack of enthusiasm for the party, virtual fatigue or another factor or combination of factors is difficult to determine.

As for the convention, delegates discussed internal party constitutional amendments and held regional meetings on the electoral prospects for the party. While some delegates expressed frustration at the slowness of the nomination process, delegates were generally upbeat on the party's future electoral growth. Many indicated that they were appreciative of the party's policy process directed through their "Take the Mic" initiative.

Delegates were introduced to the current 56 nominated candidates. Emphasis was placed on the fact that 36 of the candidates were women and that Del Duca has committed to having gender parity, at minimum, with the slate of 124 candidates. As well, delegates were reminded of the commitment to have 30 candidates under the age of 30. It is obvious that Del Duca and the party is attempting to present a new face to the electorate of a younger, more female slate of candidates. With only six caucus members seeking re-election, the opportunities to achieve those targets is more manageable.

Del Duca's keynote address closing the convention featured a number of notable promises including a commitment to change the electoral system. Del Duca proposes to introduce ranked-ballots, if he becomes Premier. If he fails to do so, he said he would resign before the end of his first term. Ranked ballot voting is a process whereby voters rank candidates, in order of preference, on their ballot and a winner is not declared until one candidate wins a minimum of 50% plus one of the total votes. It is believed that rank balloting may be more helpful to the Ontario Liberal Party than the other parties as prior polling has indicated that the Liberals are the second choice of more Ontarians than other political party. At the same time, ranked ballots may give some voters the opportunity to avoid strategic voting on their first choice, which may increase the chance of their party winning certain ridings. Nonetheless, few politicians seek to implement an electoral system, which diminishes their chances of winning.

Another proposal that Del Duca made was to re-instate the Universal Basic Income pilot program that Premier Doug Ford cancelled. Finally, Del Duca promised to create a pilot program to study the feasibility of instituting a four-day work week.

Del Duca made no mention of Education or Healthcare during his relatively brief speech. It would seem that he has either not settled on those policies or that he is reluctant to outline them because he fears that the other parties may steal some of his ideas.

In conclusion, Del Duca was able to garner significant media for his promises, particularly on ranked ballots and the four-day week, but opinion on those issues was divided. It may be more a matter of Del Duca offering "bold" initiatives to demonstrate leadership rather than universally popular proposals. Whatever the case, Del Duca finally was able to gain some media attention, which could boost his lackluster polling and image.

13. Here For Students Fourth Wave Survey of Supporters on Back to School Plan

The *Here For Students* campaign issued a "Back to School" survey to supporters through an emailed newsletter and social media posts just prior to the return to school for most students in Ontario. This survey received over 1,800 responses, a higher rate than our "Third Wave" survey back in the spring.

This survey should not be regarded as a formal or scientific poll, but as a snapshot of the opinions of our base of our thousands of supporters that we engage through emails and social media. Please remember that we built our supporter base in areas of the province where Progressive Conservative candidates had narrow margins of victory in the 2018

Provincial Election. Staff view these results as another data point among many other data points we continue to receive and analyze.

As with past surveys, about 50% of respondents self-identify as parents, and just under a quarter identify as educators. In addition, about half of the respondents are from the Toronto and Greater Toronto area. About 60% of respondents have at least one child attending a school in a public education system.

Some highlights from the survey include:

- 91% of respondents said that they plan on sending their child(ren) to in-person learning, with only 6% saying they will have their child(ren) learning remotely.
- 94% of respondents said that they stay up-to-date every day on the back to school issue, or did so as much as they could, and about the same number of respondents said that they are very familiar or somewhat familiar with the Ford government's back to school plan.
- 67% said that they do not believe the Ford government's back to school plan goes far enough to keep students safe for in-person learning, while 24% said they were not sure.
- 77% of respondents support OSSTF/FEESO's position on mandatory vaccines for teachers and education workers, with 17% opposing.
- 53% believe that schools should stay open as long as possible before shifting to remote learning, while 38% say that they would support closing school buildings if the fourth wave leads to higher rates of COVID cases.

Conclusions

- Our supporter base continues to remain very engaged on the issue of education and the Ford government's response to COVID in the education sector.
- The number of parents who said they are sending their children back to in-person learning appears to align with in-person attendance rates in most areas of the province.
- A strong majority of supporters do not believe Ford is doing enough to keep schools safe, or are at least unsure if the measures go far enough.
- Support for our policy on mandatory vaccinations align generally with vaccination rates across the province.
- A slight majority of supporters believe that schools should stay open, with about a third of supporters being more willing to accept remote learning if COVID rates start to go up again during the current fourth wave.

Overall, the number of responses and results of this survey shows that *Here For Students* continues to be a strong platform to continue to engage our supporter base on education issues. These supporters are monitoring education issues very carefully and do not support the Ford government's handling of education during COVID.

We will continue to engage our base of supporters in the *Here For Students* campaign as we shift our messaging to promoting the elements of our Education Platform over the next few months.

14. Bill 13, Supporting People and Business Act

<https://www.ola.org/en/legislative-business/bills/parliament-42/session-2/bill-13>

Background and Analysis

Nina Tangri, The Associate Minister of Small Business and Red Tape Reduction, introduced the omnibus Bill 13, Supporting People and Business Act, that has two sections that impact

education.

The first includes:

SCHEDULE 8 EDUCATION ACT

The Education Act is amended to remove references to ranked ballot elections, change when boards must elect their chairs and when the chief executive officer of a board must submit a report to the Minister, and eliminate certain requirements relating to the appointment of supervisory officers.

The first three parts of this section relate to board functions including removing ranked ballot elections, holding chair elections earlier and the submission date for Director of Education annual reports. The final two parts of this section would remove the requirement that the Minister of Education confirm the eligibility of persons to be appointed as a supervisory officer. As well, supervisory officers would no longer require the approval of the Minister of Education to seek additional employment or postings during their tenure.

Some of these changes are problematic, particularly the ones referring to the supervisory officer appointments. Without approval from the Minister of Education, boards could hire unqualified individuals for said positions. As well, allowing supervisory officers to take additional employment could severely hamper their ability to fulfil their role.

The second section of this bill that touches on Education is:

SCHEDULE 17 ONTARIO COLLEGE OF TEACHERS ACT, 1996

The Ontario College of Teachers Act, 1996 is amended in respect of various matters, including the composition of the Council and of panels of committees, the appointment of deputy registrars and the use of certain notations in the register. Provisions are also added prohibiting persons who are not members of the College from using certain titles or holding themselves out as members.

Some of the changes include:

The amendments proposed in the Schedule, if passed, would reduce the size of the Council of the College from 18 members to 12 members, change the manner in which the deputy registrar(s) of the College are appointed, introduce a protected title for members of the College, change the composition rules of panels performing the adjudicative work of the College and provide that members of the College who are suspended for non-payment of fees be recorded as "Inactive/Non-Practicing" on the public register.

These changes to the Council of the College of Teachers will reduce the role of teachers in the Council.

Legislative Process

At the time of writing, the bill had passed 1st Reading in the Legislature. The PC government has not set a timetable yet for the bill's progression. But, with the bill containing 25 Schedules, many of them touching business regulations, the government will want to move this bill quickly to passage.

Conclusion

This bill is a HIGH priority item as it touches on the Education Act and on the College of

Teachers. OSSTF/FEESO has requested standing before the Standing Committee on General Government, and a presentation is being prepared for submission.

15. Plan for Ongoing Outreach to Parent/Community Organizations 2021-2022

Parent and community outreach is paramount as we move forward as an organization toward the next provincial election. Engaging parent and community allies is essential if we want to defeat the Ford government. Not only do we need to continue to reach out to current allies in meaningful and inventive ways, but also, we need to build further parent and community support away from the noise of the current issues that are dividing us.

There are varying degrees of engagement with these groups. We are currently reaching out to several other groups in hopes of adding them to our list of allies. We are hopeful that this outreach will be completed within the month of October.

Outreach from the Provincial Office is important, but engaging and encouraging our Districts to research, outreach and build contacts with local organizations is crucial. This will be part of next steps in the new year.

Parent and community group input is important in building current relationships, fostering new relationships, and bringing other voices into our messaging. Outreach should be consistent with the main purpose being collaboration and support of events/actions as well as unifying like-minded groups to defeat the current government in the next Ontario election.

Outreach that we have undertaken in the past year:

- Three webinars involving community partners, which included:
 - How to Talk to Your MPP
 - Advocating for Transitioning/Transgender Youth
 - Advocating for your Child in Times of Covid and Beyond
 - Learning About Truth – Moving Toward Reconciliation
- Quarterly newsletters to both Ontario school/parent council chairpersons and community partner advocacy email group. Newsletters have also been posted on education related Facebook pages.
- Twice-monthly outreach and sharing with community partners asking for resources to share in our newsletters, sharing other community partner events and sharing OSSTF/FEESO information such as our education platform and Working Ontario Women.
- Donations for and attendance at community partner events.
- Translation assistance for surveys for OFPE and OPAN.
- Attending various community partner meetings (such as Campaign 2000) and speaking on our education platform.
- Collecting emails from webinar participants and creating advocacy email group from them.

Next steps for outreach may include:

- Increasing outreach to non-traditional community groups such as environmental groups.
- Asking our current community partners to share relevant contacts with us.
- Reaching out through our halo website and providing resources regularly
- Community ally gatherings – in locals – bringing together the union and our community partners with parent groups (town halls, virtual webinars).

- Building our parent council influence through regular contact, asking for input, sharing surveys and information sharing.
- Assisting with donations, graphic, translation support, where appropriate.
- Tying in our election organizers to assist with outreach and building momentum in communities.
- Monthly webinars to engage parent and community groups focusing on student advocacy followed by creating advocacy resources for parents.
- Asking parent and community groups for material for our school council newsletter and sharing it with school councils through the school council newsletter and our school council representatives.
- Working with locals to assist them with outreach to community partners in their area.
- Collecting data on the success of our outreach and working to improve gaps, ensure the appropriateness/relevance of our outreach.
- Creating an advocacy pamphlet to educate our advocacy groups on OSSTF/FEESO.
- Creating a community action day, in conjunction with the OFL, for members/parents/community activists to get out in communities and talk to others about the upcoming election. Community day is December 11, 2021 (tentative).

16. Shine the Light Campaign

November is Women Abuse Prevention Month in Ontario. Once again, OSSTF/FEESO is collaborating with the London Abused Women's Centre to provide purple lapel pins to members who wish to order them through our December 6 commemorations. In addition to the pins, we are also offering our own December 6 posters as well as White Ribbon signing sheets for members who identify as men to make a commitment to end violence against women.

The *Shine the Light* campaign, initiated by the London Abused Women's Centre, is focused on building awareness, engaging people in breaking the silence and encouraging all communities to speak out against Violence Against Women. A donation will be made to the campaign resulting from District and Bargaining Unit December 6 orders of purple lapel pins.

Dates to note include:

November 19	Ask OSSTF/FEESO Provincial Councilors to wear purple in solidarity
November 25	International Day for the Elimination of Violence Against Women and Day 1 of the 16 Days of Activism Against Gender Violence
December 1 - 7	Commemorative displays in OSSTF/FEESO worksites
December 6	National Day of Remembrance and Action on Violence Against Women
December 10	International Human Rights Day

To promote the *Shine the Light* campaign, staff will:

- Create an article on the campaign for Update to encourage members to participate in the *Shine the Light* campaign to encourage members to wear purple on November 13 – “Wear Purple Day”.
- Create social media for the 16 Days of Action between November 25 and December 6, with special emphasis on notable dates.
- Encourage Provincial Councilors to wear purple on November 19 and to indicate, when they speak virtually at Provincial Council that they are ‘shining the light’ and supporting Women Abuse Prevention Month by wearing purple.

For further information on the campaign: <https://www.lawc.on.ca/shine-light-woman-abuse-campaign/>

17. D/BU's Since Last Report

- 45 EHLT Advisory Work Group Vacancies - September 2021
- 46 Ministry Correspondence - Updates to the School Screening Tool for the 2021-22 School Year
- 48 2022 Election Readiness Conference - October 29-30, 2021 [Registration Open]
- 49 COVID-19 Rapid Antigen Screening for Students and Children in Schools and Child Care
- 50 Equity Mentorship Engagement
- 51 OTF Communications - Pension Communique - 50-Day Re-employment Rule for Retired Members of the OTPP
- 52 Ministry Correspondence - COVID-19 Pulse Survey 2021-2022
- 53 Ministry Correspondence - Thanksgiving Weekend Health and Safety Reminder
- 54 Ministry Correspondence - Enhanced Student Access to Free Menstrual Products in Ontario Schools
- 55 Ministry Correspondence - Cyber Awareness Month 2021 - Cyber Protection Strategy
- 56 Union Training Academy (UTA)
- 57 Ministry Correspondence - Proof of Vaccination Against COVID-19 Community Use of Schools
- 58 Hybrid Learning Pushback Resources
- 59 Ministry Correspondence - Updates to the School Screening Tool for the 2021-22 School Year
- 60 Status of Women Regional Outreach Workshop – November 26-27, 2021 [REGISTRATION OPENS October 27]
- 61 OSSTF/FEESO Research Grant for Emergent Issues and Priorities
- 62 Information relating to vaccination mandates and EI eligibility
- 63 2021 Educational Services Professional Development Workshops
- 64 Delivery of AMPA 2022
- 65 Appointment of General Secretary
- 66 Return to In-Person Meetings
- 67 Return to Provincial OSSTF/FEESO In-Person Meetings
- 68 Ministry Correspondence – PPM No.81 – Provision of Health Support Services in School Settings
- 69 Ministry Correspondence – Guidance on Assessment Evaluation and Reporting for the 2021-2022 School Year
- 70 December 6th Commemorations
- 71 Ministry Correspondence – Remote Learning Guide for Students with Special Needs
- 72 Treaties Recognition Week 2021, November 1-7, 2021
- 73 OCT Sexual Abuse Prevention Program

**LATE MOTIONS TO
NOVEMBER 18, 2021
TTBU COUNCIL**

1. 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.

Shay-Lea Anishinaabe Kwe O'Brien, TDSS/
Laura Clayton, SCAS Adult Learning Centre



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: