

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

**OSSTF Toronto
TTBU Council
Virtual Meeting
5:45 p.m.
OCTOBER 21, 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

- | | | | |
|----------|-----|--------------------------------------------------------------------|----------------------|
| 5:45 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: September 23, 2021 | <i>[pages 17-19]</i> |
| | 6. | On Time Motions | <i>[N/A]</i> |
| 6:00 pm | 7. | Executive Reports & Questions to Executive / Items of Concern | |
| 6:30 pm | 8. | Provincial Executive Report | <i>[pages 29-39]</i> |
| | 9. | Questions to Provincial Executive Report | |
| | 10. | New Business, Late Motions and Notices of Motion | |
| #7:00 pm | 11. | 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)

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

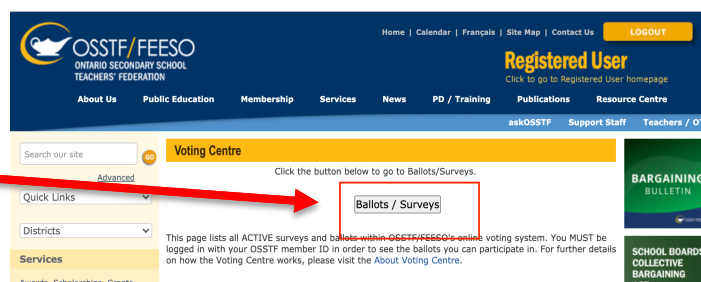
STEP 1: Login to the **Registered Users** section of the Provincial OSSTF website with your **OSSTF Member ID**:

<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?

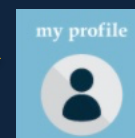
Please disable any Ad-Blockers in your browser. This can prevent the Voting Centre badge from displaying in some browsers. If this fails, try switching to a Private / Incognito / InPrivate browsing session.

C Verify your details

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

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

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



D Ballots are time sensitive AND targeted

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

OSSTF TTBU Council

Rules of Order

Procedures

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

Agenda

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

Timed Items

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

Motions

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

Decisions by Consensus

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

Main Motions

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

Motions that can affect a Main Motion

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

Other Kinds of Motions

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

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

19. Reconsider

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

20. Deal with a report

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

21. Notice of Motion

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

22. Procedural Motions

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

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

Debate

Indicators

23. There shall be 4 indicators used during debate:

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

Rules for Debate

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

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

Voting

Carrying a Motion

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

Voting Procedure

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

Registration

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

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

Elections

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

Virtual Meetings

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

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

Authority for Procedures

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

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

Professional Conduct

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

Definitions

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

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

APPROVED: September 2021

**OSSTF Toronto
TTBU Council Meeting
September 23, 2021**

1. Meeting called to order at 4:45 p.m. Michael Barltrop, 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 was voted upon by ballot and approved.
5. Adoption of the Rules of Order

Chair explained the Rules of Order and proposed changes to the House.

***Pause:** Technical issue messaging the Spotter in chat function.*

BIRT the Rules of Order as written be adopted for the Federation year 2021/22.

CARRIED

Amendment:

BIRT the rules of order be amended to insert "except for late equity motions, which should come before other late motions" after "On time motions will be sequenced before late motions".

Laura Clayton (SCAS ALC) / Shay-Lea O'Brien (TDSS)

Amendment to Amendment:

BIRT the amendment is replaced by "BIRT 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 ALC) / Shay-Lea O'Brien (TDSS)

CARRIED

Amendment to the Rules of Order:

BIRT 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 ALC) / Shay-Lea O'Brien (TDSS)

DEFEATED

Pause: Vote count request on above motions. Chair can report on the most recent vote and going forward.

Vote Count, Rules of Order Amendment: 38 (53.5%) Opposed / 33 (46.5%) In Favour. Simple majority.

Pause: Question on possible technical issues with voting. Chair answered concern.

Pause: Members asked to reflect on defeat of equity amendment.

Vote Count, Rules of Order Main Motion: 54 (74%) In Favour /19 (26%) Opposed.

6. The Minutes of June 10, 2021 were approved with universal consensus.

7. On Time Motions: none.

9. Election of Collective Bargaining Committee Members:

- The role of Chair was temporarily moved to Grace Choi of the Constitution & Steering Committee.

The Chair advised that thirteen names were received for thirteen available positions and that Sonia Akerman, Betty Andriopoulos, Louise Baldacchino, Michael Barltrop, Bryan Brewda, Matthew Hicks, John Ip, Mark Kissel, Eitan Laufer, Paul Mallok, Shelly Mohamed, Clive Shopman and Sarah Tsopelas are acclaimed as members of the 2021 Collective Bargaining Committee.

8. Election of District Executives-at-Large:

- The Chair was returned to Michael Barltrop.

The Chair advised that two nominations were received for three available positions and that Bruce Garrett and Mark Kissel are acclaimed as 2021-2022 District Executives-at-Large.

12. Provincial Executive Report/Questions to Provincial Executive Report
(6:15 pm timed item):

Karen Littlewood, President:

- Introductory remarks.
- Advised of the new look and contents of Provincial Executive report.
- Spoke to OSSTF/FEESO Priorities to be discussed at September's Provincial Council.
- Reported on various Town Halls with local leaders regarding the Covid crisis and ways the Federation can support members.
- Hybrid learning is an important concern and the Union will continue to fight against it.

Questions to the Provincial Executive were answered.

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

**OSSTF Toronto
TTBU Council Meeting
September 23, 2021**

12. Questions to Provincial Executive Report

- No vaccine mandate in schools, student vaccination status, hybrid learning implementation, culturally relevant curriculum, Truth & Reconciliation
- Board being legally required to follow the Ministry's health and safety guidelines; legal action by the union and individual Labour Board complaints
- OSSTF legal advice regarding work refusals due to safety concerns
- Hybrid learning being a local or central table issue
- Hybrid learning being a fundamental change in working conditions; definition of "temporary"
- Clarity sought with changing safety measures and conflicting safety protocols
- Political gains with Ford's distribution of books to students
- s. 23 students forced into hybrid models being a violation of PHIPA
- Lack of privacy for unvaxed teachers when picking up rapid antigen tests at schools
- Concern with lack of safe spaces when students are eating lunch
- Planning for Truth & Reconciliation Day and World Teachers' Day
- Adding ADS to the list of mandatory vaccine passport locations
- Universities are on list of vaccine passport locations but not ADS sites
- Hybrid learning being a violation of the Collective Agreement
- Collection of data from districts regarding level of unmasking at lunch and levels of danger; CUPE supervising lunchtime for students
- Clarification of statement that students should be eating in classrooms while teachers are teaching



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.

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



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 ****



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



Jim McQueen Excellence in Education Award

Nomination Form

Student Name: (Print clearly) _____

School: _____

Head of Guidance: _____

Branch President: _____

School Telephone Number: _____

Commencement/Awards Ceremony Date: _____

Criteria Classification: _____

Provide a brief description of why your school has nominated this student.

Each school shall be allowed one recipient during the school year. Schools which have fall commencements/awards ceremonies shall make their presentations during the fall, while schools having spring commencements/awards ceremonies shall make their presentations during the spring.

The award and certificate shall be presented by an OSSTF member from your Branch Executive.

Please return this form at least 3-4 weeks prior to the presentation date in order to allow for the preparation of the cheque and certificate. Fax or email this form to the attention of Marion Reid at 416-393-8912 or mreid@osstftoronto.ca



OSSTF TORONTO

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

Childcare / Dependant Care Submission

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

OSSTF Toronto Activity: _____

TTBU or District Activity Liaison: _____

Cheque Payable to: (print legibly) _____

Mailing Address: (print legibly) _____

Documentation of Living Wage Attached:

☐

Original Receipt Attached:

☐

Copy of Original Receipt & Submission kept:

☐

Originals Sent to Address Below:

☐

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

1482 Bathurst St, Suite 300, Toronto, Ontario, M5P 3H1
TEL: (416) 393-8900 FAX: (416) 393-8912
www.osstftoronto.ca

Protecting and Enhancing Public Education

October 12, 2021

Provincial Executive Liaison Report

To: District 12, TTBU Council

From: Karen Littlewood, President
Hayssam Hulays, Executive Officer

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1. Equity Update

OSSTF/FEESO is committed to dismantling racism, oppression, and systemic barriers within the Federation. We are engaged in several activities as per the Action Plan to Support Equity and Anti-Oppression. A few of the completed and ongoing actions are found below.

Completed actions:

- October 2020—Development of Addressing Anti-Black Racism and Allyship Workshops, written by OSSTF/FEESO members, including those that self-identify as Black/African Black/Caribbean Black and Racialized. These workshops will be available in the fall of 2021.
- June 2021—An anti-racism and equity training provincial account was approved at The Annual Meeting of the Provincial Assembly (AMPA).
- August 2021—Anti-racism training was provided to Bargaining Unit presidents at the inaugural OSSTF/FEESO Presidents' Symposium 2021.
- August 2021—The [survey](#) to delegates and alternates who attended The Annual Meeting of the Provincial Assembly for OSSTF/FEESO in the last four years to examine the barriers members face when navigating the Rules of Order that govern meeting was issued. This survey will close on Monday, September 20, 2021.
- September 2021—A targeted call out to members who self-identify as Black/African Black/Caribbean Black, First Nations, Métis, Inuit (FNMI), Francophone, 2SLGBTQI+, Person Living with a Disability, Racialized, and/or women to join the OSSTF/FEESO Parliamentary Speaker Bank has been issued.
- September 2021—The Black Persons and Persons of Colour Advisory Work Group

members-at-large complement has been temporarily increased from 10 to 25 members-at-large for the 2021–2022 school year.

Actions in progress:

- The use of focus groups, one-on-one interviews and Town Halls centred around dismantling anti-Black racism within OSSTF/FEESO (August 2021–ongoing).
- The development of an OSSTF/FEESO Black Educators' Network (August 2021–December 2021).
- An evaluation of OSSTF/FEESO Rules of Order using a multi-pronged approach which includes an in-depth literature review, qualitative interviews, and a survey (June 2021–January 2022).
- Review of the OSSTF/FEESO Equity Statement using an equity lens (September 2021).
- The review of the terms of reference for the proposed OSSTF/FEESO Disrupting Anti-Black Racism Committee to the Provincial Executive by the in-house equity team, the Equity, Diversity, and Inclusion (EDI) coordinator, and advisory work groups/committees in preparation for a report and recommendations to be presented at AMPA 2022 (September 2021–January 2022).
- Review of the [survey](#) results issued to delegates and alternates who attended The Annual Meeting of the Provincial Assembly for OSSTF/FEESO in the last four years (October 2021–November 2021).
- The issuance of a call out to members who self-identify as Black to be a presenter for the OSSTF/FEESO Addressing Anti-Black Racism workshop (October 2021).
- The issuance of a Member Census to determine the demographic composition of the membership (December 2021).

Ongoing commitments:

- Amplify Black voices/authors in OSSTF/FEESO online publications. [Education Forum](#).
- Incorporate Black lived experiences and expertise in a variety of OSSTF/FEESO professional workshops and conferences.
- Creating connections and sharing resources between the Dismantling Black Racism Officers and Trainers in Districts and Bargaining Units with the Provincial Office.
- The development of partnerships and relationships with Black community organizations.
- Investment in Black-Owned Businesses.

2. Equity Mentorship Engagement 2021-2022

In the absence of the Equity Mentorship Program, the Provincial Executive has approved a plan that will continue the work of proactively creating opportunities to engage members of equity seeking groups. As equity, diversity and inclusion is the work of the entire organization, OSSTF/FEESO will take the time this year to engage provincial committees/councils and advisory work groups in this work in a more direct way.

Prior to the first meeting of Provincial Council, councils, committees and advisory work groups received a letter asking them to forward the names of up to 3 (maximum) members who are interested in being a mentor for the 2021-2022 school year. As the goal is to provide opportunities for those in equity-seeking groups, mentors from equity-seeking groups are preferable.

For the purposes of this 1-year engagement, the expectations of a mentor would be quite

flexible. Assigned staff will be meeting with mentors to discuss specific possibilities related to their particular committee/council/advisory work group. There will be a minimum of 4 communications with up to 3 mentees over the course of the 2021-2022 school year.

Examples could include the following:

- invite your mentee(s) to attend a virtual meeting of your council/committee/advisory work group;
- have a Q&A via email/phone/virtual meeting with your mentee(s) prior to/following/about a virtual meeting of your council/committee/advisory work group;
- assist your mentee(s) in understanding the process for applying to a committee/council/advisory work group;
- invite your mentee(s) to attend a virtual union training or PD session that you are attending.

It is important to note that, should funding be needed for any of these activities (release time, travel, accommodations, expenses), it will come from the budget of the committee, council or advisory work group of the mentor.

Concurrently to the above process, a communications blast was released seeking participants to the Equity Mentorship Engagement 2021-2022. It is hoped that all mentors and mentees will be identified by the end of October.

Upon completion of the 1-year engagement, participants and assigned staff will be asked to provide feedback on the experience.

Any questions/concerns can be directed to Rosemary Judd-Archer (rosemary.judd-archer@osstf.ca).

3. Election Readiness – Education Platform Update

The OSSTF/FEESO Education Platform entitled *Strengthen Public Education – Rebuild Ontario* was released to local leaders at June Provincial Council. During the month of June, staff met with representatives from the three opposition parties – Liberal Party, New Democratic Party and Green Party – to share our platform with them in advance of our full public release in late June. Feedback from the parties was very positive.

In addition, we have contacted the Progressive Conservative Party to inform them of our platform.

Now that the federal election is over, staff will begin to roll out more messaging related to our education platform to the membership and the public. Actions completed or underway through to December include:

- Posting of the full education platform on the provincial website, including a summary chart and image for social media (June 2021)
- Production of paper booklets with the full platform (September 2021)
 - Staff will develop a distribution plan for paper copies to leaders for November Provincial Council
 - Booklet will be part of the Lobby Day package tentatively planned for December 2021
- Production and rollout of narrated videos in English and French in September and October
 - Staff will post videos on the OSSTF/FEESO YouTube page and share on the platform page of the website and on social media
 - Staff will continue to cycle the videos on social media at opportune times through to

- the election in June
- Development of supporting background documents for use at the next Lobby Day.

Staff will continue work on developing additional resources and messaging around our platform and continue to press the opposition parties to adopt our platform as theirs.

4. OSSTF/FEESO Research Grant for Emergent Issues and Priorities

Educational Services Department staff assigned to the Research Partnership Review Committee met to consider themes to recommend to the PE for the 2021 - 2022, inaugural Research Grant for Emergent Issues and Priorities.

A fulsome discussion considered the Strategic Action Plan, the pandemic, and current and future issues facing education from an Ontario context. There was also a need identified: input from other departments. In the future, it would be ideal to have staff assigned from each department to be a part of the selection process for both the theme of, and the administration of, the award.

Three possible themes rose to the top of the list as recommended themes for the next academic year:

- Equity: Addressing Race, Racism and/or Colonialism in Education
- Education Technology: Hybrid learning, e-learning, virtual learning issues in Education
- Privatization threats and trends in Education

The grant application went live in September 2021, with a deadline of October 31, 2021. One of the three grants awarded will be reserved for researchers who identify as from indigenous, equity seeking, or oppressed groups.

5. Hybrid Learning – Provincial Strategy

The Department Directors have been investigating the ongoing concerns related to the use of hybrid learning by some school boards in the current school year, and were asked to consider the following:

- What strategies were effective in getting boards to either change their minds or choose not to implement a hybrid learning model?
- How can we educate parents and the education community about the negative effects of hybrid learning?
- What contract language is out there and what do we need to develop to address this for the future, particularly to avoid this becoming an option as we move out of the pandemic?

To date, nine school boards in Ontario have opted to use or continue to use a “hybrid learning” model in schools for part or for the full 2021/2022 school year. Many school boards used variations of hybrid learning this past year in response to COVID pandemic. Provincial Office Staff met frequently with local leaders where there were employers that did not set up virtual schools and, in some cases, opted for a form of hybrid learning. Subsequent to that, staff met in June with leaders in school boards that had or were planning to implement hybrid learning for the 2021/2022 school year to share information.

For the purposes of this report, the general definition of hybrid learning that has been used in the media, by school boards, and the general public is, in fact, where one teacher has a class where students may be in-person in the classroom OR viewing and participating in the

class synchronously from home through a livestream application (i.e. Zoom, WebEX).

Protective Services

As noted earlier, nine school boards are currently using a hybrid learning model in their schools. From a protective services perspective, contesting the introduction of hybrid learning models is difficult, since, other than at those (predominantly northern and rural) boards where similar models have been in place for years, our collective agreements do not contain provisions that squarely address hybrid learning. Similarly, collective agreement provisions on working conditions have proven difficult to apply to workload challenges posed by hybrid learning or to other issues related to hybrid learning. There are some grievances working their way through the process, and some of those will be coming to arbitration hearings within the next few months, although prospects for success appear dim.

Protective Services plans on adding hybrid learning issues to our negotiating priorities and will also assess the relative advantages and disadvantages of pursuing the issue at the Central or Local table. It is recognized that some flexibility on this issue will be required as there are some hybrid-like models in a few Districts that existed prior to the COVID pandemic. In addition, the Division will look at model contract language for future negotiations that will attempt to contain the adverse aspects of hybrid learning.

Communications and Political Action

This past year, OSSTF/FEESO Provincial Office and Districts where hybrid learning occurred engaged in a number of advocacy and information campaigns that opposed the use of hybrid learning models. The *Here for Students* campaign launched two small advocacy campaigns in December 2020 and June 2021. Both involved an email out to the over 60,000 emails on our supporter list and social media posts that encouraged people to send an email to their MPP, Premier and Minister of Education. The June 2021 letter included chairs of school boards in the English-Public sector. The June campaign alone saw over 2,000 individuals sending an email.

In the short term, the Communications/Political Action (C/PA) Department will work with Sussex to update the current “Say No to Hybrid Learning” advocacy webpage and letter. We can continue to direct local leaders to this page and encourage them to share it with concerned members and local allies.

The department will continue its work to offer direct support to local leaders on advocacy and political action strategies to put pressure on administration and trustees to abandon hybrid learning. Given the Ford government’s unwavering position of deferring decisions to school boards on this matter, the department recommends that the focus of public pressure on this issue should be at the local level, with provincial office providing support as needed, which includes the *Here for Students* advocacy piece.

Staff will continue to adapt messaging on hybrid learning to focus on the negative affect it has on student learning and well-being. They will also investigate the merits of other actions, including the feasibility of hosting webinars on the topic of hybrid learning with a panel of experts, and if those should be held at the provincial and/or local levels.

The department will await feedback from the Teacher/Occasional Teacher sector caucus meeting to help guide further actions moving forward. Staff will look back at past provincial advocacy on hybrid learning (i.e., animation videos, social media postings) to see where they may continue to be effective in messaging our perspectives at the provincial and local levels.

Educational Services

The Educational Services Department staff are searching and reviewing research on the topic of hybrid learning, both in the media and in academia. Staff will investigate how this research can support local and provincial advocacy on the topic.

Staff continue to lobby Ministry of Education representatives on the negative effects of hybrid learning and to take action on the issue by mandating boards to abandon it and set up virtual schools in its place. The ministry continues to take the position that school boards are to be left to their own devices to determine their course of action.

Staff will continue to provide updates on this issue.

6. Status of 2021-2022 OTF/Affiliates Research Project: The Implications of Virtual Teaching and Learning in Ontario

OTF and the Affiliates have engaged Dr. Lisa Bayrami from Lakehead University, Department of Education and Department of Psychology, to conduct a research project on the impact virtual learning has had during the COVID-19 pandemic and the implications of virtual/remote learning into the future. She and her team have developed a preliminary draft of the educator-focused survey (Phase 2) based on insights gleaned from a series of small focus groups (Phase 1) conducted the week of August 9, 2021.

The OTF Curriculum Staff Work Group met virtually several times during the summer before and after the focus groups to review, revise and refine the draft questions and the resulting draft survey. The final draft of the survey goes to the OTF Executive for final approval. The Work Group believes that the final iteration of the survey will, indeed, solicit valuable insights and data for the research team's analysis and interim and final reports.

The goal is to have the data gathering from educators, education workers, parents/guardians and students completed this fall with a preliminary report in December 2021 or January/February 2022 and a final report in Spring 2022 in time for the Affiliates to review for potential use in lobbying the government and/or communication strategy before the June 2022 Provincial Election.

7. ECE French as a Second Language Labour Market Partnership Committee

The French as a Second Language Labour Market Partnership Committee (FSL-LMPC) approved the continuation of the OSSTF/FEESO FSL PD pilot project for ECE members. This project is funded by the MTCU, is managed by OPSBA, and includes numerous stakeholders.

In the spring of 2020, OSSTF/FEESO applied for, and received, \$7,000 from the Professional Development Opportunities for Education Workers Pilot Project. 41 ECE members from around the province were approved to receive \$175 towards a program for improving their French language skills. Unfortunately, many more were disappointed in not being able to do so due to limited funds.

For the 2021-2022 school year, OSSTF/FEESO applied for (and received) \$25,000. This expanded OSSTF/FEESO project, will have both a further and deeper reach, as more members will be able to access these funds and they can receive up to \$400 towards a program of their choosing.

Bargaining Unit presidents who represent ECEs were sent the application form in June and again in early September. The deadline is September 29, 2021. Any questions/concerns can

be sent to Rosemary Judd-Archer (rosemary.judd-archer@osstf.ca).

8. PD Grants for FSL Teachers - *Ici on parle français*

OTF is offering a limited number of grants to participate in a French as a Second Language (FSL) professional learning program/activity of your choosing or to purchase resources to support your FSL proficiency and teaching. You can work with other FSL teachers in a collaborative learning team of two to four teachers, or you can apply for an individual grant. **For those working in a team, the maximum grant is \$500 per team member (maximum \$2,000 per team), and for those working individually, the maximum grant is \$250.**

The deadline for applying for a grant is **5:00 pm on Thursday, October 14, 2021**. Successful applicants will be notified by November 5, 2021.

To find out more about the *Ici on parle français – Take 2* grant program and to apply, click [here](#).

9. Ontario Coalition for Better Child Care (OCBCC)

While OSSTF/FEESO is a member of the Ontario Coalition for Better Child Care (OCBCC), individual Bargaining Units and even individual members may choose to also become members of OCBCC on their own.

As a member of the national organization Child Care Now, OCBCC supported the September 14 National Day of Action on Child Care. OSSTF/FEESO, and all member organizations of OCBCC, shared information through their social media networks in hopes of keeping childcare in the forefront of issues for the media; especially prior to the federal election.

Early Childhood Educator and Child Care Worker Appreciation Day 2021

Every year, the Ontario labour movement sponsors Child Care Worker and Early Childhood Educator Appreciation Day. October 21, 2021 marks the 21st anniversary. This year is a celebration of Early Learning and Child Care Heroes and a call to the government to take action on the OCBCC [Roadmap to Universal Child Care in Ontario](#).

The day is often proclaimed and marked by municipalities, school boards and childcare centres and this celebration is encouraged as an opportunity to call for better wages, working conditions and support for these workers.

10. School Psychologists, New Brunswick

Last spring, OSSTF/FEESO became aware of changes implemented to psychological services in New Brunswick schools through a letter written by the Association of Chief Psychologists of Ontario School Boards. The changes allow for teachers to administer psychological testing and assessments. In order to clarify the concerns and check on the potential of similar changes/limitations coming to Ontario, staff have created a connection with the Association of Chief Psychologists of Ontario School Boards (ACPOSB).

At this time, there is no move to make similar changes to psychological services in Ontario school boards. The ACPOSB would view such a move as impinging on the professional judgement of their members as well as putting both students and other professionals (namely teachers) at risk. Moving forward, assigned Educational Services Staff will continue to regularly communicate with the ACPOSB regarding all matters relevant to

OSSTF/FEESO members working in this field.

11. WOW – Working Ontario Women News Program

In concert with the Service Employees International Union (SEIU) and the Ontario English Catholic Teachers' Association (OECTA), OSSTF/FEESO will be sponsoring a new public affairs program through Working Ontario Women (WOW) which will offer news dedicated to issues important to working women and their families, titled "*UNinvited: Working Ontario Women News*."

With the lack of women's issues news programming on television, radio, print and social media, our three (3) unions, all with strong majorities of women members, believe it's time that women had a more prominent voice and we're proud to sponsor this news program.

UNinvited will report on important topics, like how we make the economy work for working women. There will also be in-depth stories about women and their families, including childcare, publicly-funded education, healthcare and long-term care. The program will demonstrate the strength of women but also the challenges women face in the pandemic and post-pandemic world. The program will speak truth to government and society.

The program will feature prominent community guests and be hosted by former CP24 reporter and anchor Karman Wong. It will also amplify the voices of everyday women through its digital broadcast platform, in a segment called [*I'm Speaking*](#). The program will be available free to the public on the WOW News webpage.

Beginning on the morning of Sunday, September 26, 2021, *UNinvited* will stream on [WOW's YouTube channel](#) twice per month.

12. FAO Expenditure Monitor Q1 2021-22 Summary

On September 15, 2021, the Financial Accountability Office (FAO) released its Expenditure Monitor for the first quarter of 2021-22. This report provides information on unaudited spending by the province through the end of the first quarter of the present fiscal year (April 1, 2021 to June 30, 2021). Included in their report are: A) changes to its spending plan; B) a comparison of total planned spending and actual first quarter spending; and C) a comparison of first quarter 2021-22 spending to spending in 2020-21.

The complete report, briefing deck, and press release are available at <https://www.fao-on.org/en/Blog/Publications/2021-22-expenditure-monitor-q1>

A. Changes to the 2021-22 Spending Plan

In the first quarter of 2021-22, the government added \$466 million in internal program budget reallocations to its spending plan. The revised budget contains the following changes to the spending plan:

- Education – Increase of \$6 million:
 - Reflects \$3.86 million in additional Priorities and Partnerships funding and an additional \$2.1 million in "other programs"
- Postsecondary Education – No change
- Health – Increase of \$5 million to digital programs
- Justice – Increase of \$10 million to Legal Aid and "other programs"
- Other Programs – Net increase of \$445 million
 - \$202 million to the Ontario COVID-19 Worker Income Protection Benefit Transfer Payment Program (paid infectious disease emergency leave);

- \$252 million for the Property Tax and Energy Cost Rebate Grants Program and its administration (extra support for businesses required to close or significantly restrict services as a result of provincial public health measures).

The increases in planned spending were offset by a \$474 million drawdown on the \$2.1 billion Contingency Fund, with a net result of a decrease of \$7 million in the government's \$178 billion spending plan for 2021-22. This only represents a shift of spending from the budget to the Contingency Fund and is not a real change in budget.

B. First Quarter Spending

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

In terms of unaudited planned spending in the first quarter, the province spent \$36.9 billion or \$2.6 billion (6.6 %) less than planned. Most sectors underspent, with highlights as follows:

- Education – \$17 million (0.3%) more than planned;
- Postsecondary Education – \$33 million (2.3%) less than planned;
- Health – \$1.0 billion (16.6%) less than planned;
- Justice – \$25 million (2.2%) more than planned;
- Children's and Social Services – \$500 million (11.6%) less than planned;
- Interest on Debt -- \$139 million (4.6%) less than planned;
- Other Programs – \$1.0 billion (16.6%) less than planned.

More specific details are not available on education or postsecondary education sector quarterly spending.

Within the \$1.0 billion in first quarter health spending, \$94 million above plan was spent in the operation of the Long-Term Care Homes Program, while \$384 million below plan was spent in the operation of Health Services and in payments to physicians.

Within Children's and Social Services spending as noted above, \$71 million above plan was spent in Ontario Child Benefit (financial support for low- to moderate-income families). The bulk of the remaining underspending is attributed to below plan spending in programs such as Autism, Residential Services, Child and Youth Community Supports, Ontario Disability Support Program, Ontario Works and the Ontario Drug Benefit Plan.

Underspending on Interest on Debt is reflective of the overall underspending and stable borrowing rates.

The "Other Programs" noted above includes 284 separate items, the largest of which is a negative actuarial adjustment of \$554 million, as a result of the accrual expense and cash payments for the Ontario Small Business Support Grant. Other spending in this sector includes \$176 million above plan spending in Urban and Regional Transportation and many below plan spending items, including \$294 million in Electricity Price Mitigation Programs and \$92 million in Infrastructure Programs.

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

In the first quarter of 2021-22, the province spent a net of \$1.06 billion less as compared to the first quarter of 2020-21.

In education, \$1.75 billion less was being spent in the first quarter this year, largely due to the government's decision in 2020 to temporarily defer municipal Education Property Tax payments for 90 days and to provide additional funding in the first quarter of 2020-21.

The Postsecondary Education sector spent \$174 million less in the first quarter of this year, largely due to lower spending on student financial aid.

In Health, \$917 million more was spent in the first quarter of this year, with \$519 million more spent on Long-Term Care Home Programs, but \$328 million less in Ontario Health Insurance, largely for payments to physicians.

The Children's and Social Services sector spent \$394 million less in the first quarter of this year, largely due to lower spending for Ontario Works and the Ontario Drug Benefit Plan.

The "Other Programs" sector spent \$223 million more in the first quarter this year than last. Many of the decreases in this sector resulted from the end of short-term pandemic measures.

When comparing first quarter spending to 2020-21, if the temporary funding provided to school boards in lieu of municipal Education Property Tax payments is taken into account, there is more net spending this year than last.

13. D/BU Memos Issued Since Last Report

- 19 Ministry Correspondence: COVID-19: Immunization Disclosure Policy
- 20 Ministry Correspondence - Mandatory Immunization Disclosure Policy
- 21 Ministry Correspondence - Instructions issued by the office of the Chief Medical Officer of Health
- 22 OFL Convention 2021
- 23 Update on Provincial Operations for OSSTF/FEESO
- 24 OSSTF/FEESO Speaker Bank Expanding and Looking for New Voices
- 25 Delayed Processing Times at the Ontario College of Teachers
- 26 Student Achievement Awards 2022
- 27 Application for Educational Services Workshop Training
- 28 Ministry Correspondence - COVID-19 Vaccination Educational Video and School-Focused Vaccination Clinics
- 29 Important dates and information regarding EI, Canada Recovery Benefits and ESA rules
- 30 D1-D33 Work Site Visits
- 31 D34-D35 Work Site Visits
- 32 Ministry Correspondence - Rapid Antigen Testing Indemnification of School Boards
- 33 Ministry Correspondence - September 30, 2021 - National Day of Truth and Reconciliation
- 34 Collective Agreements and Constitutions
- 35 OSSTF/FEESO Resources and Graphics to Honour National Day for Truth and Reconciliation, Orange Shirt Day and Truth and Reconciliation Week
- 36 Job Posting: General Secretary

37	District/Bargaining Unit Anti-Harassment Policies and Procedures 2021-2022
38	Anti-Harassment Training 2021-2022
39	Ministry Correspondence - Mandatory Immunization Disclosure Policy - Extension of Pharmacy Access
40	ETFO Job Posting - Executive Assistant
41	CSLF Co-Option Call for applicants
42	OTF Communications - PD Grants for FSL Teachers
43	Ministry Correspondence - COVID-19 Immunization Assessments for Vaccine Eligible Students
44	Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) Conference
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