



**OSSTF Toronto
District 12 Annual General Meeting
Latvian Canadian Cultural Centre
6:00 p.m.
June 15, 2022**

AGENDA

- #6:00 pm 1. Call to Order
2. Anti-harassment Statement
3. PROC 101-22; PROC 102-22; PROC 103-22; PROC 104-22; PROC 105-22;
PROC 106-22 *[page 16]*
4. Moment of Silence
5. Report of the District President: Michelle Teixeira
6. Report of the District Treasurer: David Pickering *[pages 28-45]*
7. Questions to the District President and Treasurer
8. Provincial Executive Report / Questions to the Provincial Executive Report
- #6:30 pm 9. On Time Motions *[pages 46-47]*
10. Late Motions
- ##7:00 pm 11. Adjournment

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

The Wi-Fi network at the Latvian Centre is called [LCCCGuest](#). Its password is [LatvianCCC](#)





OSSTF Toronto 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 Resolution and Complaint Process.

The *Anti-Harassment & Equity Declaration*, as found in the Provincial Policies and Procedures (1.8), shall be read at the beginning of every District Committee meeting.

Resolution and Complaints Process

An anti-harassment officer will be appointed for the General Meeting and the Annual General Meeting.

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 and 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 District 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 District 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 Toronto Anti-Black Racism

Policy and Procedure

RATIONALE

Anti-racism is an active stance. In the words of the late Desmond Tutu, South African human rights and anti-apartheid activist, “if you are neutral in a situation of injustice you have chosen the side of the oppressor”.

A member of OSSTF/FEESO has the right to an affirming and thriving workplace and union environment free from racism and oppression, exclusion, harassment and discrimination.

In the education sector, the normalcy of everyday racism and in particular, anti-Black racism (ABR) has had a devastating and lasting impact on the lives and well-being of Black and racialized students, parents, administrators, staff and teachers.

DEFINITIONS

Racism: includes ideas or practices that establish, maintain or perpetuate the racial superiority or dominance of one group over another. (*The Ontario Antiracism Directorate*)

Anti-racism: is a process, a systematic method of analysis, and a proactive course of action rooted in the recognition of the existence of racism, including systemic racism. Anti-racism actively seeks to identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances between groups and change the structures that sustain inequities. (*The Ontario Antiracism Directorate*)

Anti-Black Racism: is defined as policies and practices rooted in Canadian institutions such as, education, health care, and justice that mirror and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination towards people of Black-African descent. (Black Health Alliance)

Anti-racist: One who is supporting an anti-racist policy through their actions or expressing an anti-racist idea.

Erasure: essentially works to render an “other”, invisible. According to Identity and Erasure: Finding the Elusive Caribbean, erasure is defined as the act of “neglecting, looking past, minimizing, ignoring, or rendering an invisible other (Allahar, 125”-Christelle Ram, Rollins College).

Intersectional Oppression: includes racism that is compounded by discrimination on the basis of age, national or ethnic origin, colour, religion, sex, gender identity, sexual orientation, race, socio-economic status, mental capability, and/or physical disability.

Othering: is a phenomenon in which some individuals or groups are defined and labeled as not fitting in within the norms of a social group. It is an effect that influences how people perceive and treat those who are viewed as being part of the in-group versus those who are seen as being part of the out-group (<https://www.verywellmind.com/what-is-othering-5084>). Some examples are: consistently mispronouncing names; shuddering at peoples’ food choices; generally, treating an individual/group/community as an outsider.

SCOPE

This policy applies to all members of OSSTF Toronto.

POLICY

It is the policy of OSSTF/FEESO that to eliminate racism from within the internal union structure is to embrace the notion that **representation matters**. A commitment to equitable representation will enable Black and racialized members to be present throughout the organizational structure, and at every decision making space not as tokens, but with voice, power and agency.

Racism, and in particular anti-Black racism, is degrading to the individual, and to the Union community as a whole; it has a destructive effect on union solidarity. Such actions are not only destructive, they can be illegal. Racism and in particular anti-Black racism will be addressed with urgency.

In addition, intersectional oppression will be identified and addressed. Intersectional oppression includes racism that is compounded by discrimination on the basis of age, national or ethnic origin, colour, religion, sex, gender identity, sexual orientation, race, socio-economic status, mental capability, and/or physical disability.

Racism takes many forms. These may be tangible or intangible; verbal, physical, or psychological. This ranges from micro-aggressions (including comments, gestures or looks, pictures, messages, touching, othering, erasure, or more aggressive actions), to organizational structures such as policies and processes that serve to exclude and deny participation. These acts may be indirect or overt; they may be isolated or repeated. They will be identified, validated, and addressed to achieve equitable resolutions and elimination.

In addition, silently witnessing these acts of racism condones and contributes to the perseverance of a hostile and poisoned environment.

Intimidating, demeaning, hostile and aggressive behaviours against another member directly, or indirectly, covertly or overtly, will not be tolerated.

As OSSTF/FEESO members, we must speak out against this conduct and stand together to protect human rights. We must take action to dismantle racism and its toxicity in our union.

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 race-based 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 Resolution and Complaint Process, until a relevant complaint and resolutions process, specific to anti-racism, is established.

OSSTF District 12 Toronto

Rules of Order 2021-2022

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. 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

5. 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.
6. Timed items may be:
 - a. Unhashtagged timed items
 - b. Hashtagged (#) timed items
7. 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.
8. 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

9. A motion may not contravene our established bylaws or constitution.

10. Unless otherwise stated, a Motion will require a mover and a seconder who are voting District Representatives and who are present at the meeting.
11. Unless otherwise stated a Motion may be debated.
12. A motion that has already been debated and defeated can not be brought forward again as it has already been decided by the body.

Decisions by Consensus

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

Main Motions

14. A Main Motion brings business before the District Representatives, and is used to direct action
15. 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

16. 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

17. 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.

18. 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 District 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.

19. 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.

20. 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

21. 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 District 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 District 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 District 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

22. 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 District 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. District 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 / District 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

- 23. Any Member in attendance may participate in debate.
- 24. The appropriate form must be used to submit motions. Motions must be submitted to Steering in writing prior to debate of the motion.
- 25. Only a District Representative can move, second, and vote on motions.
- 26. 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.

27. Upon being recognized by the Chair, a Member shall first state their name, Bargaining Unit (non-executive Members) or position (executive Members), and the indicator they are speaking on.
28. 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.
29. 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

30. Unless otherwise stated, a motion is considered carried by receipt of a simple majority.
31. 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. Constitutional amendments, as per Article 12.1.3
 - c. Late motions, except for those associated with Constitutional amendments
 - d. Calling for the Vote / Calling the Question
 - e. Motions to reconsider
32. A 9/10 majority vote is required for:
 - a. Late Constitutional amendments, as per Article 12.1.3
 - b. Amending a Late motion

Voting Procedure

33. After the Chair has called for the vote, District Representatives will cast their vote.
34. The Chair will announce if the motion is carried or defeated.
35. If the results are unclear, the Chair or a District 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.
36. If requested by a District 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.

Virtual Meetings

37. Virtual meetings may be called to replace in-person meetings at the discretion of the District Executive upon review of technologies available.
38. Registered District Representatives will receive an email that contains the meeting access link prior to the meeting.
39. The link for the meeting will be posted on the Bargaining Unit websites for any 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.
40. Only registered District Representatives can vote during the meeting.
41. Sign in for the virtual meeting will open at least twenty minutes before the meeting call to order, as listed in the agenda.
42. District Representatives may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
43. Virtual District Reps must change their screen name to be <First Name, Last Name, Bargaining Unit>. 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.
44. Virtual Observers must change their screen name to be <OBS: First Name, Last Name, Bargaining Unit>. 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.
45. A microphone will only be un-muted when a speaker is recognized by the Chair.
46. In order to vote, registered District Representatives must have a registered account on the Provincial OSSTF website.
47. All motions to the District meeting, 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.
48. During a virtual District meeting, the Chair will indicate when voting opens, the length of time the ballot will be open, and when voting has closed.
49. The Steering Committee will explain the process for moving motions and participating in debate at the beginning of each virtual District meeting.

Authority for Procedures

50. This document shall be the sole authority for all District Meeting procedures.

51. At the first District meeting of the Federation year the Rules of Order will be presented by the Constitution 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.
52. 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 District'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 District 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 District Constitution and Bylaws.
 - b. The prevailing result will be added to the Rules of Order.
53. These Rules will be reviewed on a regular basis by the Constitution and Steering Committee.
54. The Constitution and Steering Committee may edit this document for grammar and clarity.

Professional Conduct

55. 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
56. 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

57. "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.
58. 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
59. "Policy motions" shall mean any stand or position taken by OSSTF Toronto in accordance with its Bylaws on matters beyond its internal legislative power.
60. "Bylaw motions" shall mean any stand or position taken by OSSTF Toronto that impacts the standing rules governing the membership of OSSTF Toronto on matters entirely within the control of OSSTF Toronto.
61. "Miscellaneous action motion" shall mean any stand or position taken by OSSTF Toronto that is within the internal legislative power of OSSTF Toronto.
62. "Late motions" shall mean any BYL, CON, MAC, or POL motion that is not considered an "On time motion".

OSSTF Toronto District AGM Quick Reference Guide

Indicator (and associated colour)	Purpose of Indicator
FOR (In Favour) Colour: Green	<ul style="list-style-type: none"> • Mover initially speaking to the motion • Debating in favour of a motion <i>Speaking time: 90 seconds</i>
AGAINST (In Opposition) Colour: Blue	<ul style="list-style-type: none"> • Debating against a motion <i>Speaking time: 90 seconds</i>
QUESTION Colour: Tangerine	<ul style="list-style-type: none"> • To ask a question to the mover <i>Speaking time: 60 seconds</i>
	<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)
	<ul style="list-style-type: none"> • To make an amendment
POINT OF CONSIDERATION (🗨️) Colour: Pink	During debate: <ul style="list-style-type: none"> • to make a statement through an equity, anti-racism and/or anti-oppression lens. • to make a statement that relates to the integrity, rights, or privileges of an individual or the assembly collectively. <i>Speaking time: 60 seconds</i>
PAUSE Colour: Neon	May be used by a Member / District Representative only when the Member: <ul style="list-style-type: none"> • believes the established Rules of Order are being contravened. • is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve. • is experiencing an issue which requires accommodation to physically participate in the meeting. • disagrees with the ruling of the Chair and wishes to Challenge to the Chair. • has a question for the Chair about how to navigate the Rules of Order. <i>Speaking time: 60 seconds</i>

Sequence of Indicators

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

Subsequent rotation of debaters: AGAINST (blue), QUESTION (orange), IN CONSIDERATION (pink)

- 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.

**PROCEDURAL MOTIONS FOR THE
OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING
JUNE 15, 2022**

PROC 101-22

District Constitution Committee

½

BIRT the Agenda be adopted.

PROC 102-22

District Constitution Committee

½

BIRT the Minutes of the November 12, 2020 OSSTF Toronto Annual General Meeting be approved.

PROC 103-22

District Constitution Committee

½

BIRT the Minutes of the November 12, 2020 OSSTF Toronto District General Meeting be approved.

PROC 104-22

District Constitution Committee

½

BIRT the Minutes of the June 17, 2021 OSSTF Toronto Annual General Meeting be approved.

PROC 105-22

District Constitution Committee

½

BIRT the Minutes of the October 21, 2021 OSSTF Toronto District General Meeting be approved.

PROC 106-22

District Constitution Committee

½

BIRT the District Constitution Committee for the 2021-2022 OSSTF Toronto Annual General Meeting be authorized to edit the motions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the motions.

**OSSTF Toronto
District Annual General Meeting
Virtual Meeting
November 12, 2020**

1. Call to Order: Ellen Hinan, Provincial Speaker Bank, called the meeting to order at 5:48 p.m.
2. The Chair read the Acknowledgement of Traditional Lands and Anti-harassment Statement.
3. The Chair read The Pledge.
4. PROC 101-20, PROC 102-20, PROC 103-20, PROC 104-20

PROC 101-20

BIRT the Agenda be adopted. CARRIED

PROC 102-20

BIRT the Minutes of the June 13, 2019 OSSTF Toronto Annual General Meeting be approved. CARRIED

PROC 103-20

BIRT the Minutes of the October 17, 2019 OSSTF Toronto District General Meeting be approved. CARRIED

PROC 104-20

BIRT the District Constitution Committee for the 2019-2020 OSSTF Toronto Annual General Meeting be authorized to edit the motions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the motions. CARRIED
5. Moment of Silence: Observed in honour of those members no longer with us.
6. Report of the District President: Leslie Wolfe
 - Welcoming remarks.
 - Introduction of the District Leadership Team with acknowledgement of the District Committee Chairs for their contributions to the District Committees.
 - Introduction of Provincial Office guests OSSTF President Harvey Bischof, OSSTF Treasurer Earl Burt, D12 OTBU/PSSP Secretariat Martha Hradowy, and Chair Ellen Hinan.

- Introduction of District Steering Committee.
- Appreciation given to Staff for their assistance with tonight's meeting.
- Provided an overview of the past year as we moved from organizing pickets, to the teaching of students while self isolating. In these times, it's of utmost importance to stay safe within a pandemic.
- Reported that Local Bargaining is underway with meetings being regularly scheduled.
- The three OSSTF Toronto Bargaining Units continue working with each other to build our collective solidarity.
- A challenging year is upon us but we must remain successful with member engagement. We plan to work together collectively as we move through this challenging year and beyond.

7. Report of the District Treasurer: David Pickering

- Advised that OSSTF Toronto Audited Financial Statements could not be presented due to a pandemic delay. House was directed to the excerpt provided from p.15 of the Provincial Financial Handbook regarding audited statements.
- The OSSTF Toronto Income Statement Current Fiscal Year, the OSSTF Toronto Funding Master Information 2020-2021 and the Draft OSSTF Toronto Budget 2020-2021 were the same as presented in the November 12, 2020, 4:30 pm District Budget Meeting Package.

Chair moved to Timed Item 11 - On Time Motions, 6:15 pm.

11. On Time Motions:

CON 101-20

BIRT OSSTF Toronto Constitution and Bylaws be edited to use gender neutral language.

CARRIED

BYL 101-20

BIRT 4.2.8 be amended by the addition of "and Steering" after "Constitution".

CARRIED

BYL 102-20

BIRT 4.2.8. be amended by the addition of a subsection that reads: "Each bargaining unit may appoint one member to assist the Chair by performing the duties of a Steering Committee during a District General Meeting and District Annual General Meeting."

CARRIED

BYL 103-20

BIRT 4.2.8. be amended by the addition of a subsection that reads: "Members of Steering can only participate in a vote if it is a secret ballot, and they are voting members of the meeting."

CARRIED

Red Card: Point of Clarification on BYL 103-20.

BYL 104-20

BIRT 4.2.8. be amended by the addition of a subsection that reads: "Members of the meetings' Steering Committee will remain on the meeting's Steering Committee from the Approval of the Agenda until Adjournment".

CARRIED

*Red Card: Point of Order. Chair responded re OSSTF Steering bodies and Constitutional Rules.
Red Card: BYL 104-20.*

BIRT BYL 104-20 be called to question.

CARRIED

BIRT the meeting adjournment extended to 7:25 pm.

CARRIED

*Chair grants a 15 minute extension. No challenge to the Chair.
Red Card: Clarification as to what motion we are voting on. .*

BYL 105-20

BIRT 4.2.8. be amended by the addition of a subsection that reads: "The Chair of the District General Meeting and the District Annual General Meeting shall be a non-voting member appointed by the Executive Liaison to the District Constitution Committee".

CARRIED

BYL 106-20

BIRT Bylaw 15 be amended by the addition of, "Each Bargaining Unit President or designate is responsible for the distribution of voting badges to their members for the District meetings on the day of the meeting".

CARRIED

BIRT the Agenda change by moving Item 12 - Late Motions up to Item 11.

CARRIED

*Red Card: Incorrect ballot as written in the voting station.
Red Card(s): Clarification requested as to which motions are being voted upon. Explanations were given.*

BIRT agenda Item 12 be dealt with immediately.

CARRIED

Item (12) New Business, Late Motions and Notices of Motion:

PROC 105-20

BIRT CON-102, 20, BYL 111-20, BYL 112-20, BYL 113-20, BYL 114-20, BYL 115-20, BYL 116-20, BYL 117-20, BYL 118-20 and BYL 119-20, be considered en bloc.

CARRIED

Red Card: Time extension and position of equity motions.

PROC 106-20

BIRT the bloc in PROC 105-20 be approved.

CARRIED

CON 102-20

BIRT Article 5.2.8 be amended by the deletion of "Gay Straight Alliance" and substitution of "Pride".

CARRIED

BYL 111-20

BIRT Bylaw 4.2.4.1.7 be amended by the deletion of "Gay Straight Alliance" and substitution of "Pride".

CARRIED

BYL 112-20

BIRT Bylaw 4.2.5.1.14 be amended by the deletion of "Gay Straight Alliance" and substitution of "Pride".

CARRIED

BYL 113-20

BIRT Bylaw 4.2.7 be amended by the deletion of "Gay Straight Alliance" and substitution of "Pride Committee".

CARRIED

BYL 114-20

BIRT Bylaw 4.2.7.1.1 be amended by the insertion of ", Two-Spirited" after "Transgender".

CARRIED

BYL 115-20

BIRT Bylaw 4.2.7.1.2 be amended by the insertion of “, Two-Spirited” after “Transgender”, in both instances within the bylaw.

CARRIED

BYL 116-20

BIRT Bylaw 4.2.7.1.4 be amended by the insertion of “, transphobia” after “homophobia”.

CARRIED

BYL 117-20

BIRT Bylaw 4.2.7.1.6 be amended by the insertion of “, Two-Spirited” after “Transgender”.

CARRIED

BYL 118-20

BIRT Bylaw 4.2.7.1.8 be amended by the insertion of “, Two-Spirited” after “Transgender”.

CARRIED

BYL 119-20

BIRT Bylaw 4.2.7.1.10 be amended by the insertion of “, Two-Spirited” after “Transgender”.

CARRIED

13. Adjournment: 7:42 p.m on a timed item.

**OSSTF Toronto
District General Meeting
Virtual Meeting
November 12, 2020**

1. Call to Order: Ellen Hinan, Provincial Speaker Bank, called the meeting to order at 4:30 p.m.
2. The Chair read the Acknowledgement of Traditional Lands and Anti-harassment Statement.
3. Announcements were made by the Chair. Online voting/virtual meeting procedures were given.
4. Approval of Agenda:
BIRT the Agenda be approved. CARRIED
5. Adoption of Procedures for Debate:
BIRT the Rules of Order as written be adopted for the Federation year 2020/21. CARRIED
6. Treasurer's Report: David Pickering
 - Provided a background explanation regarding the draft District Budget.
 - Thanked members of the District 12 Finance Committee for their work in preparing the District 12 Budget.
 - Presentation of Draft District 12 Budget 2020/21:
 - Presented and spoke to last year's unaudited Comparative Income Statement.
 - Presented and spoke to District 12 Finance Committee's Funding Master Grid information.
 - Presented and spoke to the Draft District 12 Budget 2020/21.
 - No questions were asked.
7. On Time Motions:
BIRT the OSSTF Toronto District 12 Budget 2020/21 be approved. CARRIED

BIRT OSSTF Toronto District 12 endorse the candidacy of Hayssam Hulays for election to the position of OSSTF Treasurer. CARRIED

Red Card: Above motion. Chair asked for clarification.
Red Card: Above motion. Chair acknowledged Red Card concerns.
Red Card: Regarding a Blue Card comment.
Red Card: Point of Order. Motion to Extend meeting time to 5:40 pm withdrawn.
8. New Business, Late Motions and Notices of Motion:
NIL
9. Adjournment: 5:39 p.m. on a timed item

**OSSTF Toronto
District Annual General Meeting
Virtual Meeting
June 17, 2021**

1. Call to Order: Cathy Renfrew, Incoming Assistant General Secretary, OSSTF/FEESO, called the meeting to order at 4:45 p.m.

2. The Acknowledgement of Traditional Lands in its current form, was not read at the request of members. A Moment of Silence for victims of racism and colonialism was held. The Anti-harassment Statement and Announcements were read by the Chair.

Chair explained the voting process for registered attendees.

3. The Chair read The Pledge.

Red Card: Request to correct Chair's reading of the number of Indigenous children being found in unmarked graves on Residential School grounds. Query to selection of Anti-harassment Officers. Chair acknowledged correction and explanation was given to query.

4. PROC 101-21, PROC 102-21, PROC 103-21, PROC 104-21

PROC 101-20

BIRT the Agenda be adopted as amended.

CARRIED

Amendment #1 to PROC 101-21:

BIRT PROC 101-21 be amended so that item 11 be dealt with immediately before item 6.

Heather Byrnes (TBU) / Deborah Buchanan-Walford (TBU)

CARRIED

Red Card: Agenda hasn't been moved. Chair: PROC 101 was moved and seconded.

Red Card: Asked for a notification to mover that voice was cut off when speaking in favour of the motion.

Red Card: Point of Clarification to usage of red cards at meeting. Technical problems with hearing mover. Chair: Voting system clarified in announcements. Mover can reissue points.

Red Card: Member making an accusation against the Anti-harassment Officers. Chair: Acknowledges that should have been caught.

Red Card: Technological problems on cards of not being recognized.

Red Card: Request to be mindful when sequencing cards in the queue.

Vote Count, Amendment #1: 82 (54.3%) in favour / 69 (45.7%) opposed

Red Card: Presents a Motion to Amend a Motion within the Sequence of the Agenda as an urgent Equity Motion.

Amendment #2 to PROC 101-21:

BIRT PROC 101-21 be amended by sequencing MAC 101-21 in item 12 to immediately after BYL 103-21 of original item 11.

Rick Beer (TBU) / Derik Chica (TBU)

DEFEATED

Red Card: Chair to remind appropriate use of red cards and gender inclusive language.

Vote Count, Amendment #2: 95 (59.7%) opposed / 64 (40.3%) in favour

Red Card: Could not hear voting results. Chair re-read the results.

Red Card: Statement regarding integrity and confidentiality. Chair: Need to move back to main motion; red card has been dealt with.

Red Card: Voting problems; speaker suggests refreshing screen.

Red Card: Request for captions on screen.

Vote Count, PROC 101-21 As Amended: 136 (85.5%) in favour / 23 (14.5%) opposed

Chair moves immediately to Agenda Item 11, On Time Motions due to it being a Timed Item.

11. On Time Motions:

CON 109-21

BIRT Article 5 of the District 12 Constitution be amended by insertion of subsection 5.1.X to read:

5.1.X An Additional Four (4) Dismantling Anti-Black Racism and Intersectional Oppression Executives.

CARRIED

Red Card: Chair missed on time motions (PROC 102, 103, and 104). Chair: We move to the timed items first then back to the PROCs.

Red Card: Procedural question. PROCs were submitted on time, thus they are On Time. Do the PROCs come after all the other On Time motions are heard. Chair: Requests time to consider.

BIRT the question be called. (PROC 107-21)

Hardeep Chauhan (TBU) / Derik Chica (TBU)

CARRIED

Vote Count to Call the Question: 121 (84%) in favour / 23 (16%) opposed

Vote Count on CON 109-21: 116 (77.3%) in favour / 34 (22.7%) opposed

Red Card: Chair rules to continue the On Time Motions as they are labeled as such.

CON 110-21

BIRT the Constitution be amended by insertion of Article X to read:

Article X- Anti-Racism Policy and Procedure

X.1 The District shall have an Anti-Racism Policy and Procedure

CARRIED

Vote Count on CON 110-21: 139 (93.3%) in favour / 10 (6.7%) opposed

BIRT the time in which to adjourn be amended to 8:00 p.m. (PROC 108-21)

Laura Clayton (TBU) / Theresa Aqui (TBU)

DEFEATED

Chair: This motion needs a 2/3 majority to pass.

Vote Count: 76 (51%) in favour / 73 (49%) opposed

CON 112-21

BIRT Article 11 of the District 12 Constitution be amended by insertion to read:

11.1.x. As of June 17, 2021 all new amendments to the Constitution shall include a notation as to the month and year the new amendment was added.

WITHDRAWN

Chair: CON 112-21 did not hit the floor. Withdrawn at meeting for not having a mover and seconder.

BYL 101-21

BIRT Bylaw 5 be amended by insertion of subsection 5.X to read:

5.X The District shall have a member levy dedicated to funding dismantling anti-black racism and intersectional oppression positions and initiatives where such funds are to be used 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.

Cost estimate: \$76,000.00

CARRIED

Red Card: Motion does not address a "project"; offensive yellow card comment. This is a matter for representation.

BIRT the question be called. (PROC 109-21)

Michael Altwerger (TBU) / Laura Clayton (TBU)

CARRIED

Vote Count to Call the Question: 130 (88.4%) in favour / 17 (11.6%) opposed
Vote Count on BYL 101-21: 97 (67.4%) in favour / 47 (32.6%) opposed

Red Card: Meeting is past adjournment time.

13. Adjournment: 7:24 p.m on a 7:00 pm timed item.

**OSSTF Toronto
District General Meeting
Virtual Meeting
October 21, 2021**

1. Call to Order: Randy Banderob, Secretariat, OSSTF/FEESO Provincial Office, called the meeting to order at 4:30 p.m.
2. The Chair read an Acknowledgement of Traditional Lands and Anti-harassment Statement.
3. Announcements were made by the Chair. Online voting/virtual meeting procedures were given.
4. Approval of Agenda:
BIRT the Agenda be approved. CARRIED
97.4% / 74 votes In Favour with 2.6% / 2 votes Opposed
5. Adoption of Procedures for Debate:
BIRT the Rules of Order as written be adopted for the Federation year 2021/22. CARRIED
90.4% / 75 votes In Favour with 9.6% / 8 votes Opposed
6. Treasurer's Report: David Pickering
 - Provided a background explanation regarding the draft District Budget.
 - Thanked members of the District 12 Finance Committee for their work in preparing the District 12 Budget.
 - Presentation of Draft District 12 Budget 2021/22:
 - Presented and spoke to last year's unaudited Comparative Income Statement.
 - Presented and spoke to District 12 Finance Committee's Funding Master Grid information.
 - Presented and spoke to the Draft District 12 Budget 2021/22.
 - Questions were asked and answered.
7. On Time Motions:
BIRT the OSSTF Toronto District 12 Budget 2021/22 be approved. CARRIED
91.7% / 77 votes In Favour with 8.3% / 7 votes Opposed
Pause: Point of Procedure to Chair's decision to move into debate with questions in queue. Chair explained his decision.
Pause: Remarks to members regarding passing the budget based on informed choices.
8. New Business, Late Motions and Notices of Motion:
NIL
9. Adjournment: 5:47 p.m. on a timed item

Treasurer's Report to the OSSTF Toronto Annual General Meeting

June 15, 2022

Audited statements
Audited statements
Financial statement
Funding Master info
Draft 2022-23 D12 Budget

**Ontario Secondary School Teachers' Federation
Toronto District 12
Financial Statements
June 30, 2019**

Mariya Zolotko
CPA, CA

AUDITORS' REPORT

To the Members of Toronto District 12 of the
Ontario Secondary School Teachers' Federation

Acting as the Financial Controller of the Ontario Secondary School Teachers' Federation, I have audited the accompanying financial statements of Toronto District 12 of the Ontario Secondary School Teachers' Federation (the "District"), which comprise the balance sheet as at June 30, 2019 and the statement of revenue, expenditures and accumulated surplus for the year then ended, and the summary of significant accounting policies and other explanatory information. These financial statements are the responsibility of the District's executive. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the District as at June 30, 2019 and the results of its operations for the year then ended in accordance with Canadian accounting standards for non-for-profit organizations.

Toronto, Ontario
November 22, 2021



Mariya Zolotko, CPA, CA
Financial Controller

Ontario Secondary School Teachers' Federation
Toronto District 12
Balance Sheet
June 30, 2019

2019

2018

Assets

Current

Cash	\$ (43,516)	\$ 318,351
Accounts receivable	<u>338,105</u>	<u>85,162</u>
	<u>\$ 294,589</u>	<u>\$ 403,513</u>

Liabilities and Surplus

Current

Accrued liabilities	\$ 15,658	\$ 105,381
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Long Term

Loan payable - OSSTF (note 4)	30,892	32,952
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Reserve

Camille Natale Fund for Social Justice	7,564	7,489
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Accumulated surplus

	<u>240,475</u>	<u>257,691</u>
	<u>\$ 294,589</u>	<u>\$ 403,513</u>

Ontario Secondary School Teachers' Federation
Toronto District 12
Statement of Revenue, Expenditures and Accumulated Surplus
Year Ended June 30, 2019

	2019	2018
Revenue		
Provincial funding		
Basic district rebates - 2000	\$ 1,577,401	\$ 1,590,843
Professional development grants - 2010	87,870	89,197
Events to Engage - 2045	6,338	-
PAC special district program - 2050	2,500	2,500
District coalitions - 2052	33,896	30,057
WSIB - 2080	1,310	1,310
Other provincial office funding	21,649	4,081
AMPA Funding	65,490	64,819
Election readiness / Mobilization	-	22,722
Member levy		
District (note 3)	89,433	94,361
Interest	8,130	3,147
	<u>1,894,017</u>	<u>1,903,037</u>
Expenditures		
Bargaining Unit Funding		
Secondary Teachers	923,969	938,696
Occasional Teachers	203,029	199,809
PSSP	163,961	156,418
Executive		
Time release	155,430	153,125
Expenses and mileage	826	1,457
Meetings		
District Executive / Council	1,252	2,443
Annual general meeting	11,112	14,145
Inter-district meetings/training	-	-
Provincial annual assembly (AMPA)	124,812	119,120
Provincial (AMPA) campaigns	5,054	-
Committees and Activities / Programmes		
Political action	138,961	134,688
Human rights / Status of Women / Gay/Straight Alliance	12,740	13,346
Finance/Audit	1,560	1,554
Donations / tributes / grants	24,736	22,685
Constitution / Communications / H&S / Eco / BIWOC	6,693	3,453
Office		
Staff salaries and benefits	58,216	57,272
Parking	1,129	951
Building operating costs	26,184	26,276
Telephone	5,832	5,339
Equipment purchases	1,914	1,219
Equipment lease/maintenance	5,113	5,675
General office expenses	12,603	11,956
	<u>1,885,126</u>	<u>1,869,627</u>
Excess of revenue over expenditures from operations	8,891	33,410
Accumulated surplus, beginning of year	257,691	336,293
Adjustment to accumulated surplus, beginning of year (note 5)	50,893	(35,012)
	<u>308,584</u>	<u>301,281</u>
Distribution of surplus from prior periods		
Secondary Teachers	55,748	55,748
Occasional Teachers	11,843	11,843
PSSP	9,409	9,409
	<u>77,000</u>	<u>77,000</u>
Accumulated surplus, end of year	\$ 240,475	\$ 257,691

Ontario Secondary School Teachers' Federation
Toronto District 12
Schedule of Continuity of Reserves
Year Ended June 30, 2019

	2019	2018
Camille Natale Fund for Social Justice		
Balance, beginning of year	\$ 7,489	\$ 7,415
Add: Interest income	<u>75</u>	<u>74</u>
	7,564	7,489
Less: Award and expenses	<u>-</u>	<u>-</u>
Balance, end of year	<u>\$ 7,564</u>	<u>\$ 7,489</u>

1. **Organization**

The Ontario Secondary School Teachers' Federation (OSSTF) is incorporated under the laws of Ontario as a not-for-profit corporation without share capital. Toronto District 12 is an organizational unit of OSSTF set up to represent, in federation matters, the members assigned to it under the by-laws.

2. **Significant Accounting Policies**

Basis of accounting

These financial statements are prepared in accordance with Canadian generally accepted accounting principles.

3. **District Levy**

The District levy is deducted by the Toronto District School Board from members pay at the rate of \$0.50 per pay. The levy shall be used to defray the costs of political action activities as approved by the District Executive Council. The PSSP Bargaining Unit portion of the District levy, as reported on the Statement of Revenue and Expenditures, includes an amount remitted to the District by the PSSP Bargaining Unit from the unit's funds rather than an amount deducted by the Toronto District School Board from the PSSP Bargaining Unit members pay.

4. **Loan Payable - OSSTF**

The loan payable from OSSTF arose in fiscal 2013 when the office staff were transferred from the OSSTF District Office Staff pension plan to the OMERS pension plan. Subsequent to the transfer, the OSSTF District Office Staff pension plan was terminated and a deficit resulted which was paid by the provincial office on behalf of the participating Districts and Bargaining Units. The District share of the deficit was \$45,312 and repayment is being made by annual installments, on a non-interest bearing basis, of \$2,060.

5. **Comparative information**

The comparative figures included in these financial statements have been reclassified to conform to current year presentation.

**Ontario Secondary School Teachers' Federation
Toronto District 12
Financial Statements
June 30, 2020**

Mariya Zolotko
CPA, CA

AUDITORS' REPORT

To the Members of Toronto District 12 of the
Ontario Secondary School Teachers' Federation

Acting as the Financial Controller of the Ontario Secondary School Teachers' Federation, I have audited the accompanying financial statements of Toronto District 12 of the Ontario Secondary School Teachers' Federation (the "District"), which comprise the balance sheet as at June 30, 2020 and the statement of revenue, expenditures and accumulated surplus for the year then ended, and the summary of significant accounting policies and other explanatory information. These financial statements are the responsibility of the District's executive. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the District as at June 30, 2020 and the results of its operations for the year then ended in accordance with Canadian accounting standards for non-for-profit organizations.

Toronto, Ontario
November 22, 2021



Mariya Zolotko, CPA, CA
Financial Controller

Ontario Secondary School Teachers' Federation**Toronto District 12****Balance Sheet**

June 30, 2020

2020**2019**

Assets

Current

Cash	\$ (154,880)	\$ (43,516)
Accounts receivable	118,273	338,105
Prepaid Expenses	348,654	-

	<u>\$ 312,047</u>	<u>\$ 294,589</u>
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Liabilities and Surplus

Current

Accrued liabilities	\$ 14,391	\$ 15,658
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Long Term

Loan payable - OSSTF (note 4)	28,832	30,892
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Reserve

Camille Natale Fund for Social Justice	7,639	7,564
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Accumulated surplus

	<u>261,185</u>	<u>240,475</u>
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	<u>\$ 312,047</u>	<u>\$ 294,589</u>
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Ontario Secondary School Teachers' Federation
Toronto District 12
Statement of Revenue, Expenditures and Accumulated Surplus
Year Ended June 30, 2020

	2020	2019
Revenue		
Provincial funding		
Basic district rebates - 2000	\$ 1,595,013	\$ 1,577,401
Professional development grants - 2010	88,052	87,870
Events to Engage - 2045	8,500	6,338
PAC special district program - 2050	14,084	2,500
District coalitions - 2052	28,410	33,896
WSIB - 2080	1,238	1,310
Other provincial office funding	-	21,649
AMPA Funding	-	65,490
Member levy		
District (note 3)	91,404	89,433
Interest	3,092	8,130
	<u>1,829,793</u>	<u>1,894,017</u>
Expenditures		
Bargaining Unit Funding		
Secondary Teachers	932,295	923,969
Occasional Teachers	207,557	203,029
PSSP	166,634	163,961
Executive		
Time release	158,000	155,430
Expenses and mileage	846	826
Meetings		
District Executive / Council	829	1,252
Annual general meeting	12,469	11,112
Provincial annual assembly (AMPA)	23,973	124,812
Provincial (AMPA) campaigns	-	5,054
Committees and Activities / Programmes		
Political action	78,650	138,961
Human rights / Status of women / Gay/Straight Alliance	7,738	12,740
Finance/Audit	1,096	1,560
Donations / tributes / grants	21,665	24,736
Constitution / Communications / H&S / Eco / BIWOC	3,995	6,693
Office		
Staff salaries and benefits	56,620	58,216
Parking	505	1,129
Building operating costs	26,195	26,184
Telephone	4,465	5,832
Equipment purchases	4,572	1,914
Equipment lease/maintenance	5,536	5,113
General office expenses	15,690	12,603
	<u>1,729,330</u>	<u>1,885,126</u>
Excess of revenue over expenditures from operations	100,463	8,891
Accumulated surplus, beginning of year	240,475	257,691
Adjustment to accumulated surplus, beginning of year (note 5)	(2,753)	50,893
	<u>237,722</u>	<u>308,584</u>
Distribution of surplus from prior periods		
Secondary Teachers	55,748	55,748
Occasional Teachers	11,843	11,843
PSSP	9,409	9,409
	<u>77,000</u>	<u>77,000</u>
Accumulated surplus, end of year	\$ 261,185	\$ 240,475

Ontario Secondary School Teachers' Federation
Toronto District 12
Schedule of Continuity of Reserves
Year Ended June 30, 2020

	2020	2019
Camille Natale Fund for Social Justice		
Balance, beginning of year	\$ 7,564	\$ 7,489
Add: Interest income	<u>75</u>	<u>75</u>
	7,639	7,564
Less: Award and expenses	<u>-</u>	<u>-</u>
Balance, end of year	<u>\$ 7,639</u>	<u>\$ 7,564</u>

1. **Organization**

The Ontario Secondary School Teachers' Federation (OSSTF) is incorporated under the laws of Ontario as a not-for-profit corporation without share capital. Toronto District 12 is an organizational unit of OSSTF set up to represent, in federation matters, the members assigned to it under the by-laws.

2. **Significant Accounting Policies**

Basis of accounting

These financial statements are prepared in accordance with Canadian generally accepted accounting principles.

3. **District Levy**

The District levy is deducted by the Toronto District School Board from members pay at the rate of \$0.50 per pay. The levy shall be used to defray the costs of political action activities as approved by the District Executive Council. The PSSP Bargaining Unit portion of the District levy, as reported on the Statement of Revenue and Expenditures, includes an amount remitted to the District by the PSSP Bargaining Unit from the unit's funds rather than an amount deducted by the Toronto District School Board from the PSSP Bargaining Unit members pay.

4. **Loan Payable - OSSTF**

The loan payable from OSSTF arose in fiscal 2013 when the office staff were transferred from the OSSTF District Office Staff pension plan to the OMERS pension plan. Subsequent to the transfer, the OSSTF District Office Staff pension plan was terminated and a deficit resulted which was paid by the provincial office on behalf of the participating Districts and Bargaining Units. The District share of the deficit was \$45,312 and repayment is being made by annual installments, on a non-interest bearing basis, of \$2,060.

5. **Comparative information**

The comparative figures included in these financial statements have been reclassified to conform to current year presentation.

OSSTF District 12
Comparative Income Statement

Unaudited

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 06/07/2022	Change
REVENUE			
Provincial Office Funding			
2000 - Basic District Rebates	1,583,653.00	1,075,931.00	507,722.00
2010 - Prof. Develop. and Training	81,127.00	0.00	81,127.00
2015 - Union Training	1.00	0.00	1.00
2045-Events to Engage	6,000.00	0.00	6,000.00
2050 - PAC Special Distr. Programs	2,500.00	0.00	2,500.00
2052 - District Coalitions	15,000.00	21,875.00	-6,875.00
2055 - Dist Excellence in Education	1.00	0.00	1.00
2080 - District WSIB Funding	1,310.00	0.00	1,310.00
2090 - Member Accessibility Funding	1.00	0.00	1.00
AMPA Funding	62,000.00	0.00	62,000.00
Election Readiness / Mobilisation	1.00	0.00	1.00
Other Provincial Office Funding	1.00	0.00	1.00
Total Provincial Office Funding	1,751,595.00	1,097,806.00	653,789.00
Member Levy			
District Political Action Levy	81,000.00	57,924.50	23,075.50
D12 Anti-Black Racism Levy	76,000.00	49,810.45	26,189.55
Total Member Levy	157,000.00	107,734.95	49,265.05
Other Revenue			
Interest Revenue	1,500.00	0.00	1,500.00
Active Retired Members	1.00	12,150.00	-12,149.00
Camille Natale Award Income	1.00	0.00	1.00
Miscellaneous Revenue	77,000.00	509.52	76,490.48
Total Other Revenue	78,502.00	12,659.52	65,842.48
TOTAL REVENUE	1,987,097.00	1,218,200.47	768,896.53
EXPENSE			
Bargaining Unit Funding			
OTBU Funding - Funding Master	180,006.92	144,005.52	36,001.40
OTBU Funding - Other	12,170.49	0.00	12,170.49
PSSP Funding - Funding Master (net)	164,322.48	131,458.00	32,864.48
PSSP Funding - Other	11,110.05	0.00	11,110.05
TTBU Funding - Funding Master	855,574.64	683,686.48	171,888.16
TTBU Funding - Other	57,846.46	0.00	57,846.46
Active Retired Members	0.00	12,150.00	-12,150.00
Allocation To BUs From Surplus	77,000.00	77,010.00	-10.00
Total Bargaining Unit Funding	1,358,031.04	1,048,310.00	309,721.04
Executive			
Executive Time Release	161,600.00	121,200.00	40,400.00
Executive Liaison Expenses	2,000.00	93.33	1,906.67
Total Executive	163,600.00	121,293.33	42,306.67
Meetings			
District Executive	2,000.00	534.76	1,465.24
District General & Annual Meetings	16,500.00	631.57	15,868.43
Inter-District Meetings/Training	0.00	0.00	0.00
AMPA	124,000.00	5,555.98	118,444.02
Total Meetings	142,500.00	6,722.31	135,777.69
Activities/Programmes			
Political Action	40,000.00	10,452.75	29,547.25
D12 Anti-Black Racism	76,000.00	166.17	75,833.83
Labour Council	26,500.00	25,000.00	1,500.00
Election Readiness/Mobilisation	1.00	5,725.72	-5,724.72
Affiliations/Coalitions	10,000.00	10,000.00	0.00
Grants and Donations	6,000.00	601.00	5,399.00
Community Forums/Member Outreach	6,000.00	0.00	6,000.00
AMPA Campaigns	1.00	0.00	1.00
Camille Natale Award	1.00	0.00	1.00
Ex in Ed - Jim McQueen Award	8,500.00	3,505.09	4,994.91
Awards Event	4,000.00	0.00	4,000.00

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 06/07/2022	Change
Pregnancy ,Parental, Adoption Leave	1,000.00	136.46	863.54
Total Activities/Programmes	178,003.00	55,587.19	122,415.81
Committees			
Constitution Committee	1,500.00	185.58	1,314.42
Communications PAC Committee	3,700.00	3,002.60	697.40
Finance Committee	1,600.00	951.59	648.41
PRIDE Committee	3,500.00	0.00	3,500.00
Occupational Health and Safety Ctte	600.00	0.00	600.00
Human Rights Committee	4,500.00	432.74	4,067.26
Status of Women Committee	3,000.00	4,263.13	-1,263.13
Black,Indigenous ,Workers of Colour	2,500.00	1,748.02	751.98
Eco Committee	1,100.00	113.00	987.00
Total Committees	22,000.00	10,696.66	11,303.34
Office Expenses			
Staff Salaries	48,174.00	40,114.60	8,059.40
EI Expense	1,000.00	839.16	160.84
CPP Expense	2,000.00	1,917.85	82.15
WSIB Expense	1,600.00	855.66	744.34
Pension Expense	4,000.00	3,666.43	333.57
Benefit Plan	6,000.00	5,498.40	501.60
Total Staff Benefits	14,600.00	12,777.50	1,822.50
Temporary Help	240.00	0.00	240.00
Bank Charges and Audit	500.00	0.00	500.00
Building Operations	25,900.00	15,483.05	10,416.95
Capital Equipment	1,250.00	1,547.04	-297.04
Supplies	4,625.00	3,449.95	1,175.05
Photocopying	1,125.00	103.15	1,021.85
Photocopier Leases	5,375.00	3,926.69	1,448.31
Paper Purchases	600.00	188.28	411.72
Printing	125.00	339.45	-214.45
Telephone	6,000.00	3,475.67	2,524.33
Postage	1,250.00	1,113.00	137.00
Taxi and Courier	125.00	0.00	125.00
Parking/Management	1,250.00	969.50	280.50
Insurance	625.00	448.42	176.58
Total General Office Expenses	22,350.00	15,561.15	6,788.85
Computer/Network Support/Licenses	4,800.00	3,102.18	1,697.82
Website/Fibre	2,300.00	1,943.55	356.45
Contingency	14.96	3,756.73	-3,741.77
Total Office Expenses	118,878.96	92,738.76	26,140.20
TOTAL EXPENSE	1,983,013.00	1,335,348.25	647,664.75
NET INCOME	4,084.00	-117,147.78	121,231.78

F. & O. E.


Ontario Secondary School Teachers' Federation
2022/2023

OSSTF FINAL FUNDING MASTER

District	Barg. Units	Basic Rebate per FTE	Unit Rebate per FTE over 100	Unit Rebate for FTE over 1,000	Effective Rebate	Rebate per Unit	Base Per FTE	Time Release Generators			Minimum Time Release Adjustment	Dist. FTE over \$55.15	District Rebate per FTE over 2,000 \$12.03	Distance and Commun. Costs	District Office Rebate	Total Funding Master
								Unit FTE 100 to 1,000	Unit FTE 1,000 to 2,000	Unit FTE over 2,000						
✓ District 12: Toronto		\$73.22	\$36.08	\$16.84	\$12.03	\$1,650	\$131.30	\$52.52	\$18.68	\$13.13	\$55.15	\$4.055	\$30,000	65,000	\$1,336,890	
Teachers	1	336,256	162,078	60,484	0	1,650	13,130	47,267	19,695	34,039	393,558	54,055	30,000	65,000	\$1,336,890	
Occasionals	1	73,153	32,437	0	0	1,650	13,130	47,220	0	0	0	0	0	0	0	
PSSP	1	65,138	28,981	0	0	1,650	13,130	42,189	0	0	0	0	0	0	0	
Total District Allocation	3	475,545	223,497	60,484	0	4,950	39,389	136,676	19,695	34,039	393,558	54,055	30,000	65,000	\$1,336,890	

*

Ontario Secondary School Teachers' Federation
2022/2023
District A/C 2010 Funding

2022/23 FTE	2022/23 Funding Master	2022/23 a/c 2010 Funding
6,494.9	\$1,536,890	\$83,887

* ↓ 47 ↑ 3

District 12: Toronto

Draft 1 District Budget 2022-23				
October				
	DISTRICT	TTBU	OTBU	PSSP
REVENUE				
Provincial Funding Master		\$ 815,513.18	\$ 177,415.18	\$ 160,403.49
District	\$ 1,536,890.00	47		
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*	\$ 20,000.00	5		
... Election Readiness*	\$ 1.00			
... Excellence in Education 2055	\$ 1.00			
... Member Accessibility 2090	\$ 1.00			
... Workplace Training (Reps. / New Mems) 2010	\$ 83,887.00	2	\$ 59,320.50	\$ 11,667.76
... New Member Workshops 2070	\$ 1.00			
... Union Training 2015	\$ 1.00			
... WSIB 2080	\$ 1,310.00			
... Other (2043,2045,2050)	\$ 6,000.00	?	?	?
Interest	\$ 2,500.00			
Active Retired Members	\$ 1.00			
Misc Income / Allocation from Accumulated Surplus	\$ 77,000.00	\$ 54,450.37	\$ 11,845.70	\$ 10,709.86
Camille Natale Award	\$ 1.00			
Bargaining Unit levies				
		\$	\$	\$
TOTAL REVENUE	\$ 1,943,594.00	\$ 929,284.03	\$ 202,166.07	\$ 182,781.11
EXPENDITURES				
Meetings				
AMPA	\$ 124,000.00			
Executive	\$ 2,000.00			
General	\$ 16,500.00			
Total Meetings	\$ 142,500.00			

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 *	\$ 3,000.00	2		
Community Forums/Member Outreach *	\$ 6,000.00			
AMPA Campaigns	\$ 2,500.00	2		
Camille Natale Award	\$ 1.00			
Excellence in Ed.- Jim McQueen Award	\$ 8,500.00			
Awards Event*	\$ 4,000.00			
PPAL Workshops	\$ 800.00			
Total Programmes	\$ 177,302.00			
COMMITTEES				
Constitution Committee	\$ 1,800.00			
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			
Eco Committee	\$ 1,100.00			
Status of Women Committee	\$ 3,000.00			
Black & Indigenous & Workers Of Colour	\$ 2,500.00			
Total Committees	\$ 22,100.00			
Officers Salaries and Expenses				
Executive Officers Release (Note 1)	\$ 164,832.00	3	(22)	
Executive Liaison Expenses	\$ 2,000.00			
Total Officers Salary Expenses	\$ 166,832.00			
Office Expenses				
Staff Salary	\$ 49,137.00		(22)	
Staff Benefits	\$ 15,486.00		(23)	
Temporary Help	\$ 240.00			
Bank Charges and Audit	\$ 500.00			
Building Operation costs	\$ 25,800.00	?		
Office Expenses	\$ 22,350.00			
Computer Support / Licenses	\$ 4,000.00			
Website/Fibre	\$ 3,100.00			
Total Office Expenses	\$ 120,716.00			
Contingency	\$ 13.96			

2010 PD / Allocation from Surplus to Bargaining Units	\$ 180,887.00			
TOTAL EXPENSES	\$ 790,350.96			

TOTAL DISTRICT REVENUE	\$ 1,943,594.00				
TOTAL DISTRICT EXPENSES	\$ 790,350.96				
Amount left to distribute by FTE	\$ 1,153,243.04	↓ 97			
		↓ 225	↓ 14	↓ 22	↓ 261
	FTE	TTBU	OTBU	PSSP	District
		4,592.50	999.10	903.30	6,494.40
	Percent of Dist	0.7071	0.1538	0.1391	
Fiscal 2022 - 23 Distribution - After District Expenses	\$ 815,513.16	\$ 177,415.18	\$ 160,403.49		
Provincial Entitlement for PD Training	\$ 59,320.50	\$ 12,905.20	\$ 11,667.76	\$ 83,893.46	
Allocation from Surplus to Bargaining Units	\$ 54,450.37	\$ 11,845.70	\$ 10,709.86		
Total amount after District Expenses with PD amount	\$ 929,284.03	\$ 202,166.07	\$ 182,781.11		
Fiscal 2021 - 22 after District Expenses with PD amt.	\$ 968,324.86	\$ 203,728.78	\$ 185,977.40		
percentage of previous year's total	0.96	0.9923	0.9828		

EXPE JIP

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

**ON TIME MOTIONS FOR THE
OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING
JUNE 15, 2022**

BYL 101-22

District Constitution Committee

½

BIRT Bylaw 15 be amended by the addition of, “District meeting voting badges are non-transferable and only valid on the day they are issued”.

**

Bylaws, page 18

Bylaw 15 - Representation at General and Annual General Meetings

BYL 102-22

District Constitution Committee

½

BIRT 4.2.1.2 be amended by the deletion of “subject to ratification by the District Executive”.

Bylaws, page 7

Bylaw 4 - Standing Committees and Affiliations

4.2 Membership and Terms of Reference of Standing Committees and Affiliations

4.2.1.2 The chairpersons of the Standing Committees, except for Occupational Health and Safety and Finance, shall be elected internally by their respective committees, subject to ratification by the District Executive. Committee chairpersons shall be elected annually, at the first meeting of the committee and hold office until the following June 30.

BYL 103-22

District Constitution Committee

½

BIRT 6.2.1 be amended by substitution to read: “Each Bargaining Unit shall notify the Secretary/Treasurer and AMPA Coordinator of the names of all delegates and alternates no later than the third Monday in December”.’

Bylaws, page 13

Bylaw 6 - Delegates to AMPA

6.2.1 Each OSSTF Toronto Bargaining Unit shall notify the District Secretary/Treasurer of the names of all candidates for AMPA Delegate, indicating the vote total for each candidate, no later than the third Monday in December.

BYL 104-22

District Constitution Committee

1/2

BIRT 7.2 be amended by the addition of “All matters discussed in Executive Session shall remain absolutely confidential to those members present during the Session.”

Bylaws, page 14

Bylaw 7 - Rights, Privileges and Duties of Members

7.2 *Duties of Members*

BYL 105-22

District Constitution Committee

1/2

BIRT Bylaw 8.1 be amended by addition to read:

8.1.x In the case of an emergency where an in-person meeting(s) is not possible, provide an electronic means for the meeting(s) to be conducted.

Bylaws, page 14

Bylaw 8 - Duties of the District Executive

8.1 *It shall be the duty of the District Executive to:*



Black, Indigenous, and Workers of Colour (BIWOC) Committee Report to District Annual General Meeting 2022

Submitted by Danica Izzard, Executive Liaison

The committee has been hard at work this year. It involved providing a space to discuss concerns of Black, First Nations, Metis Indigenous, and racialized workers and a look forward to the future. We continued to meet remotely and to create a respectful and collaborative space.

This year for the federation PD day, committee members developed professional development. OSSTF members had the opportunity to listen and learn from Black and indigenous elders who will shared their knowledge and experiences in terms of strategies for dismantling Anti Black and Anti Indigenous Racism in our schools and community. The presenters explored the intersections of racism, colonization and other forms of oppression and how they continue to affect Black, Indigenous and Workers of Colour. The elders shared Indigenous and Africentric principles and perspectives to be used by educators in their learning environments to advance equitable and anti-oppressive practices.

The committee also chose recipients for the Black, Indigenous, and Workers of Colour committee award. The award honours advocacy of issues of concern to Black, Indigenous, and workers/students of colour, including incorporating anti-racist and decolonization practices into our Union and education system.

Once again, the committee would like to congratulate this year's recipients: *Joy Martyr-Andre, Deborah Buchanan-Walford and Jessica Polley.*

You are encouraged to check out past curriculum resources on the [OSSTF Toronto BIWOC Committee page](#).

New members are always welcome. You can find the dates of meetings on the OSSTF Toronto events calendar.

Report from the

DISMANTLING ANTI-BLACK RACISM AND INTERSECTIONAL OPPRESSION OFFICERS

to the Annual General Meeting

OSSTF Toronto District 12

June 15, 2022

At the annual General Meeting of OSSTF Toronto District 12, 2021, the motion was passed for the appointment of four (4) Dismantling Anti-Black Racism and Intersectional Oppression Officers. Through the work of the Black, Indigenous, and Workers of Colour committee a manual for these officers was written, the positions advertised and interviews conducted. In March of 2022 these Officers were appointed two from the TTBU-Charles Walters and Vincent Bisasor, one from the OTBU-Eunice O'Mahony and one from PSSP-Paulina Monlouis.

The Officers have met four times since then to work on drafting an Anti-Black Racism Policy and an action plan. This work has been facilitated by the dedication, support and input from Deborah Buchanan-Walford and Solange Scott.

The Anti-Black Racism policy was presented to the District Executive on May 31, 2022, and unanimously adopted pending minor adjustments. The policy is also included in the package for the Annual General Meeting.

The Dismantling Anti-Black Racism and intersectional Oppression Officers may be contacted at:

Teachers' Bargaining Unit

Vincent Bisasor – vbisator@osstftoronto.ca

Charles Walters – cwalters@osstftoronto.ca

Occasional Teachers' Bargaining Unit

Eunice O'Mahony – eomahony@osstftoronto.ca

Professional Student Support Personnel Bargaining Unit

Paulina Monlouis – pmonlouis@osstftoronto.ca



Communications and Political Action Committee

Report to the District Annual General Meeting, June 15, 2022

Our members worked through multiple critical political challenges this school year: the ongoing pandemic, major safety and workload issues, dealing with hybrid learning, confronting anti-Black racism and intersectional oppressions, and of course, the provincial election.

The Communication and Political Action Committee (CPAC) hit the ground running in September by organizing an OSSTF Toronto “No to Hybrid - Fund Emergency Virtual School” Day of Action which took place on October 14th. Members across the city participated in a sticker day to show unity against hybrid teaching, and members from several schools gave moving deputations to the multiple Board committees regarding the impacts of hybrid on our students, staff, and the quality of public education. CPAC members followed this up by organizing and leading meetings with Trustees, urging them to end hybrid. CPAC also passed a motion encouraging our local to collaborate further with other GTA Districts to take coordinated action.

CPAC developed educational tools about the Ford government’s attack on public education and organizing strategies for fightback which we released in our “Train the Trainer” style PD workshop for members on February 18th. The Committee held a second round of the training focused on provincial election organizing on March 24.

From March onward, CPAC turned its attention to support organizing efforts around the provincial election. We expanded the committee to include members of District 34, 32, and D12’s Active Retired Members. Committee members supported election readiness activities including canvasses for endorsed candidates. CPAC members also took a leading role in planning, training colleagues for, and participating in phone banking initiatives to directly contact OSSTF Toronto members, encouraging them to support endorsed candidates in Toronto ridings.

Sarah Vance, Chair
Chris Chandler, Executive Liaison

Eco Committee Annual Report – 2021-2022

The District 12-Toronto Eco Committee developed and implemented many goals this year despite the unique challenges due to COVID. Note: All meetings except one were held virtually via ZOOM.

The committee worked to plan professional development for members and we hosted two successful PD sessions in February; we hosted a guest speaker, Dr. Dianne Saxe, the deputy leader of the Green Party; we committed to pushing the TDSB to move towards an electric fleet of school buses; and we continued to support eco initiatives in schools which raise awareness of reducing carbon emissions and increasing biodiversity on school grounds. We also promoted the May 14th Climate Rally at Queen's Park. The Eco Committee visited a school site (Harbord CI) that applied for and used a **PollinateTO** Grant to create a community-school collaboration project. We were shown how such a large scale project is planned and developed. The Eco Committee was also shown how Harbord CI's aquaponics program works and generates meaningful student engagement. We thank the members who have worked very hard throughout this year on their own school's eco-initiatives via their eco clubs, etc.

We look forward to meeting again during the 2022-2023 school year as we continue to provide opportunities for members from all three bargaining units to support and develop eco initiatives. Our committee would like to extend an invitation to any interested members of the district to join us in 2022-23.

In solidarity,

Natasha Bartels, Eco Committee Co-Chair

Adam Shalaby, Eco Committee Co-Chair

Maryline Lanteigne, Executive Liaison to the Eco Committee

Year-end Report of the OSSTF Toronto Human Rights Committee

While the COVID pandemic made the Action:ReAction student activism conference impractical for another year, the committee continued to meet virtually and accomplish some modest goals. While Action: ReAction did not run, the committee did put on a virtual version of its annual Amnesty International Write for Rights event in December.

Thanks to a HRC motion to the District Executive, the committee was also successful in having the district raise the cap on honoraria for outside speaker from a gift of no more than \$25 in value to \$150 so that the union be consistent in upholding the principle of fair compensation for labour.

The committee continued its longstanding role of supporting the work of internal and community activists. Early in 2022, the HRC welcomed speakers from META (Muslim Educators of Toronto) and shared their excellent resources for the January 29th Day of Remembrance and Action Against Islamophobia. Together, we also lobbied successfully to get the OSSTF Provincial Executive to donate \$3000 to the legal challenge against Quebec's Bill 21, which effectively bars practicing Jews, Muslims, and Sikhs from the Quebec civil service.

In April, the HRC hosted speakers from the Mining Injustice Solidarity Network and shared a survey from them on our social media.

Hopefully we will be able to resume meeting in person again next year. New members, of course, are always welcome. Looking forward to seeing what we can accomplish in year ahead.

Jason Kunin, Executive Liaison

Status of Women Annual Report – 2021-2022

The District 12-Toronto Status of Women Committee achieved many goals this year despite the unique challenges due to COVID. Note: All meetings were held virtually via ZOOM.

The committee worked to plan professional development for members and we hosted two PD sessions in February; we participated in a joint initiative with the Human Rights committee; continued our annual efforts to support schools in their remembrance of the December 6th massacre; we promoted International Women's Day; and continued to support initiatives in schools which raise awareness and encourage activism pertaining to women's issues through the Kathryn Maxwell Bursary. The Status of Women Committee also extended our support to members of the community by supporting **Sistering** and **London Abused Women's Centre**.

Given that OSSTF Toronto was unable to hold their annual Awards Night due to COVID, our committee has recognized outstanding colleagues and students through the Status of Women Awards nominations process and has sent out certificates of merit to all recipients via their nominators. We look forward to receiving and recognizing the award winners at some date in the fall.

The Status of Women Committee would like to extend a heartfelt thanks to all OSSTF Toronto members who participated in the Moose Hide Campaign Day, a day that serves to highlight the disproportionate impact that violence is having on Indigenous women and children, and the implicit racism at the root of this.

We look forward to meeting again during the 2022-2023 school year as we continue to provide opportunities for members from all three bargaining units to support women and women identified members and students. Our committee would like to extend an invitation to any interested members of the district to join us as well as thank individuals who supported our numerous initiatives throughout the year.

In solidarity,

Jo-Ann McLeod, Status of Women Committee Chair

Maryline Lanteigne, Executive Liaison to the Status of Women Committee



OSSTF TORONTO

The **OSSTF Toronto Pride Committee**,
along with CUPE 4400 and ETT invite you to join us
for the re-started

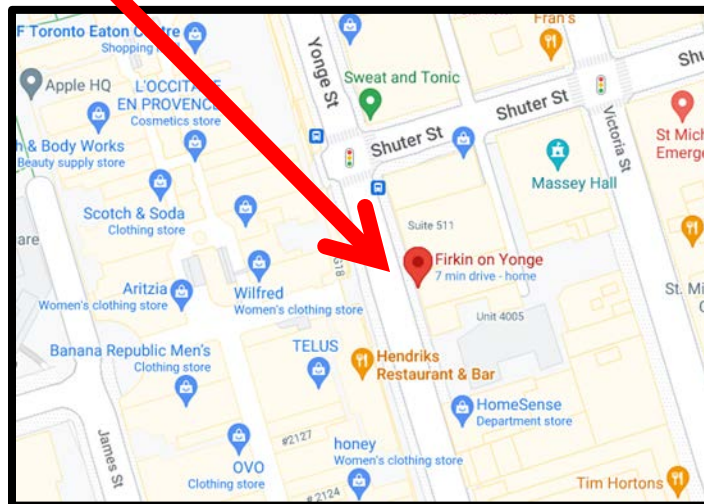
Annual Pride Brunch *Saturday, 25 June 2022*

Time: 11:00 am - 1:00 pm

Pride Dyke March begins at 2 pm at Charles & Church Streets

NEW Location: Firkin on Yonge

(207 Yonge St, Toronto, ON M5B 2H1)



All OSSTF Toronto Members & Friends/Family Welcome

Pub is accessible
Limited kerbside patio

Refreshments provided

For further details contact Danica Izzard at dizzard@osstftoronto.ca or Mike Platt at mplatt@osstftoronto.ca



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: