

OSSTF TORONTO TEACHERS' BARGAINING UNIT

ANNUAL GENERAL MEETING

15 May 2025



OSSTF Toronto

Toronto Teachers' Bargaining Unit



Toronto Don Valley Hotel and Suites
Thursday May 15, 2025

4:45 pm	1.	Call to Order	
	2.	Land Acknowledgement and Anti-harassment Statement	
	3.	PROC 101-25; PROC 102-25; PROC 103-25; PROC 104-25; PROC 105-25; PROC 106-25; PROC 107-25	
	4.	Moment of Silence	
	5.	President's Report: Michelle Teixeira	
	6.	Treasurer's Report: David Pickering	[Pages 26-39]
	7.	Provincial Executive Report	
	8.	Questions to President/Provincial President/Treasurer and Reports	
#5:45 pm	9.	On Time Motions	[Pages 44-52]
	10.	Late Motions	[Pages 53-57]
### 7 pm	11.	Adjournment	

Please note: The Annual Celebration Dinner will begin immediately after meeting adjournment.





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 the 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, Betty-Ann Samaroo at basamaroo@osstftoronto.ca 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 behavior falls under the definition of harassment, and decide on appropriate remedial action. While conducting the investigation, the committee will be informed by an understanding of the systemic roots of discrimination and harassment as expressed in the OSSTF/FEESO Equity Statement.

The parties involved will receive a written report stating the findings and any action taken.

At any point in the process, the Anti-Harassment officer (s) may seek the assistance of the designated secretariat member of Provincial OSSTF/ FEESO.

Resolutions may include but are not limited to apologies, mediation, warnings, temporarily limiting access, or removal/ exclusion from the meeting or event. If a decision is made to remove or exclude that member, and where this member is representing the bargaining unit, a confidential letter outlining the reasons for this decision will be sent to the president of the appropriate body. The Bargaining Unit Office shall keep a confidential file of all records and reports related to the investigation of written complaints for a period of five years.

None of the above restricts a member's right to file a complaint with the Ontario Human Rights Commission or make a complaint to police.

(Revised May, 2021)

**OSSTF
TORONTO TEACHERS' BARGAINING UNIT
PROC Motions to the Annual General Meeting
May 15, 2024**

As wording of motions can change up until the AGM, the preliminary rulings of the
TTBU Constitution & Steering Committee have been provided, where possible.

PROC 101-25

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Agenda for the 2025 TTBU Annual General Meeting be adopted.

PROC 102-25

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Rules of Order as recommended by the Constitution and Steering Committee be adopted for the 2025 TTBU Annual General Meeting.

PROC 103-25

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Minutes of the 2021 TTBU Annual General Meeting be approved.

PROC 104-25

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Minutes of the 2022 TTBU Annual General Meeting be approved.

PROC 105-25

Constitution and Steering Committee

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BIRT the Minutes of the 2023 TTBU Annual General Meeting be approved.

PROC 106-25

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Minutes of the 2024 TTBU Annual General Meeting be approved.

PROC 107-25

Constitution and Steering Committee

$\frac{1}{2}$

BIRT the Constitution and Steering Committee for the 2025 TTBU Annual General Meeting be authorized to edit the resolutions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the resolutions.

OSSTF Toronto TBU 2025 ANNUAL GENERAL MEETING Proposed Rules of Order

1. The Speaker 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 Speaker in the order determined by the rules of order. They must first be recognized by the Speaker using the appropriate indicator they wish to speak on.
4. The tentative Agenda shall be set by the TTB Executive upon recommendation of the Constitution and Steering Committee in accordance with these rules and procedures.
5. 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.
6. Regular timed items are marked with a # symbol and they interrupt the regular business on the agenda.
7. Priority timed items are marked with a ## symbol and interrupt regular business on the agenda, and regular timed items. They do not interrupt Priority timed items or Adjournment timed items.
8. Adjournment timed items are marked with a ### symbol and interrupt all items. They are exclusively used for adjournment.
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 Members and who are present at the meeting.
11. Unless otherwise stated a Motion may be debated.
12. Decisions can be made by consensus (i.e. not requiring a vote) if, when the Speaker asks, there is no objection from any Member.
 - a. Motion language may be changed through universal consensus
 - b. Motions may be passed through universal consensus
 - c.
13. The types of motions and ways to engage in debate that shall be used at OSSTF/FEESO meetings are set forth in the Provincial Rules of Order Bylaw 20, Table 2 MOTIONS & ENGAGING IN DEBATE (<https://bit.ly/OSSTFconstitution2024-25>).
14. No debate shall be held on a topic until there is a motion on the floor.

15. Prior to the vote, all main motions and amendments shall be written and presented to the Speaker or to the Steering Committee.
16. To hear from a variety of perspectives on a motion, there will be a rotation that includes speakers who will speak in the following order: in favour, in opposition, ask questions or move procedural motions, and then point of consideration.
17. The mover of a motion shall speak first to open the debate on the motion, answer questions and then shall speak once more to conclude the debate or choose to pass.
18. Members who wish to speak must first be recognized by the Speaker and should begin by stating their name and branch, whether they support or oppose the motion, are moving an amendment, or have other intentions.
19. Members shall not speak more than once to a motion unless they are the mover of a motion, are asking a question or have been asked by the Speaker to clarify part of their speech. No debate shall be allowed upon the explanation.
20. After a motion or an amendment has been debated, the Speaker calls the question by asking those in favour of the motion to so indicate, followed by those opposed. The Speaker then declares the motion "carried" or "defeated".
21. A Pause indicator may be used to indicate the desire to pause the meeting. It may be used by a Member only when the Member:
 - a. believes the established Rules of Order are being contravened.
 - b. is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Speaker to resolve.
 - c. is experiencing an issue which requires accommodation to physically participate in the meeting.
 - d. disagrees with the ruling of the Speaker and wishes to challenge a ruling.
 - e. has a question for the Speaker about how to navigate the Rules of Order.
22. Speakers will have a time limit based on the indicator on which they rise.
 - a. The mover shall have a 90 second limit to open debate.
 - b. In Favour and In Opposition shall have a 90 second limit.
 - c. Ask Questions or Move Procedure Motions shall have a 60 second limit.
 - d. Responses to questions asked during debate shall have a 90 second limit.
 - e. Points of Consideration shall have a 45 second limit.
 - f. A Pause Indicator shall have a 45 second limit.
23. Timing will commence after the Member has stated their name, branch. If a Member chooses to, they may state their pronouns.
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 Member 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. No interruptions are permitted while the vote is in progress.
29. Once the order of business has been announced by the Speaker, no further action can be taken on the previous motion except for reconsideration of a motion.
30. When a vote has been taken electronically, the results are final once they have been announced by the Speaker.
31. After an electronic vote, the Speaker will read the following, if available:
 - a. The vote percentage In Favour and In Opposition
 - b. The number of votes in Favour and In Opposition
32. If the Speaker is in doubt about a vote taken by a show of hands, the Speaker should immediately retake the vote as an uncounted rising vote. Any Member who is unable to rise will be accommodated.
33. A Member can also request an uncounted rising vote without needing a motion to do so.
34. If after an uncounted rising vote, the Speaker is still unable to determine the result, the Speaker should take the vote a third time as a counted rising vote.
35. Once the counted rising vote count tabulations are completed, the Speaker shall announce the results to the House. After the announcement of the counted rising vote, the results are final.
36. In voting by a show of hands (including a counted rising vote), a Member has the right to change their vote up to the time their vote has been counted.
37. A Member may vote on a rising vote count not having voted previously on the issue.
38. The doors should be closed, and no one should enter or leave the House while a count is being taken.
39. To vote, Members must be registered for the General Meeting by the established deadline.
40. Members may be asked to show ID at registration.
41. When required, voting cards will be distributed by the Executive Liaison to Constitution and Steering or designate, and office staff members, before the meeting. Once the meeting begins, the office staff will continue to distribute the voting cards.
42. Voting cards are non-transferable and only valid on the day they are issued.
43. Virtual meetings may be called to replace in-person meetings at the discretion of the TTBU Executive upon review of technologies available.
44. Registered Members will receive an email that contains the meeting access link prior to the virtual meeting.
45. The link for the virtual 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.
46. Sign in for a virtual meeting will open at least twenty minutes before the meeting call to order, as listed in the agenda.

47. During a virtual meeting Members may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
48. Virtual Members 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.
49. 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.
50. A microphone will only be un-muted when a speaker is recognized by the Speaker.
51. During a virtual meeting all motions to the assembly, not carried through Universal Consensus, will be voted on through electronic means, suitably determined by the TTBU Executive.
52. During a virtual meeting, the Speaker will indicate when voting opens, the length of time the ballot will be open, and when voting has closed.
53. The Steering Committee will explain the process for moving motions and participating in debate at the beginning of each virtual General meeting.
54. For all procedures not listed in these rules, the OSSTF/FEESO Rules of Order are the primary authority.
55. When the rules of order do not provide clear direction, Speakers and Steering may caucus, consult an external set of rules such as the Democratic Rules of Order and then present a ruling to the House.
56. Members and observers shall adhere to the principles of OSSTF/FEESO meeting conduct by following the rules of order approved by the House, listening to one another, only speaking when first recognized by the Speaker, directing all comments and questions through the Speaker, refraining from using profanity and may criticize an idea but never a fellow Member, including naming other Members and/or speculating on their motives. Breaches of OSSTF/FEESO meeting conduct shall be dealt with in the following order:
 - a. The Speaker will call the House to order and remind Members of meeting conduct.
 - b. The Speaker will call the Member to order and ask for either an apology or a withdrawal of the objectionable action or statement.
 - c. After the Speaker has called a Member to order the objectionable action or disorderly words used by the Member shall be recorded in the Minutes and the Speaker can order one of the following penalties for removal: for a short break, the remainder of the day, the remainder of the meeting.
 - d. Any further interruption will result in a complaint being filed with Judicial Council which could result in the Member becoming ineligible to attend future provincial events.
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 TBU 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 TBU that impacts the standing rules governing the membership of OSSTF Toronto TBU on matters entirely within the control of OSSTF Toronto TBU.
61. "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.
62. "On time motions" shall mean motions that were submitted to the Administrative Assistant, by the established deadline.
63. "Late motions" shall mean any BYL, CON, MAC, or POL motion that is not considered an "On time motion".

OSSTF Toronto Teachers' Annual General Meeting Reference Guide

Indicator Cards	Purpose of Indicator	Speaking Time
<i>Used During Debate (in the following sequence):</i>		
IN FAVOUR Colour: Green	<ul style="list-style-type: none"> Mover initially speaking to the motion Debating in favour of a motion 	90 <i>seconds</i>
IN OPPOSITION Colour: Orange	<ul style="list-style-type: none"> Debating against a motion 	90 <i>seconds</i>
QUESTION Colour: Yellow	<ul style="list-style-type: none"> To ask a question to the mover To move a Main motion To reconsider a motion Calling for the Vote / Calling the Question (i.e. end debate) To make an amendment 	60 <i>seconds</i>
POINT OF CONSIDERATION Colour: Grey	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. 	45 <i>seconds</i>
<i>May Be Used Throughout the Meeting:</i>		
PAUSE Colour: Pink	May be used by a Member 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. 	45 <i>seconds</i>

MOTIONS & ENGAGING IN DEBATE Table

- Except for * motions in the table below, each motion requires a mover and a seconder.
- Motions are amendable and/or debatable unless specifically stated in the chart.

Classification	Characteristics	Vote Count
A) Main (motion is debated using rotational system)		
Main motion	<ol style="list-style-type: none"> 1. A main motion presents new business. It can be a change in constitutional language or an action. 2. It is made when no motion is on the Floor. 3. The vote count may differ depending on the content of the motion. 	Vote count is dependent on the type of motion and whether the motion is on time, late (2/3) or from the Floor (9/10).
B) Motions that can act upon the main motion (in rotation and does not interrupt debate)		
Amend	<ol style="list-style-type: none"> 1. This motion is used to make changes to the main motion on the Floor. 2. It is made when the main motion is on the Floor. 3. An amendment must not change the intent or topic of the original motion. 4. Once a main motion has been moved, a Member can ask for an amendment. 5. <i>Amending by Deletion</i> (removing words) 6. <i>Amending by Insertion</i> (adding words) 7. <i>Amending by Deletion and Insertion</i> 8. <i>Amending by Substitution</i> (multiple changes that require completing substituting for clarity) 9. An amendment itself can be amended only once. 10. If the amendment passes, the Speaker shall return to the main motion as amended. 11. If the amendment fails, the Speaker shall return to the original main motion. 	1/2
C) Procedural motions (in rotation and does not interrupt debate)		
Bloc-ing	<ol style="list-style-type: none"> 1. This motion is used to consider multiple motions on a similar topic together. 2. It requires a motion to bloc and a motion to approve the bloc. 3. While the initial motion to bloc is a majority vote count, the vote count for the motion to approve the bloc is based on highest vote count of the motions contained in the bloc++ 4. When motions are sequenced in a bloc, a Member can request to have (a) specific motion(s) removed if they would like the motion debated independently of the bloc. This does not require a motion and the pulled motions will be dealt with in the order they were removed. 	1/2 or more
Pulling from the Bloc	<ol style="list-style-type: none"> 4.1 When a Member has pulled a motion from a bloc, they will be sequenced to speak in debate on the motion they pulled immediately following the opening of debate by the Mover 	
Call the question	<ol style="list-style-type: none"> 1. This motion is used when a Member would like to end debate and move immediately to a vote on the motion that is currently on the Floor. 2. It is made when the main motion is on the Floor. 3. Call the question is not debatable and the Speaker will go immediately to the vote. 4. If this motion passes, the House moves immediately to the vote on the motion on the Floor. 5. If the motion fails, the House continues to debate the motion on the Floor. 6. This motion can only be used when: <ol style="list-style-type: none"> 6.1 At least two speakers IN FAVOUR and two speakers IN OPPOSITION have spoken; or 6.2 At least two speakers IN FAVOUR have spoken and there are no IN OPPOSITION in queue; or 6.3 At least two speakers IN OPPOSITION have spoken and there are no IN FAVOUR in queue; or 6.4 There are no speakers IN FAVOUR or IN OPPOSITION in queue 	2/3
Committee of the Whole	<ol style="list-style-type: none"> 1. This motion is used if the House would like to discuss a topic informally with no motion on the Floor. 2. This motion can be applied either when there is a motion on the Floor or when there is no motion on the Floor. 3. The motion must clearly state the topic to be discussed, a time limit which cannot be extended and speaking time limits if any. 4. When the time has been exhausted, the House will rise from Committee of the Whole. 	1/2

Executive Session	<ol style="list-style-type: none"> 1. This motion is used when discussion must be kept confidential to those in attendance. 2. This motion can be applied either when there is a motion on the Floor or when there is no motion on the Floor. 3. Executive session requires a motion to move into Executive Session and another motion to move out of Executive Session and to report on the Executive Session. 4. Any motion voted upon in Executive Session which requires public action needs to be included in the report that is given to move out of Executive Session. 	1/2
Postpone	<ol style="list-style-type: none"> 1. This motion postpones the motion of the floor to a specific future date or time. 2. This motion can be used before or once the main motion being postponed has hit the floor. 3. It is debatable and amendable. 	1/2
Receive, Endorse or Adopt	<p>There are several ways to deal with reports.</p> <ol style="list-style-type: none"> 1. When the Speaker calls for a report, it is considered <i>received</i>; no motion is required. 2. A Member may move a motion to <i>adopt</i> which has the effect of approving every word in the report. A motion is required. 3. A Member may move a motion to <i>endorse</i> which has the effect of approving the general directions of the report without adopting all the recommendations. A motion is required. 	<p>----</p> <p>1/2</p> <p>1/2</p>
Recess or adjourn	<ol style="list-style-type: none"> 1. A motion to recess is used to set a short break. 2. A motion to adjourn is used to either end a meeting or to end a meeting and set a new time for it to be completed. It must be set prior to the start of the next meeting of the same body. 3. These motions are amendable, debatable and can be moved as either a main motion or when another motion is on the floor. 	1/2
Refer	<ol style="list-style-type: none"> 1. This motion is used when a Member would like to refer the motion to another body for further consideration. 2. Debate is centered on the merits of the referral and not the main motion itself. 3. This motion can be applied to a main motion before it is brought before the House or once it becomes the main motion on the Floor. 4. When a motion is referred, the wording should include where the motion is being sent, instructions for the receiving body and when the receiving body will report back. 	1/2
D) Motions that Bring Something Back in front of the House (in rotation and does not interrupt debate)		
Reconsider	<ol style="list-style-type: none"> 1. This motion is used when a Member would like to bring a motion back before the House. 2. The mover must have voted on the prevailing side of the motion being reconsidered. 3. It is made when no motion is on the Floor. 4. The motion is non-debatable. 5. A motion to reconsider can be applied only once to a motion. 	1/2
Amend something Previously adopted	<ol style="list-style-type: none"> 1. This motion is used to make a change to a motion already adopted. For example, to change the agenda, the sequencing sheet or the time at which to adjourn. 	2/3
E) Requests to the Speaker (in rotation and does not interrupt debate)		
Divide the question*	<ol style="list-style-type: none"> 1. If a motion can be divided and each portion stand alone, a Member can request a division of the motion and the Speaker will instruct Steering to separate the motion. Each portion then becomes a separate motion. 2. This request does not need a mover or a seconder. 	----
Point of Consideration	<ol style="list-style-type: none"> 1. A Member can make a statement through an equity, anti-racism and/or anti-oppression lens. 2. A Member can make a statement that relates to the integrity, rights, or privileges of an individual or the assembly collectively. 3. Points of Consideration are not used to speak in favour or in opposition to the motion on the Floor. 	----
Questions	<ol style="list-style-type: none"> 1. A Member can ask a question to the mover through the Speaker. 2. A Member can ask the Speaker a question about parliamentary procedure or the effect of a motion. 	----

F) Requests to the Speaker that interrupt debate or questions

Question and/or Point of Order	<ol style="list-style-type: none"> 1. If a Member is concerned the House is not following the Agenda and/or Sequencing Sheet, they can request clarification from the Speaker. 2. A Member can ask for a standing vote count before the next motion is moved and seconded. 3. A Member can ask a question of whether a motion is in order or not. 	1/2
Challenge a ruling	<ol style="list-style-type: none"> 1. A Member can challenge the ruling of the Speaker if they disagree with the Speaker's decision about whether the motion is in order or out of order. 2. A Member may also challenge the ruling of the Speaker if they do not agree with the Speaker's announcement of the result of a show-of-hands vote. 3. The steps are: <ol style="list-style-type: none"> A) the Member shall state "I would like to challenge the ruling." B) Once the challenge has been recognized by the Speaker, the Member explains their rationale for the challenge. Then, the Speaker explains their rationale for the ruling made. After both rationales have been presented to the House, a vote is taken to support the challenge or uphold the ruling. C) Once the challenge has been completed, the ruling may not be challenged again. <p>Note: A motion is considered out of order if:</p> <ol style="list-style-type: none"> 1. it is contrary or redundant to an existing article, bylaw, policy or procedure 2. it refers to an article, bylaw, policy or procedure that does not exist 3. it is the same or similar to a motion already dealt with by the assembly or, 4. if it is an amendment, it would change the intent too significantly. 5. if it is not actionable. 	1/2
G) Motions to Be Debated at a Future Meeting (read into record by the Speaker)		
Notice of Motion	<ol style="list-style-type: none"> 1. Notices of Motion are motions submitted in writing to Steering that will be discussed at a future meeting. They provide the House advanced notice of a motion and when it will be considered. 2. Notices of Motions will be distributed in print or electronic form, 	----

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
ANNUAL GENERAL MEETING
Virtual Zoom Meeting
May 20, 2021

1. Call to Order: 4:30 p.m. Grace Choi, TTBU Constitution and Steering Committee, in the Chair.
2. The Acknowledgement of Traditional Lands and Anti-harassment Statement were read.
3. The Pledge: The OSSTF Pledge was read.
4. Announcements were read.
5. **PROC 101-21**

BIRT the Rules of Order as recommended by the Constitution and Steering Committee be adopted as amended for the 2021 TTBU Annual General Meeting.

CARRIED

Chair advised that quorum has been met and explained the updated AGM 2021 Rules of Order.

Pauses: Concerns on email confirmation of meeting start time.

Pause: Quorum count request. Chair: Quorum is 200 and we currently have 241 voting members/8 staff/no duplicate names.

Pause: Submission of a motion to amend PROC 101.

Amendment #1 to PROC 101:

BIRT subsection Virtual Meetings on page 6 of the rules of order be amended by addition as follows:

During a virtual meeting, the Chair will indicate when voting opens, the length of time the ballot will be open, and when voting has closed. During a virtual meeting, the chair will declare how many people voted in favour and in opposition to each motion once voting for that motion has ended.

Deborah Buchanan-Walford (Emery ALC) / Laura Clayton (SCAS)

CARRIED

Pause: Ballot was unable to be seen.

Vote Count, Amendment #1: 146 (77.7%) in favour / 42 (22.3%) opposed

Pause: Quorum question. How many in the meeting are actual voting members as opposed to observers? Chair: Everyone has the ability to vote except for staff. Sitting at 50 above quorum.

Amendment #2 to PROC 101:

BIRT PROC 101-01 be amended by addition of the following section under Virtual Meetings:

Subsection X: An open chat feature shall be made available for all members for the duration of the meeting.”

Deborah Buchanan-Walford (Emery ALC) / Laura Clayton (SCAS)

DEFEATED

Pauses: Member experiencing problems with using the chat box. Assistance provided.

BIRT the question be called.

Janice Patterson (Albert Campbell CI) / Heather Byrnes (Don Mills CI)

CARRIED

Vote Count to Call the Question: 161 (86.1%) in favour / 26 (13.9%) opposed

Vote Count, Amendment #2: 107 (60.1%) opposed / 71 (39.9%) in favour

Vote Count on Main Motion As Amended: 168 (91.8%) in favour / 15 (8.2%) opposed

5 min comfort break is called by the Chair at 5:57 pm.

Chair was turned over to Michael Barltrop, Steering and Constitution Committee. Grace Choi was acknowledged and thanked for Chairing the first half of the meeting.

Pause: Explanation of, and apology provided by Executive Officer regarding communicated start time of meeting.

PROC 102-21

BIRT the Agenda for the 2021 TTBU Annual General Meeting be adopted as amended.

CARRIED

Pause: Submission of a motion to amend PROC 102.

Amendment #1 to PROC 102:

BIRT PROC 102-21 be amended by moving items 11 and 12 in the agenda to occur before item 7.

Deborah Buchanan-Walford (Emery ALC) / Laura Clayton (SCAS)

CARRIED

BIRT the question be called.

Josette Meade (Winston Churchill CI) / Harold Chiu (Winston Churchill CI)

CARRIED

Vote Count to Call the Question: 146 (83.4%) in favour / 29 (16.6%) opposed

Vote Count, Amendment #1: 102 (57.3%) in favour / 76 (42.7%) opposed

Vote Count on Main Motion As Amended: 128 (79.5%) in favour / 33 (20.5%) opposed

Pause: Request for full names and branches of speakers. Chair acknowledged the point of order.

PROC 103-21

BIRT the Minutes of the 2019 TTBU Annual General Meeting be approved.

PROC 103 was approved with universal consensus.

PROC 104-21

BIRT the Minutes of the 2020 TTBU Annual General Meeting, Part I be approved.

CARRIED

Vote Count on PROC 104: 160 (98.8%) in favour / 2 (1.2%) opposed

PROC 105-21

BIRT the Minutes of the 2020 TTBU Annual General Meeting, Part III be approved.

CARRIED

Vote Count on PROC 105: 154 (96.9%) in favour / 5 (3.1%) opposed

PROC 106-21

BIRT the Constitution and Steering Committee for the 2020 TTBU Annual General Meeting be authorized to edit the resolutions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the resolutions.

CARRIED

Vote Count on PROC 106: 154 (96.9%) in favour / 5 (3.1%) opposed

11. On Time Motions:

CON 101-21

BIRT TTBU Constitution, Bylaws and Policies to be edited to use gender inclusive ~~neutral~~ language.

CARRIED AS AMENDED

Pause: Opposition to motion language of "neutral"; request change to "inclusive".

Amendment #1 to CON 101:

BIRT CON 101-21 be amended by striking out "neutral" and adding "inclusive".

Leslie Wolfe (Executive) / Danica Izzard (Executive)

Amendment to CON 101 was approved with universal consensus.

Vote Count on Main Motion As Amended: 151 (94.4%) in favour / 9 (5.6%) opposed

Pause: Chair asked to refrain from use of factoids during voting. Chair will refrain.

BYL 101-21

BIRT Bylaw 1.1.2 be amended by addition of a new subsection to read "**a representative for the District 12 Black, Indigenous, and Workers of Colour Committee**"

CARRIED

Pauses: Clarification of motion language and nature of committee.

Vote Count on BYL 101-21: 160 (94.7%) in favour / 9 (5.3%) opposed

Procedural Motion on a Yellow Card (PROC 107-21):

BIRT BYL 119-21 be heard before BYL 103-21.

Rick Beer (R.H. King/OSC) / Heather Byrns (Don Mills CI).

DEFEATED

Pauses: Requests made to Chair to issue a warning to a member regarding unprofessional behavior toward mover of motion. Chair acknowledges comments.

Pause: Concern with time stamps in connection with motion sequencing. Chair states that time stamps will be considered in the future regarding order of motions.

Pauses: Requests to call the question. Chair to address the pause cards first.

Pause: Executive addresses concerns regarding motion intake, placement and transparency. Reminder that working staff are present during this meeting.

Chair states that a $\frac{2}{3}$ vote needed to pass this motion.

Vote Count on PROC 107-21: 86 (50.6%) in favour / 84 (49.4%) opposed

Chair advised that the Hashtagged Timed Item to adjourn has been reached.

13. Adjournment: 7:30 pm

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
ANNUAL GENERAL MEETING
Virtual Zoom Meeting
May 19, 2022

1. Call to Order: 6:42 p.m. Michael Barltrop, TTBU Constitution and Steering Committee, in the Chair.
2. The Anti-harassment Statement was read.
3. Announcements were read.
4. Moment of Silence was observed.

5. **PROC 101-22**

BIRT the Rules of Order as recommended by the Constitution and Steering Committee be adopted for the 2022 TTBU Annual General Meeting.

CARRIED

Vote Count: 90 (90%) in favour / 10 (10%) opposed

Prior to the vote, the Chair explained the updated AGM 2022 Rules of Order.

After the vote, the Chair advised that quorum has been lost and we move to Item 6, President's Report as voting can no longer occur.

6. President's Report: Michelle Teixeira

- Welcoming remarks.
- Provided a year in review as we faced three major issues: dealing with Covid-19 Health and Safety issues, hybrid learning, and increased teacher absences and unfilled jobs.
- Spoke to the upcoming provincial election and opportunities for member involvement. When we come together, we have the power to overcome challenges and do great things.

7. Treasurer's Report: David Pickering

- Presented and spoke to the Auditor's Reports from 2018/2019 and 2019/2020.
- Reported on the traditional inclusion of the 2021/2022 to-date financial statement.
- Provided Funding Master information and a Draft 2022/2023 Interim Budget.

Chair: Steering checked during the above report and all members in attendance can vote; OB status does not exist. Quorum is still not met but Steering will continue to check as we move forward.

Chair explained the Pause indicator criteria.

Pause: *How to navigate under lack of quorum for the House's indulgence to read a letter concerning the resignation of an Executive Officer. Chair explains lack of quorum impacting a procedural motion, lack of adjournment time and any challenges to the Chair. Member advised to check the Rules and raise findings as a Point of Order to move forward with request.*

Pause: *Question to Executive about lack of addressing concerns in prior election meeting. Chair advised to raise the question under item 9 Questions to Reports.*

Pause: Point of Order to be made is one of equity. Asks for indulgence of the House to read the aforementioned letter. Chair advised to raise the point under item 9 Questions to Reports.

Pause: Question to be emailed.

Pause: Asks for indulgence of the House and adjournment of the meeting. Question to President Michelle Teixeira. Chair advises questions can only be asked to the Chair. We do not have an approved Agenda thus, no adjournment time.

8. Provincial Executive Report: Hayssam Hulays

- OSSTF/FEESO President Karen Littlewood sent her regrets. Welcoming remarks.
- Acknowledged the difficulty of the past two years and thanked teachers for all of their hard work on behalf of the Federation, their colleagues and students.
- Spoke to the need to continue to support students during this pandemic. OSSTF/FEESO has always advocated for improved Health and Safety measures during the pandemic, along with our allies. This work must continue.
- Reported on the upcoming provincial election and the importance of defeating the Ford government. Now is the time for action as Ontario can not afford another 4 years of the Progressive Conservatives.

Chair acknowledges it is past 7:45 pm and Staff will have to leave the meeting. The Chair can not adjourn the AGM without an Agenda nor force anyone to stay. Participants are free to leave the meeting.

Staff dismissed at 7:50 pm; Minutes end.

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
ANNUAL GENERAL MEETING
Toronto Don Valley Hotel and Suites
May 18, 2023

1. **Meeting called to order at 4:55 p.m.** Jen Ojalammi, OSSTF Provincial Office Speakers Bank, in the Chair.
2. **Acknowledgement of Traditional Lands and Anti-Harassment Statement** was read.
3. **Announcements:** Were read by Jen Ojalammi introduced Steering Committee.
4. **PROC 101-23: Chair announced that quorum was not met unable to vote on PROC 101-23.**
5. **Moment of Silence** – Observed in honor of those members no longer with us.
6. **President's Report: Michelle Teixeira**
 - Welcoming remarks
 - Province- wide campaign, Enough is Enough March rally planned in Toronto to Queen's Park on June 3, 2023.
 - Reported on Canadian Labour Congress Convention
 - Spring AGM reflecting on past year.
 - Thanked members on behalf of Executives for their hard work.
 - Ford government continues its attacks on our system.
 - Moving forward our voices are stronger together in support of public education.
7. **Treasurer's Report: David Pickering**
 - Thanked the TTBU Budget Committee for their hard work during the audited reports previous three fiscal years.
 - Presented and spoke to the Auditor's Report Financial Statements

8. Chief Negotiators Report: Nicole Gauthier

- Thanked members for attending
- Thanked Branch Presidents for ongoing communication and addressing day to day concerns.
- Remind members to continue sending input for negotiations for local bargaining and confidentiality regarding negotiations and bargaining.
- In discussion with other bargaining units to share common messages with all boards.
- Our President Michelle Teixeira and Executive officers are regularly in communication with Central bargaining process.
- Thanked CBC & Grievance & Appeals Committee.

9. Provincial Executive Report: Hayssam Hulays

- OSSTF/FEESO President Karen Littlewood sent her regrets. Welcoming remarks.
- Thanked members for support of OSSTF & Union work.
- Members keep our system going. Our government is overspending.
- Government has cut down funding by \$1600.00 per student.
- Bill 124 has limited our salaries for the past 3 years. We need to put more pressure on this government.
- Provincial government still not willing to negotiate fair wage.

10. Questions to President/Provincial President/ Chief Negotiator & Treasurer

- Questions were answered

11. PROC 102-23; PROC 103-23; PROC 104-23; PROC 105-23/ On Time Motions: As quorum was not met, could not proceed with this agenda item.

12. Late Motions/Motions from the floor: None

13. Adjournment: 6:47 P.M

**OSSTF
TORONTO TEACHERS' BARGAINING UNIT
ANNUAL GENERAL MEETING
Toronto Don Valley Hotel and Suites
May 16, 2024 Minutes**

1. Meeting called to order at 4:55 p.m. Aaron Liscum & Michael Barltrop, in the Chair.
2. Acknowledgement of Traditional Lands and Anti-Harassment Statement was read. Eitan Laufer is the Anti-Harassment officer
3. Announcements were read
4. **PROC Motions**
Chair announced that quorum was not met. Unable to vote on Proc. motions

5. **Moment of Silence**

6. **President's Report: Michelle Teixeira**

- Welcoming remarks
- Reflected over the past school year with challenges
- Reported on TDSB Budget
- Spoke about changes to Education funding
- Spoke briefly on Collective agreement
- Reported on Fund our Schools Campaign

Chair moved to timed item at 5:15pm - Provincial Executive Report

8. **Provincial Executive Report: Karen Littlewood**

- Welcoming remarks. Jeff couldn't make it to the AGM
- Reported on core Education funding

- Reported on Bill 124 remedy
- Spoke about classroom challenges

7. Treasurer's Report: David Pickering

- Presented and spoke to the Auditor's Report Financial Statements
- Reported on Teachers Life Rebate

9. Questions to Reports

- Questions were answered

10. On-Time Motions

As quorum was not present, no on-time

11. Late Motions/ Motions from the Floor

There were no late motions/ motions from the floor

12. Candidate Speeches and Q & A Sessions

- Speeches for President
- Speeches for Executive Officers
- Question and Answer Period for all Candidates

13. Adjournment: 7:10 P.M

**Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Financial Statements
June 30, 2024**

Mariya Zolotko
CPA, CA

AUDITORS' REPORT

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

Acting as the Financial Controller of the Ontario Secondary School Teachers' Federation, I have audited the balance sheet of District 12, Toronto Teachers' Bargaining Unit of the Ontario Secondary School Teachers' Federation as at June 30, 2024 and the statement of revenue, expenditures and accumulated surplus for the year then ended. These financial statements are the responsibility of the Bargaining Unit's executive. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with 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 Bargaining Unit as at June 30, 2024 and the results of its operations for the year then ended in accordance with accounting principles acceptable to the Ontario Secondary School Teachers' Federation.

Toronto, Ontario
May 7, 2025



Mariya Zolotko, CPA, CA
Financial Controller

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Balance Sheet
June 30, 2024

	2024	2023	2022
Assets			
Current			
Cash	\$ 1,470,220	\$ 1,543,385	\$ 1,609,995
Accounts receivable	91,630	43,699	185,064
Prepaid expenses	8,026	-	-
Short-term investments (note 3)	1,077,872	949,663	847,058
	<u>2,647,748</u>	<u>2,536,747</u>	<u>2,642,117</u>
Long Term			
Loan receivable - CUPE 4400 (note 5)	<u>120,198</u>	<u>145,851</u>	<u>170,213</u>
Capital Assets			
Land and building (note 4)	511,957	511,957	511,957
Furniture and equipment (note 2)	1	1	1
	<u>511,958</u>	<u>511,958</u>	<u>511,958</u>
	<u>\$ 3,279,904</u>	<u>\$ 3,194,556</u>	<u>\$ 3,324,288</u>
Liabilities and Surplus			
Current			
Accounts payable and accrued liabilities	\$ 1,123	\$ -	\$ -
Long Term			
Loan payable - OSSTF (note 6)	82,369	90,609	98,849
Loan payable - Arbitration TDSB (note 7)	<u>-</u>	<u>-</u>	<u>175,000</u>
Reserves			
Property fund (note 8)	752,569	678,160	618,492
Capital equipment fund (note 9)	21,075	19,012	17,359
Negotiations fund (note 10)	153,992	138,919	126,839
Employee sick leave gratuity fund (note 11)	47,209	47,209	43,104
Professional development fund (note 12)	60,191	54,299	49,577
Strike assistance fund (note 13)	270,510	244,032	222,812
Adult day school continuing education teachers PDT fund (note 14)	22,058	22,052	22,041
	<u>1,327,604</u>	<u>1,203,683</u>	<u>1,100,224</u>
Accumulated surplus	<u>1,868,808</u>	<u>1,900,264</u>	<u>1,950,215</u>
	<u>\$ 3,279,904</u>	<u>\$ 3,194,556</u>	<u>\$ 3,324,288</u>

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Statement of Revenue, Expenditures and Accumulated Surplus
Year Ended June 30, 2024
2024
2023
2022
Revenue

District funding			
Basic district rebates - 2000	\$ 834,490	\$ 817,036	\$ 855,575
Professional development grants - 2010	60,316	59,321	57,846
WSIB funding - 2080	3,856	3,856	3,856
Other funding from District	57,240	54,450	54,904
Member levy (note 15)	461,800	443,829	458,579
OTIP Rebate	25,000	25,000	30,000
Interest, net of allocations to reserves	28,198	10,493	14,443
Allocation from TTBU Reserve	86,100	75,000	
	<u>1,557,000</u>	<u>1,488,985</u>	<u>1,475,203</u>

Expenditures

Executive			
Time release	721,916	707,747	693,870
Executive Action/mileage/member meetings	48,152	35,755	12,820
Meetings			
Council/Executive	62,657	38,973	25,070
Annual general meeting	48,201	35,156	21,966
Committees			
Grievances/staffing/collective bargaining	80,801	60,848	33,068
Activities/programmes	90,405	75,571	32,250
Other committees (note 16)	18,515	9,631	6,825
Office			
Staff salaries and benefits (note 11)	244,863	245,978	251,044
Parking/management	8,341	4,748	5,822
Building operating costs	103,691	96,863	115,944
Telephone	14,747	17,127	17,430
Equipment purchases	5,924	3,714	8,142
Copier leases/maintenance	19,528	17,482	16,902
General office expenses	55,723	55,291	57,074
Branch funding	22,737	23,038	23,594
Legal retainer	16,950	16,950	16,950
	<u>1,563,151</u>	<u>1,444,872</u>	<u>1,338,771</u>

Excess (deficit) of revenue over expenditures
(6,151) 44,113 136,432
Accumulated surplus, beginning of year
1,900,264 1,950,215 1,815,191
Adjustments to opening surplus (note 17)
60,795 (19,064) (1,408)
Allocation from Reserve
(86,100) (75,000) -
Accumulated surplus, end of year
\$ 1,868,808 \$ 1,900,264 \$ 1,950,215

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Schedule of Continuity of Reserves
Year Ended June 30, 2024

	2024	2023	2022
Property Fund			
Balance, beginning of year	\$ 678,160	\$ 618,493	\$ 661,185
Add: Investment income (loss)	74,409	59,667	(42,692)
Less: Allocated to joint building operation account			
Balance, end of year	\$ 752,569	\$ 678,160	\$ 618,493
Capital Equipment Fund			
Balance, beginning of year	\$ 19,012	\$ 17,359	\$ 18,582
Add: Investment income (loss)	2,063	1,653	(1,223)
Balance, end of year	\$ 21,075	\$ 19,012	\$ 17,359
Negotiations Fund			
Balance, beginning of year	\$ 138,919	\$ 126,839	\$ 135,779
Add: Investment income (loss)	15,073	12,080	(8,940)
Balance, end of year	\$ 153,992	\$ 138,919	\$ 126,839
Employee Sick Leave Gratuity Fund			
Balance, beginning of year	\$ 47,209	\$ 43,104	\$ 46,142
Add: Investment income (loss)		4,105	(3,038)
Balance, end of year	\$ 47,209	\$ 47,209	\$ 43,104
Professional Development Fund			
Balance, beginning of year	\$ 54,299	\$ 49,577	\$ 53,071
Add: Investment income (loss)	5,892	4,722	(3,494)
Balance, end of year	\$ 60,191	\$ 54,299	\$ 49,577
Strike Assistance Fund			
Balance, beginning of year	\$ 244,032	\$ 222,812	\$ 238,516
Add: Investment income (loss)	26,478	21,220	(15,704)
Balance, end of year	\$ 270,510	\$ 244,032	\$ 222,812
Adult Day School Continuing Education Teachers PDT Fund			
Balance, beginning of year	\$ 22,052	\$ 22,042	\$ 22,030
Add: Interest income	7	10	12
Balance, end of year	\$ 22,059	\$ 22,052	\$ 22,042

**Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Notes to the Financial Statements
June 30, 2024**

1. Organization

The Ontario Secondary School Teachers' Federation (OSSTF/FEESO) is incorporated under the laws of Ontario as a not-for-profit corporation without share capital. The Toronto Teachers' Bargaining Unit of District 12 is an organizational unit of OSSTF/FEESO 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 except that furniture and equipment are recorded at a nominal value of \$1. Current year additions, net of proceeds, are charged to operations as incurred.

3. Short-term Investments

Short-term investments are recorded at the market value as at the year end date.

4. Land and Building

Land and building are stated at cost. While the Toronto Teachers' Bargaining Unit is the beneficial owner, the title to the land and building is in the name of OSSTF Properties Inc. On May 20, 2003 the Secondary Teachers' Bargaining Unit sold 50% of its beneficial interest in the property to CUPE 4400 for proceeds of \$656,500.

5. Loan Receivable - CUPE 4400

The loan receivable from CUPE 4400 is secured by a 50% beneficial interest in the land and building. The loan at 5.25% is repayable in monthly installments of \$2,727 principle and interest.

6. Loan Payable - OSSTF/FEESO

The loan payable from OSSTF/FEESO 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/FEESO 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 Bargaining Unit share of the deficit was \$181,249 and repayment is being made by annual installments, on a non-interest bearing basis, of \$8,240.

7. Loan Payable – Arbitration TDSB

The loan payable arose as a result of an Arbitration Settlement on time release with the Toronto District School Board (TDSB). The loan is non-interest bearing and payable by December 31, 2023. As of June 30, 2023 the loan was paid in full.

8. Property Fund

This fund is to provide for the purchase a new property and/or the maintenance of the current property. Expenditures shall be made by the approval of the Bargaining Unit Executive.

**Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Notes to the Financial Statements
June 30, 2024**

9. **Capital Equipment Fund**
This fund is to provide for the purchase, replacement or repair of the office equipment. Expenditures shall be made by the Bargaining Unit Treasurer on a motion of the Bargaining Unit Executive.
10. **Negotiations Fund**
This fund is to finance any special expenses arising from negotiations involving members of the Ontario Teachers Federation. Expenditures shall be made by the Bargaining Unit Treasurer on a motion of the Bargaining Unit Executive
11. **Employee Sick Leave Gratuity Fund**
The Employee Sick Leave Gratuity is a liability established by the employment agreement of the Bargaining Unit staff.
12. **Professional Development Fund**
This fund is to provide additional funds for professional development activities. Expenditures from this fund shall be limited to 10% of the balance in the account at August 1 of that fiscal year. Interest earned by the fund may be used for legal fees, grievances and/or the unit's share of replacement costs for time release.
13. **Strike Assistance Fund**
This fund is specifically restricted to help fund other OSSTF/FEESO Districts engaged in labour disputes. Interest accrues to this fund at the same rate of interest that is being paid on the short term investments on a weighted average basis. Expenditures from the fund shall be subject to the approval of the Bargaining Unit Executive.
14. **Adult Day School Continuing Education Teachers PDT Fund**
Pursuant to a letter of understanding in the Collective Agreement, the Toronto District School Board provided funding of \$445,236 to be administered by the District 12 Toronto Teachers' Bargaining Unit. This funding was provided to assist adult day school continuing education teachers in defraying costs associated with their professional development.
15. **Member Levy**
The Member levy is deducted by the Toronto District School Board from members pay at the rate of 0.1% of salary per pay and is used to defray time release costs.

Ontario Secondary School Teachers' Federation
District 12
Toronto Teachers' Bargaining Unit
Notes to the Financial Statements
June 30, 2024

16. Other Committees

District 12 Toronto Teachers' Bargaining Unit Other Committees consists of the following individual committees:

	<u>2024</u>	<u>2023</u>	<u>2022</u>
Constitution Committee	\$ 4,874	\$ 2,360	\$ 1,533
TTBU Budget Committee	1,534	1,528	1,135
Collective Bargaining Committee	890	549	1,182
Retirement Workshops	5,119	1,594	2,571
Professional Development Committee	322	312	290
Ad Hoc Social Committee	5,776	3,288	114
	<u>\$18,515</u>	<u>\$ 9,631</u>	<u>\$ 6,825</u>

17. Comparative information

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

Adjustment to June 30, 2024 opening surplus includes \$61,015 additional levy received from the Toronto District School Board for Bill 124 remedy retro pay.

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2024 to 06/30/2025	Actual 07/01/2024 to 05/12/2025	Difference
REVENUE			
District Funding			
District Rebates - Funding Master	843,497.02	506,098.20	337,398.82
P.D. & Training	61,247.89	0.00	61,247.89
District WSIB Funding	3,856.00	0.00	3,856.00
Other District Funding	28,264.89	28,264.99	-0.10
Total District Funding	936,865.80	534,363.19	402,502.61
Member Levy			
TTBU Levy	528,000.00	490,611.13	37,388.87
Total Member Levy	528,000.00	490,611.13	37,388.87
Other Revenue			
Investment Revenue	22,000.00	16,733.27	5,266.73
OTIP Rebate	25,000.00	0.00	25,000.00
Miscellaneous Revenue	0.00	11,218.50	-11,218.50
Allocation from TTBU Reserve	180,000.00	180,000.00	0.00
Total Other Revenue	227,000.00	207,951.77	19,048.23
TOTAL REVENUE	1,691,865.80	1,232,926.09	458,939.71
EXPENSE			
Executive			
Executive Time Release	788,000.00	601,585.00	186,415.00
Health and Safety Time Release	500.00	0.00	500.00
ExecExpenses/Member Meetings	15,000.00	8,848.97	6,151.03
Executive Action	27,000.00	25,548.94	1,451.06
Executive Mileage and Taxi	9,500.00	7,649.95	1,850.05
Total Executive	840,000.00	643,632.86	196,367.14
Meetings			
TTBU Executive	14,000.00	14,982.65	-982.65
TTBU Council Meetings/Travel	46,000.00	33,585.55	12,414.45
TTBU Annual General Meeting	50,000.00	5,870.97	44,129.03
Branch Meetings (Rebates)	46,000.00	49,228.08	-3,228.08
Total Meetings	156,000.00	103,667.25	52,332.75
Activities/Programmes			
Grants and Donations	2,500.00	2,000.00	500.00
Community Forums/ Member Outreach	500.00	0.00	500.00
Elections Commission and Expenses	900.00	375.32	524.68
Branch Presidents Workshops	77,000.00	81,292.67	-4,292.67
Executive Workshop	6,500.00	8,323.63	-1,823.63
New Teacher Events and Workshops	9,000.00	7,586.70	1,413.30
Professional Development	4,000.00	0.00	4,000.00
Retirees Reception	0.00	0.00	0.00
Tributes	1,500.00	1,014.86	485.14
Time Release -Activities/Programmes	1,000.00	11,273.40	-10,273.40
Special Projects/Member Engagement	500.00	0.00	500.00
Total Activities/Programmes	103,400.00	111,866.58	-8,466.58
Member Protection			
Grievances	41,000.00	17,222.51	23,777.49
Legal Retainer	17,000.00	0.00	17,000.00
Negotiations	3,000.00	6,344.98	-3,344.98
Secondary Consultation(Common Conc)	500.00	216.54	283.46
Staffing(Data/Blue Bk/Training Wkp)	15,000.00	13,879.66	1,120.34
Total Member Protection	76,500.00	37,663.69	38,836.31

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2024 to 06/30/2025	Actual 07/01/2024 to 05/12/2025	Difference
Committees			
Constitution Committee	3,900.00	2,995.55	904.45
TTBU Budget Committee	1,700.00	849.96	850.04
Collective Bargaining Committee	1,600.00	1,351.49	248.51
Retirement Workshops	3,500.00	5,562.84	-2,062.84
Professional Development Committee	1,300.00	542.19	757.81
Ad Hoc Committees	4,000.00	-5,901.94	9,901.94
Total Committees	16,000.00	5,400.09	10,599.91
Office Expenses			
Staff Salaries	225,600.00	179,798.45	45,801.55
EI Expense	4,356.00	4,145.73	210.27
CPP Expense	10,800.00	10,191.15	608.85
WSIB Expense	5,200.00	4,889.02	310.98
Pension Expense	15,600.00	16,133.60	-533.60
Benefit Plan	20,000.00	17,415.10	2,584.90
Total Staff Benefits	55,956.00	52,774.60	3,181.40
Temporary Help	960.00	0.00	960.00
Bank Charges and Audit	500.00	27.00	473.00
Building Operations	103,600.00	86,085.31	17,514.69
Capital Equipment	5,000.00	2,207.33	2,792.67
Supplies	18,500.00	13,662.60	4,837.40
Photocopying	4,500.00	8,765.41	-4,265.41
Photocopier Leases	18,500.00	20,578.80	-2,078.80
Paper Purchases	2,400.00	2,332.14	67.86
Printing	500.00	0.00	500.00
Telephone	24,000.00	13,068.42	10,931.58
Postage	5,000.00	4,004.63	995.37
Taxi and Courier	500.00	0.00	500.00
Parking/Management	5,000.00	2,498.12	2,501.88
Insurance	2,500.00	0.00	2,500.00
Total General Office Expenses	86,400.00	67,117.45	19,282.55
Computer/Network Support/Licenses	16,000.00	9,848.17	6,151.83
Website/Fibre	6,400.00	5,547.82	852.18
Contingency	549.80	0.00	549.80
Total Office Expenses	495,965.80	401,198.80	94,767.00
TOTAL EXPENSE	1,687,865.80	1,303,429.27	384,436.53
NET INCOME	4,000.00	-70,503.18	74,503.18

E.T.O.E.
AP

Draft 2 TTBU Budget - 2025 -2026

June 19, 2025

	DISTRICT	TTBU	OTBU	PSSP
REVENUE				
Provincial Funding Master District	\$ 1,625,892.00	\$ 878,227.25	\$ 160,433.96	\$ 185,570.83
TTBU				
OTBU				
PSSP				
District Political Action Levy *	\$ 83,000.00			
D12 Dismantling ABR Levy	\$ 76,000.00			
Provincial Rebates				
... AMPA	\$ 60,000.00			
... Political Action 2050	\$ 1,000.00			
... District Coalitions (Labour Council) 2052	\$ 16,875.00			
... Election Readiness	\$ 1.00			
... Excellence In Education 2055	\$ 1.00			
... Member Accessibility 2090	\$ 1.00			
... Workplace Training (Reps. / New Mems) 2010	\$ 87,691.00	\$ 62,906.89	\$ 11,491.79	\$ 13,292.33
... New Member Workshops 2070	\$ 1.00			
... Union Training 2015	\$ 1.00			
... SIB 2080	\$ 964.00	\$ 3,856.00		
... Other 2045/2047/OTIP	\$ 6,000.00	\$ 25,000.00		
Interest	\$ 2,500.00	\$ 22,000.00		
Active Retired Members	\$ 1.00			
Other Income/Allocation from Accumulated Surplus	\$ -	\$ -	\$ -	\$ -
Camille Natale Award	\$ 1.00			
Bargaining Unit levies		\$ 528,000.00	\$ 67,000.00	\$ 88,000.00
Bargaining Unit Reserve Draw	\$ 1.00	\$ -		
TOTAL REVENUE	\$ 1,959,929.00	\$ 1,519,990.14	\$ 238,925.75	\$ 286,863.16
EXPENDITURES				
Meetings				
AMPA	\$ 120,000.00			
Executive	\$ 2,000.00	\$ 14,000.00		
General	\$ 24,000.00	\$ 51,000.00		
Branch Meetings (Rebates)		\$ 50,000.00		
Council Meetings		\$ 46,000.00		
Total Meetings	\$ 146,000.00	\$ 161,000.00		

Activities/Programmes						
Political Action *	\$	33,000.00				
D12 Dismantling ABR	\$	76,000.00				
Labour Council *	\$	35,000.00				
Election Readiness*	\$	1.00				
Affiliations/Coalitions *	\$	-				
Grants & Donations *	\$	3,000.00	\$	2,500.00		
Community Forums/ Member Outreach *	\$	6,000.00	\$	500.00		
AMPA Campaigns	\$	-				
Camille Natale Award	\$	1.00				
Excellence in Ed.- Jim McQueen Award	\$	8,500.00				
Awards Event*	\$	-				
PPAL Workshops	\$	1,800.00				
Branch Presidents Workshop	\$		\$	84,000.00		
Elections Commission and Expenses	\$		\$	900.00		
Executive Workshop	\$		\$	8,500.00		
New Teachers Events and Workshops	\$		\$	9,000.00		
Professional Development	\$		\$	4,000.00		
Retirees Reception	\$		\$	7,000.00		
Tributes	\$		\$	1,500.00		
Time Release	\$		\$	1,000.00		
	\$		\$	-		
Total Programmes	\$	163,302.00	\$	118,900.00		
Member Protection						
Grievances	\$		\$	41,000.00		
Legal Retainer	\$		\$	17,000.00		
Negotiations	\$		\$	6,000.00		
Secondary Consultation (Common Concerns)	\$		\$	500.00		
Staffing (Data Entry / Binder Meetings / Training Workshops)	\$		\$	15,500.00		
Total Member Protection	\$		\$	80,000.00		

COMMITTEES							
Constitution Committee	\$	1,600.00	\$	4,520.00			
Communications Political Action Committee	\$	3,300.00					
Finance Committee	\$	1,600.00					
Pride Committee	\$	3,500.00					
Occupational Health and Safety Committee	\$	450.00					
Human Rights Committee	\$	2,000.00					
PAC							
Status of Women Committee	\$	2,400.00					
D12 Eco Committee	\$	1,200.00					
Black & Indigenous & Workers Of Colour	\$	2,000.00					
STBU Special Projects	\$		\$	500.00			
STBU Ad Hoc	\$		\$	4,000.00			
Budget (TTBU) Committee	\$		\$	1,700.00			
Collective Bargaining Committee	\$		\$	2,200.00			
Retirement Workshops	\$		\$	5,200.00			
Professional Development Committee	\$		\$	1,300.00			
Total Committees	\$	18,050.00	\$	19,420.00			
Officers Salaries and Expenses							
Executive Officers Release (Note 1)	\$	190,000.00	\$	808,000.00			
Executive Liaison Expenses	\$	2,000.00					
Health and Safety Time Release	\$		\$	500.00			
Executive Expenses / Meetings with Members	\$		\$	15,000.00			
Executive Action	\$		\$	27,000.00			
Executive Mileage and Taxi	\$		\$	9,500.00			
Total Officers Salary Expenses	\$	192,000.00	\$	860,000.00			
Office Expenses							
Staff Salary	\$	57,810.00	\$	231,240.00			
Staff Benefits	\$	15,990.00	\$	63,960.00			
Temporary Help	\$	240.00	\$	960.00			
Bank Charges and Audit	\$	500.00	\$	500.00			
Building Operation costs	\$	25,900.00	\$	103,600.00			
General Office Expenses	\$	22,600.00	\$	90,400.00			
Computer Support / Licences	\$	4,000.00	\$	16,000.00			
Website/Fibre Connection	\$	1,600.00	\$	6,400.00			
Total Office Expenses	\$	128,640.00	\$	513,060.00			
Contingency	\$	13.96	\$	610.14			
2010 PD /Allocation from Surplus to Bargaining units	\$	87,691.00					
TOTAL EXPENSES	\$	735,696.96	\$	1,752,990.14			

TOTAL REVENUE	\$ 1,519,990.14				
TOTAL EXPENSES	\$ 735,696.96				
	\$ (233,000.00)				

Amount left to distribute by FTE	TTBU	OTBU	PSSP	District
	4,887.80	892.90	1,032.80	6,813.50
	0.71736993	0.13104865	0.15158142	
Fiscal 2025-2026 Distribution - After District Expenses	\$ 878,227.25	160,433.96	\$ 185,570.83	
Provincial Entitlement for PD Training	\$ 62,906.89	\$ 11,491.79	\$ 13,292.33	\$ 87,691.00
Allocation from Surplus to Bargaining Units	\$ -	\$ -	\$ -	
Total amount after District Expenses with PD amount	\$ 941,134.14	\$ 171,925.75	\$ 198,863.16	
Fiscal 2024 - 2025 after District Expenses with PD amt	\$ 933,009.80	\$ 191,166.66	\$ 196,203.58	
percentage of previous year's total	1.01	0.8994	1.0136	

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

Chief Negotiator's Report 2024-2025

As our Collective Agreement expires in August 2026, a call went out to Members in June 2024 and September 2024 seeking teachers who wished to join the Collective Bargaining Committee. The Collective Bargaining Committee was formed in September 2024, with the Grievance Appeals Subcommittee also forming in September. The Collective Bargaining Committee and Grievance Appeals Subcommittee will remain intact until the successful ratification of our next Collective Agreement is concluded.

To date, no grievance appeals have been received by the Bargaining Unit.

With substantial changes to the TDSB's management structure, this year has required significant focus on ensuring collective language and established practices remain in place and respectfully implemented. As part of ongoing preparation for local bargaining, Chief Negotiator Nicole Gauthier has directed her focus on noting concerns and grievance decisions motivated by a changing landscape at the TDSB and has maintained close communication with other District 12 Bargaining Units in addition to receiving informal feedback from Members regarding their bargaining priorities. Nicole has also participated in ongoing consultation with other District 12 Bargaining Units regarding district priorities and various OSSTF TBU presidents and chief negotiators regarding regional goals.

Members can expect their formal input regarding local bargaining priorities to be sought during the 2025-2026 school year in preparation for the presentation of a Conceptual Brief to Council in April 2026. Information from Provincial OSSTF regarding the 2026 round of bargaining, and its impact on local bargaining, will be shared with Members as it is made available.

We wish Members a restful and rejuvenating summer. We look forward to providing an update about local bargaining in the fall, with our commitment to maintaining and pursuing the strongest possible collective agreement for all members.

Respectfully submitted in solidarity,



Nicole Gauthier

Executive Officer and Chief Negotiator
OSSTF Toronto Teachers' Bargaining Unit

OSSTF TTBU Constitution and Steering Committee AGM Report 2024-2025

The TTBU Constitution and Steering Committee dedicated many hours this year to what proved to be a very busy year. The Committee continued their work on reviewing and monitoring the Bargaining unit constitution and ensured all TTBU Council meetings ran smoothly acting as the Steering Committee.

The Committee continued to expand this year, and welcomed and trained two additional new members to assist with the workload. In addition, three members of the Committee successfully chaired a Council meeting this year for the first time, and we look forward to their continued commitment to chairing future Council meetings.

The Committee continues to explore and implement ways for members to better understand how to write a motion, how to engage with the rules of debate and generally how our meetings are run. Simultaneously, a comprehensive review of the constitution is being undertaken to identify necessary updates and amendments.

Respectfully submitted,

Rony Masri
Executive Liaison to Constitution and Steering

OSSTF TTBU Professional Development Committee

AGM Report 2024-25

The OSSTF TTBU Professional Development (PD) Committee continues to strive to provide opportunities for members to organize and provide workshops for our members throughout the year. For the past many years, we have offered professional development workshops on the board-wide PD day in February, this year on Friday February 14, 2025, and look at other opportunities throughout the year for our members to engage with the union in a variety of ways.

In July 2023, the Ontario Ministry of Education released Program/Policy Memo (PPM) 151, entitled “Professional Activity Days Devoted to Provincial Education Priorities”. This provided more direction, and restrictions, about what Boards could offer, how far in advance it had to be published, and where this information was to be made available. It also directed that three PD days had to deal with topics contained within this Memo, including literacy, numeracy, and violence prevention, to name a few.

OSSTF TTBU President Michelle Teixeira and Executive Officer Mark Kissel met with multiple representatives from People & Culture throughout the school year to review the Memo, and set parameters about how the Professional Activity day in February would be run, and how OSSTF Toronto may contribute to it. Time and again clarification between different Bargaining Units, as well as what was contained in Collective Agreement language with other Education Unions, was consistently brought up. This misunderstanding, combined with a clear message from the Board that outside presenters would have to be vetted in advance, despite many of them having presented in the past, delayed information being shared and received. Further, it continues to be the position of the Bargaining Unit that out of the seven PD days in our school calendar, that three had to meet with provincial priorities as outlined in PPM 151, not all seven.

Despite the delay from the Board, we went ahead and permitted John Polanyi CI in anticipation of working with the Board during the February 2025 PD day. Unfortunately when we received information back from the Board regarding our plans for presenters, all external presenters were denied by the Board. This included multiple presenters from OSSTF Provincial Educational Services department (OSSTF Members from other Boards), as well as Educators Financial Group, amongst others.

Given that we were left with a small amount of TDSB-affiliated presenters with one workshop available, the hard decision was made to cancel the offerings for the February 2025 PD day. The Bargaining Unit communicated this disappointing decision to our membership. It is clear that on a go-forward basis, we will not be able to work with the Board on this day, and instead have to turn to internal opportunities to members outside of instructional time.

The PD Committee has paired with the District ECO Committee for a presentation at the end of May 2025, and will be looking to partner with other Bargaining Unit/District Committees in the future.

Next year, we hope to build upon and deliver professional development opportunities approximately once-per-month at various sites around the city, including workshops and book clubs. Stay tuned in the fall for a schedule of upcoming events. If you or another Member are thinking of getting involved with the Union, the PD Committee is a great way to start! Many thanks for the hard work and dedication of the Committee members!

Yours in Federation,



Mark Kissel, Executive Liaison

OSSTF TTBU Ad-hoc Social Committee

AGM Report 2024-25

The Ad-hoc Social Committee was reconvened once again by the Bargaining Unit Executive for the 2024-2025 school year. The goal was to provide discounted social opportunities and events that were family friendly for Members throughout the year.

This is a cost-recovery initiative, where the Bargaining Unit does not make any money, and solicits input for opportunities within Toronto for members.

We generally look at opportunities with a long runway to reserve tickets, to ensure plenty of planning time, but also to adhere to vendor's timelines. This year we have also planned outings where tickets have been reserved on consignment, and we are able to give back any extras.

Events that we participated in this year included:

- Toronto Argos
- Toronto Raptors
- Toronto Marlies
- Toronto Sceptres
- Toronto Blue Jays
- Cirque du Soleil
- Toronto FC

Future events are always welcome, and we will be looking forward to the 2025-26 year to include many of the events we hosted this year. We will be looking at procuring tickets to Medieval Times, a production with Mirvish theatre, paint night, bowling, arcade, rage rooms, and axe throwing.

One change that we were able to initiate this year is a two-step process fully online for reservations and transactions to pay: All reservations are now completed through our website, and we have a separate bank account used strictly for payment through e-transfers, eliminating the need for paper forms, and for cheques to be mailed/sent in to the office. This was especially helpful during the recent Canada Post strike in late 2024.

If you have any suggestions, please reach out at your earliest convenience. Thank you for your participation and support!

Yours in Federation,



Mark Kissel, Executive Liaison

OSSTF
TORONTO TEACHERS' BARGAINING UNIT
On Time Motions to the Annual General Meeting
May 15, 2025

BYL 101-25

Executive Committee

$\frac{1}{2}$

BIRT Bylaw 1.1.2.8 of the TTBU Constitution be amended by the deletion of “**Gay Straight Alliance**” and insertion of “**Pride**”.

Bylaws, page 6

Bylaw 1 Bargaining Unit Branch

1.1 Branch Executive

1.1.1 Each Branch Executive shall consist of at least

1.1.2.8 a representative for the District 12 Gay Straight Alliance Committee

CON 101-25

Vincent Bisasor – Emery CI/ Jason Boston – SATEC @ WA Porter

$\frac{2}{3}$

BIRT Article 3.2.1 be amended by the insertion of “**Dismantling Anti-Black Racism and Intersectional Oppression Officers appointed by the TTBU**” after “**Health and Safety Inspectors**”.

Constitution, page 4

Article 3 – Bargaining Unit Organization

3.2 Council

3.2 The voting members of Council shall be the Executive, the Bargaining Unit, Health and Safety Inspectors, all Branch Presidents and other elected Branch representatives as specified in the Bylaws.

BYL 102-25

Vincent Bisasor – Emery CI/ Jason Boston – SATEC @ WA Porter

$\frac{1}{2}$

BIRT the Constitution and Bylaws be amended by the addition of:

“Bylaw 11- Dismantling Anti-Black Racism and Intersectional Oppression Officers

11.1 The Dismantling Anti-Black Racism and Intersectional Oppression Officers appointed by the TTBU shall be members of the AMPA Delegation and shall have representative status.”

BYL 103-25

Sharon Gunn, Marc Garneau C.I. / Michelle Woodley, Marc Garneau C.I.

½

BIRT Bylaw 2.1.3 be amended by deletion of “**40%**” and insertion of “**30%**”.

Bylaws, page 8

Bylaw 2 Bargaining Unit Council

2.1 Meetings

2.1.3 The quorum of the meetings shall be 40% of the members of Council.

BYL 104-25

Sharon Gunn, Marc Garneau C.I. / Michelle Woodley, Marc Garneau C.I.

½

BIRT Bylaw 5.4.1 be amended by substitution to read:

“There shall be a quorum of 3% of the Bargaining Unit’s annual Staffing Allocation provided by the Board.”

Bylaws, page 17

Bylaw 5 - General Meeting

5.4 Quorum

5.4.1 There shall be a quorum of 200 Members.

BYL 105-25

Executive Committee

½

BIRT *Bylaw 9.1 be amended by deletion of “0.1%” and insertion of “0.14%” .*

Bylaws, page 18

Bylaw 9 – Levy

9.1 The levy for TTBV Members shall be 0.1% of each payment

BYL 106-25

Grievance Appeals Committee

½

BIRT Bylaw 3.1.1.4.1 be amended by the deletion of “**20**” and insertion of “**5**”.

Bylaws, page 10

Bylaw 3 – Standing Committees

3.1 There shall be the following Standing Committees:

3.1.4 Grievance Appeals Process

3.1.1.4.1 Member(s) wishing to appeal a decision of the Executive not to carry forward a grievance shall do so in writing to the Executive Liaison to the Collective Bargaining Committee within 20 Days of being informed of the decision.

BYL 107-25

Grievance Appeals Committee

$\frac{1}{2}$

BIRT Bylaw 3.1.1.4.4 be amended by the deletion of “**20**” and insertion of “**5**”.

Bylaws, page 10

3.1.1.4 *Grievance Appeals Process*

3.1.1.4.4 *The Grievance Appeal Committee shall convene a hearing within 20 Days of the appeal being submitted.*

BYL 108-25

Grievance Appeals Committee

$\frac{1}{2}$

BIRT Bylaw 3.1.1.4.6 by deletion of “**10**” and insertion of “**2**”.

Bylaws, page 10

3.1.1.4 *Grievance Appeals Process*

3.1.1.4.6 *A written decision to either uphold or deny the appeal will be provided by the appeal Committee to the Member(s) and the Executive within 10 Days of the hearing.*

CON 102-25

Executive Committee

$\frac{2}{3}$

BIRT Article 1.3 be amended by deletion of “**or all centrally assigned teachers for each of the Education Offices, all centrally assigned teachers working under the same administration**” and insertion of “**as designated by the Bargaining Unit Executive**”.

Articles, page 3

Article 1 *Definitions*

1.3 *“Branch” shall mean all of the teachers assigned to a particular school/worksites, or all centrally assigned teachers for each of the Education Offices, all centrally assigned teachers working under the same administrator.*

BYL 109-25

Executive Committee

½

BIRT Bylaw 3.1.4.2 be amended by the addition of subsections that reads:

“3.1.4.2.x Members must remain on the meeting’s Steering Committee from the Approval of the Agenda until Adjournment;

3.1.4.2.x.1 except when temporarily stepping down when running in an election for the duration of the election.

3.1.4.2.x.2 the role of Members of the meeting’s Steering Committee is non-voting and neutral who will not participate in debate.

3.1.4.2.x.3 Notwithstanding 3.1.4.2.x.2 Members of the meeting’s Steering Committee may vote during secret ballots and only if they are voting Members of the meeting.”

Bylaws, page 11

Bylaw 3 Standing Committees

3.1.4 Constitution and Steering Committee

3.1.4.2 Duties

BYL 110-25

Constitution and Steering Committee

½

BIRT Bylaw 2.3.2.2. be amended by deletion of **“the day prior to”** and insertion of **“12:00pm on the Day of”**.

Bylaws, page 9

Bylaw 2 Bargaining Unit Council

2.3 Representation at Council

2.3.2.2 Where an elected TTBU Council Representative is unable to attend a Council meeting, the Branch President will submit the name of an alternate from the same Branch to the TTBU Constitution and Steering Committee no later than the day prior to the Council Meeting.

BYL 111-25

Constitution and Steering Committee

½

BIRT Bylaw 2.3 be amended by the addition of a subsection that reads:

“Upon request, at the Council Registration Desk, Members must show photo ID.”

Bylaws, page 9

Bylaw 2 Bargaining Unit Council

2.3 Representation at Council.

BYL 112-25

Constitution and Steering Committee

½

BIRT Bylaw 5 be amended by the addition of subsections that reads:

“5.x Registration

5.x.x Upon request, at the General Meeting Registration Desk, Members must show photo ID.”

Bylaws, page 17

Bylaw 5 General Meeting

BYL 113-25

Constitution and Steering Committee

½

BIRT Bylaw 1.1.4 be amended by the addition of a subsection that read:

1.1.4.x “Submit a completed annual *Branch Executive Form* to the TBU office prior to the September Council *meeting* and update it as necessary.”

Bylaws, page 6

Bylaw 1 Bargaining Unit Branch

1.1 Branch Executive

1.1.4 Duties

1.1.4.1 The duties of the President shall be to:

BYL 114-25

Constitution and Steering Committee

½

BIRT Bylaw 4.1.1.5 be amended by the insertion of “**posted on the OSSTF Toronto website**” before “**to Members**”.

Bylaws, page 13

Bylaw 4 Executive

4.1 Duties

4.1.1.5 provide basic agenda materials wherever and whenever possible (including, but not limited to, an agenda, minutes from previous meeting(s), on-time motions, committee reports, etc.) to Members in their Branch

BYL 115-25

Executive Committee

½

BIRT Bylaw 3.1.1.1.1 be amended by the deletion of “**one representative from a Junior High School,**”

Bylaws, page 9

Bylaw 3 Standing Committees

3.1.1 Collective Bargaining Committee

3.1.1.1 Membership

3.1.1.1.1 The Membership of the Collective Bargaining Committee shall be limited to a maximum of 15 Members, including at least one representative from an Adult Education Centre, one representative from a Junior High School, the Chief Negotiator and the liaison from the Executive.

BYL 116-25

Executive Committee

½

BIRT Bylaw 3.1.1.2.1.8 be deleted.

Bylaws, page 10

Bylaw 3 Standing Committees

3.1.1 Collective Bargaining Committee

3.1.1.2 Duties

3.1.1.2.1.8 Organize Pension/Retirement workshops for Membership.

BYL 117-25

Budget Committee

½

BIRT Bylaw 2 be amended by the addition of a new subsection that reads:

“2.x Submission of Resolutions to Council

2.x.1 Motions with an associated cost must be accompanied by a reasonable cost estimate.”

Bylaws, pages 8-9

Bylaw 2 Bargaining Unit Council

BYL 118-25

Budget Committee

½

BIRT Bylaw 5 be amended by the addition of a new subsection that reads:

“5.x Submission of Resolutions to General Meeting

5.x.1 Motions with an associated cost must be accompanied by a reasonable cost estimate.”

BYL 119-25

Executive Committee

½

BIRT Bylaw 2 be amended by the addition of a new subsection to read:

“2.x Elections at Council

2.x.1 For any Member to be eligible for election, their nomination must be received by the identified deadline.”

Bylaws, page 8
Bylaw 2 Bargaining Unit Council

BYL 120-25

Executive Committee

½

BIRT Bylaw 4.3.10 be amended by the deletion of **“fax numbers”** and the insertion of **“address labels”**.

Bylaws, page 15
Bylaw 4 - Executive
4.3 *Filling Mid-Term Executive Vacancies*
4.3.10 *Candidates will be given a list of fax numbers for each Branch and may distribute one 8.5”x 11” piece of literature to each Branch with a request of the Branch President that he/she distribute the literature to Council Membership at the Branch. The Branch President will post the literature on the OSSTF bulletin board in their Branch.*

BYL 121-25

Executive Committee

½

BIRT Bylaw 1.1.2.6 be amended by the insertion of **"Communications"** before **“Political Action”**.

Bylaws, page 6
Bylaw 1 *Bargaining Unit Branch*
1.1 *Branch Executive*
1.1.2.6 *a representative for the District 12 Political Action Committee;*

BYL 122-25

Executive Committee

½

BIRT Bylaw 4.2.3.6.1 be amended by deletion of **"plus"** and insertion of **"including"**.

Bylaws, page 14

Bylaw 4 Executive

4.2.3 Voting

4.2.3.6.1 voters may vote for up to the total of two (2) plus the number of drop-downs for Vice President;

BYL 123-25

Executive Committee

½

BIRT Bylaw 4.2.3.7.1 be amended by deletion of **"plus"** and insertion of **"including"**.

Bylaws, page 14

Bylaw 4 Executive

4.2.3 Voting

4.2.3.7.1 voters may vote for one (1) plus the number of drop-downs for Treasurer;

BYL 124-25

Executive Committee

½

BIRT Bylaw 4.2.3.8.1 be amended by deletion of **"plus"** and insertion of **"including"**.

Bylaws, page 14

Bylaw 4 Executive

4.2.3 Voting

4.2.3.8.1 voters may vote for up to the total of six (6) plus the number of drop-downs for Executive Officer;

BYL 125-25

Vincent Bisasor – Emery CI/Jason Boston – SATEC @ WA Porter

½

BIRT Bylaw 2.3.2 be amended by the deletion of **"provided by the board"** and addition of "on the first day of the school year".

<p>The Constitution and Steering Committee will recommend this motion be ruled out of order because it is inactionable.</p>

Bylaws, page 9

Bylaw 2 BARGAINING UNIT COUNCIL

2.3 Representation at Council

2.3.2 Additional Representatives shall be allocated on the basis of one(1) for every thirty (30) full time equivalent members or major part thereof, after the first twenty (20) based on the annual Staffing Allocation provided by the Board.

CON 103-25

Constitution and Steering Committee

²/₃

BIRT Article 8.1 be amended by the addition of “**or the laws of Ontario or Canada.**”

Constitution, Page 5

Article 8 – CONCURRENCE

8.1 *No part of the Constitution and Bylaws of the District 12 TTBU shall contradict any part of the District 12 or Provincial OSSTF Constitution and Bylaws*

BYL 126-25

Constitution and Steering Committee

¹/₂

BIRT Bylaw 2.2.1.6 be amended by deletion of “**delegates**” and the addition of “**representatives**”.

Bylaws, page 8

Bylaw 2 BARGAINING UNIT COUNCIL

2.2 *Duties:*

2.2.1 *It shall be the duty of the Council to:*

2.2.1.6 *hold one election for delegates and alternates to the Annual Meeting of the Provincial Assembly at the December meeting;*

BYL 127-25

Constitution and Steering Committee

¹/₂

BIRT Bylaw 7.1 be amended by the deletion of “**delegate**” and addition of “**representative**”.

Bylaws, Page 18

Bylaw 7 PROVINCIAL COUNCILLORS

7.1 *Provincial Councillors shall be the leaders of the AMPA Delegation and shall have delegate status.*

**OSSTF
TORONTO TEACHERS' BARGAINING UNIT
Late PROC Motions to the Annual General Meeting
May 15, 2024**

As wording of motions can change up until the AGM, the preliminary rulings of the TTBU Constitution & Steering Committee have been provided, where possible.

PROC 108-25

Maryline Lanteigne, Jarvis C.I. / Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S

1/2

BIRT CON 104-25, CON 105-25, BYL 128-25, BYL 129-25, BYL 130-25, BYL 131-25, BYL 132-25, BYL 133-25, BYL 134-25, BYL 135-25 and BYL 136-25 be considered en bloc.

PROC 109-25

Maryline Lanteigne, Jarvis C.I. / Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S

9/10

BIRT the motions contained in PROC 108-25 be approved.

**OSSTF
TORONTO TEACHERS' BARGAINING UNIT
Late Motions to the Annual General Meeting
May 15, 2025**

CON 104-25

Maryline Lanteigne, Jarvis C.I. / Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S

9/10

BIRT Article 3.1.1.1.2.1 be amended by the deletion of “**six**” and insertion of “**five**”.

Constitution, page 4

Article 3 - Bargaining Unit Organization

3.1 Executive

If CON 104-25 is defeated, then Steering will rule that CON 105-25, BYL 128-25, BYL 129-25, BYL 130-25, BYL 131-25, BYL 132-25, BYL 133-25, BYL 134-25, BYL 135-25, and BYL 136-25 be ruled out of order as inactionable.

CON 105-25

Maryline Lanteigne, Jarvis Collegiate Institute; Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S
9/10

BIRT Article 3.1.1.1 be amended by addition of a new subsection to read

“3.1.1.1.X One Executive Officer - Equity, Anti-Racism and Anti-Oppression Officer.”

Constitution, page 4

Article 3 - Bargaining Unit Organization

3.1 Executive

If CON 105-25 is defeated, then Steering will rule that CON 104-25, BYL 128-25, BYL 129-25, BYL 130-25, BYL 131-25, BYL 132-25, BYL 133-25, BYL 134-25, BYL 135-25, and BYL 136-25 be ruled out of order as inactionable.

BYL 128-25

Maryline Lanteigne, Jarvis C.I. / Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S

3/4

BIRT Bylaw 4.2.3.8 be amended by substitution to read as follows:

“4.2.3.8 For the Office of Executive Officer:

4.2.3.8.1 voters may vote for up to the total of five (5) plus the number of drop-downs for Executive Officer;

4.2.3.8.2 five to be elected.”

Bylaws, page 14

Bylaw 4 - Executive

4.2.3 Voting

4.2.3.8 For the Office of Executive Officer:

4.2.3.8.1 voters may vote for up to the total of six (6) plus the number of drop-downs for Executive Officer;

4.2.3.8.2 six to be elected.

If BYL 128-25 is defeated, then Steering will rule that CON 104-25, CON 105-25, BYL 129-25, BYL 130-25, BYL 131-25, BYL 132-25, BYL 133-25, BYL 134-25, BYL 135-25, and BYL 136-25 be ruled out of order as inactionable.

BYL 129-25

Maryline Lanteigne, Jarvis C.I. / Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S

3/4

BIRT Bylaw 4.2.3 be amended by the addition of a subsection that reads:

"4.2.3.X For the Office of Executive Officer - Equity, Anti-Racism and Anti-Oppression Officer

4.2.3.X.X voters may vote for up to one, including the number of drop-downs for Executive Officer - Equity, Anti-Racism and Anti-Oppression Officer;

4.2.3.X.X one to be elected."

Bylaws, page 14

Bylaw 4 – Executive

4.2.3 Voting

If BYL 129-25 is defeated, then Steering will rule that CON 104-25, CON 105-25, BYL 128-25, BYL 130-25, BYL 131-25, BYL 132-25, BYL 133-25, BYL 134-25, BYL 135-25, and BYL 136-25 be ruled out of order as inactionable.

BYL 130-25

Maryline Lanteigne, Jarvis C.I. / Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S

3/4

BIRT Bylaw 4 be amended by the addition of a subsection that reads:

"4.X Duties of the Equity Anti-Racism and Anti-Oppression Officer:**4.X.X It shall be the duty of the Anti-Racism and Anti-Oppression Officer to:**

4.X.X.1 act as a resource person in the TTBU which may include reviewing TTBU and employer policies, bylaws, events, communications, and processes from an equity perspective to advance equity at the local level.

4.X.X.2 assist in the creation and maintenance of accessible and inclusive local TTBU practices and processes to remove barriers to participation.

4.X.X.3 work closely with the Executive in assisting Members, including in navigating and accessing spaces.

4.X.X.4 assist in the development or review of TTBU and employer-facing equity, anti-racist, and anti-oppressive policies and frameworks.

4.X.X.5 assist in the establishment of a local equity, anti-racism, and anti-oppression committee.

4.X.X.6 assist in the preparation of TTBU materials relating to equity, anti-racism and anti-oppression.

4.X.X.7 assist the Executive regarding equity issues, including employer-facing advocacy.

4.X.X.8 attend and report to meetings of the Executive.

4.X.X.9 build awareness on equity, anti-racism, and anti-oppressive issues, including in the workplace.

4.X.X.10 co-ordinate and participate in training on equity and related matters.

4.X.X.11 carry out duties as assigned by the President.

4.X.X.12 examine equity-based barriers to participation and leadership at the local level.

4.X.X.13 increase member engagement of First Nations, Métis, Inuit, Black, racialized, and/or other equity-seeking members.

4.X.X.14 liaise with community groups and other organizations where applicable)

4.X.X.15 liaise with other Bargaining Units' Equity, Anti-Racism, and Anti-Oppression Officers to collaborate and share resources.

4.X.X.16 promote communication about Federation events and volunteer opportunities to First Nations, Métis, Inuit, and equity-seeking members.

4.X.X.17 support and amplify members of First Nations, Métis, Inuit, and equity-seeking groups within the Bargaining Unit.

4.X.X.18 coordinate with the Bargaining Unit's Constitution Committee chairperson to develop motions for amending the constitution or bylaws when amendments are necessary."

Bylaws, page 14

Bylaw 4 - Executive

If BYL 130-25 is defeated, then Steering will rule that CON 104-25, CON 105-25, BYL 128-25, BYL 129-25, BYL 131-25, BYL 132-25, BYL 133-25, BYL 134-25, BYL 135-25, and BYL 136-25 be ruled out of order as inactionable.

BYL 131-25

Maryline Lanteigne, Jarvis C.I. / Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S

3/4

BIRT Bylaw 4.2.3.4 be amended by the insertion of "**Executive Officer - Equity, Anti-Racism and Anti-Oppression Officer**" after Treasurer.

Bylaws, page 14

Bylaw 4 - Executive

4.2.3 Voting

4.2.3.4 Votes will be counted in the order of: President, Vice President, Treasurer and Executive Officer

If BYL 131-25 is defeated, then Steering will rule that CON 104-25, CON 105-25, BYL 128-25, BYL 129-25, BYL 130-25, BYL 132-25, BYL 133-25, BYL 134-25, BYL 135-25, and BYL 136-25 be ruled out of order as inactionable.

BYL 132-25

Maryline Lanteigne, Jarvis C.I. / Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S

3/4

BIRT Bylaw 4.2.4 be amended to read as follows:

"4.2.4.4. Executive officer: the five candidates with five (5) highest vote counts."

Bylaws, page 15

Bylaw 4 - Executive

4.2.4. Declaration of elected officers

4.2.4.4 Executive Officer: the six candidates with the six (6) highest vote counts.

If BYL 132-25 is defeated, then Steering will rule that CON 104-25, CON 105-25, BYL 128-25, BYL 129-25, BYL 130-25, BYL 131-25, BYL 133-25, BYL 134-25, BYL 135-25, and BYL 136-25 be ruled out of order as inactionable.

BYL 133-25

Maryline Lanteigne, Jarvis Collegiate Institute; Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S

3/4

BIRT Bylaw 4.2.4 be amended by the addition of the following:

"4.2.4.4.X Executive Officer - Equity, Anti-Racism and Anti-Oppression Officer: the one candidate with the highest vote count."

Bylaws, page 15

Bylaw 4 - Executive

4.2.4. Declaration of elected officers

If BYL 133-25 is defeated, then Steering will rule that CON 104-25, CON 105-25, BYL 128-25, BYL 129-25, BYL 130-25, BYL 131-25, BYL 132-25, BYL 134-25, BYL 135-25, and BYL 136-25 be ruled out of order as inactionable.

BYL 134-25

Maryline Lanteigne, Jarvis Collegiate Institute; Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S
3/4

BIRT Bylaw 4.3.7 be amended with the addition of:

"4.3.7.X Council shall fill a vacancy in the position of Executive Officer - Equity, Anti-Racism and Anti-Oppression Officer with all Members eligible to be candidates."

Bylaws, page 15

Bylaw 4 - Executive

4.3 Filling Mid-Term Executive Vacancies

If BYL 134-25 is defeated, then Steering will rule that CON 104-25, CON 105-25, BYL 128-25, BYL 129-25, BYL 130-25, BYL 131-25, BYL 132-25, BYL 133-25, BYL 135-25, and BYL 136-25 be ruled out of order as inactionable.

BYL 135-25

Maryline Lanteigne, Jarvis Collegiate Institute; Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S
3/4

BIRT Bylaw 4.4.4 be amended by the insertion of **"Executive Officer - Equity, Anti-Racism and Anti-Oppression Officer"** after Vice Presidents.

Bylaws, page 15

Bylaw 4 - Executive

4.4 Filling Temporary Executive Absences for illness or statutory leave

4.4.4 In the event the Treasurer requires a statutory/sick leave, the vacancy shall be filled by one of the Vice Presidents or Executive Officers as recommended by the Executive and approved by Council.

If BYL 135-25 is defeated, then Steering will rule that CON 104-25, CON 105-25, BYL 128-25, BYL 129-25, BYL 130-25, BYL 131-25, BYL 132-25, BYL 133-25, BYL 134-25, and BYL 136-25 be ruled out of order as inactionable.

BYL 136-25

Maryline Lanteigne, Jarvis Collegiate Institute; Shay-Lea Anishinaabe Kwe O'Brien, T.D.S.S
3/4

BIRT Bylaw 4.4.6 be amended by the insertion of **"or the Executive Officer - Equity, Anti-Racism and Anti-Oppression Officer"** after Executive Officer.

Bylaws, page 15

Bylaw 4 - Executive

4.4 Filling Temporary Executive Absences for illness or statutory leave

4.4.6 In the event that the top Executive Officers received the same number of votes, or all Executive Officers were acclaimed, by the Executive Officer who has served the longest on the Executive.

If BYL 136-25 is defeated, then Steering will rule that CON 104-25, CON 105-25, BYL 128-25, BYL 129-25, BYL 130-25, BYL 131-25, BYL 132-25, BYL 133-25, BYL 134-25, and BYL 135-25 be ruled out of order as inactionable.



Call of TTBU by-elections to fill one Vice-President vacancy and one Executive Officer vacancy

OSSTF TTBU Vice-President Chris Chandler has been elected to the OSSTF/FEESO Provincial Executive and his term will end on June 30, 2025. The TTBU Executive congratulates him.

According to the TTBU Constitution, a mid-term vacancy in the position of Vice-President must be filled by an Executive Officer. This will necessarily create an Executive Officer vacancy in addition to that created by Chris's departure. All TTBU Members are eligible to run in a by-election for the position of Executive Officer.

As per the TTBU Constitution, these two by-elections will occur at the June Council Meeting currently scheduled for June 11, 2025, with voting by duly registered TTBU Councilors only.

Nomination forms have been posted on the TTBU website and emailed to all members.

Questions about these by-elections should be directed to the Chief Electoral Officer at ttbuexelections@osstftoronto.ca. Completed nomination form must be emailed to the Chief Electoral Officer or received at the TTBU office by 4:30 pm on Wednesday, May 28th, 2025.

NOTE

These are full-time release positions. The term of office for each will begin on July 1, 2025, and will end on June 30, 2026.

In addition to full-time release for the school year, members of the TTBU Executive are required to work in the TTBU office for the first two weeks of July and the last two weeks of August. In addition, over the year, some evening and weekend work is also required.

Potential candidates are encouraged to consult the TTBU and District Constitutions, and the TTBU Executive Manual (both available on our website) for further details about the duties and expectations attached to these positions.



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

ADVERTISEMENT

The OSSTF Toronto Teachers' Bargaining Unit is seeking nominations for the positions of:

**TTBU
Provincial
Councillors
for
2025/26**

The number of Provincial Councillors for the Bargaining Unit is determined in accordance with Provincial OSSTF Bylaw 11.2.3.1 "Each Bargaining Unit President shall be a member of Provincial Council", and Bylaw 11.2.3.3 "A Bargaining Unit shall be entitled to elect additional Provincial Councillors on the basis of one Councillor for each 1000". For the 2025-26 Federation Year OSSTF TTBU will be entitled to four Provincial Councillors in addition to the President.

According to the OSSTF Toronto Teachers' Bargaining Unit Constitution, Bylaws, and Policies, Council shall "elect the TTBU Provincial Councillors at the June meeting, for the Year;" (Bylaw 2.2.1.7).

Nomination forms must be emailed to the attention of Betty-Ann Samaroo:

(basamaroo@osstftoronto.ca) at the District Office and are due by 4:30 p.m. on Wednesday, May 28, 2025. Elections will take place at the TTBU Council meeting on Wednesday, June 11, 2025. The member being nominated for Provincial Councillor may not nominate or second their own nomination.

THESE ARE NOT TIME-RELEASE POSITIONS

NOMINATION FORM
OSSTF
TORONTO TEACHERS' BARGAINING UNIT
PROVINCIAL COUNCILLOR
2025/26

The member being nominated for Provincial Councillor may not nominate or second their own nomination.

NOMINATION DEADLINE: 4:30 PM ON WEDNESDAY, MAY 28, 2025

NAME: _____

WORK LOCATION: _____

TELEPHONE: WORK: _____ HOME/CELL: _____

EMAIL ADDRESS: _____

NOMINATED BY: _____
Name and location *Signature*

SECONDED BY: _____
Name and location *Signature*

I ACCEPT THIS NOMINATION: _____
Signature

**PLEASE RETURN THE COMPLETED NOMINATION FORM
TO THE DISTRICT OFFICE
BY 4:30 PM ON WEDNESDAY, MAY 28, 2025.**

**FORMS MUST BE EMAILED TO BETTY-ANN SAMAROO AT:
basamaroo@osstftoronto.ca**

OSSTF Toronto Branch Executive for 2025-2026

Worksite: _____ Worksite Phone Number: _____

1. Positions required by the TTBU Constitution (Bylaw 1.1.1.)

Position	Name	Non-TDSB Phone Number	Non-TDSB email
Branch President			

➔ Is this the first time you've ever been a Branch President? ☐ Yes ☐ No

Secretary/Treasurer			
Workload Representative			

2. Positions required by the TTBU Constitution (Bylaw 2.3)

Please note: The number of TTBU Council Representatives elected at each Branch is determined by the number of staff allocated to the Branch. Please see the *Council Representatives per Branch* Document, posted on the OSSTF Toronto website (<https://osstftoronto.ca/member-resources/56047/>) to determine how many Council Representatives your Branch has been allotted.

(Worksite) _____ has been allotted (number) _____ of Council Representatives

	Name	Non-TDSB Phone Number	Non-TDSB Email Address	Dietary Restrictions	Accessibility Needs
Elected Council Representatives					
Branch President / TTBU Council Rep #1					
TTBU Council Rep #2 (if allotted)					
TTBU Council Rep #3 (if allotted)					
TTBU Council Rep #4 (if allotted)					
Alternate Council Representatives The Branch President should email the name of the representative who cannot attend Council and the name of the alternate to steering@osstftoronto.ca no later than noon on the day of the Council meeting.					
Alternate #1					
Alternate #2					
Alternate #3					
Alternate #4					

3. Additional Representatives (Bylaw 1.1.2)

Position	Name	Non-TDSB Phone Number	Non-TDSB Email Address
Branch Vice President			
Black, Indigenous, and Workers of Colour Committee Representative			
Human Rights Committee Representative			
Occupational Health and Safety Representative			
PRIDE Committee Representative			
School Parent Council Committee Representative			
Professional Development and Excellence in Education Committee Representative			
Political Action Committee Representative			
Status of Women Committee Representative			

**Please submit this form prior to the September Council meeting
to reception@osstftoronto.ca.**

**Branch rebates will be sent to Branch Presidents upon completion of the
Branch Executive form.**

TTBU Council Representatives per Branch 2025-2026**

**as per TTBU Constitutional Bylaw 2.3.2

Branch	FTE	Council Representatives
Agincourt CI	81	3
Albert Campbell CI	75.5	3
Alpha II	2	1
Alternative Attendance		1
ASE 1	3	1
Avondale Alt SS	3	1
AY Jackson SS	72	3
Birchmount Park CI	53.5	2
Bloor CI	46	2
Burnhamthorpe Adult Ed		1
Burnhamthorpe CI	18	1
CALC Adult Ed		1
CALC SS	42	2
Caring and Safe Schools		1
Cedarbae CI	76	3
Central Etobicoke HS	19	1
Central Technical School	70.5	3
Central Toronto Academy	52.5	2
Centrally Assigned		2
City School	3	1
Contact Alternative	3.5	1
CW Jefferys CI	50.5	2
Danforth C&TI	90.5	3
David and Mary Thompson CI	75	3
Delphi SAS	4	1
Don Mills CI	43	2
Downsview SS	37	2
Dr. Norman Bethune CI	64	2
Drewry SS	15	1
Earl Haig SS	122	4
East York Alt SS	7.5	1
East York CI	62	2
Eastdale CI	12.5	1
Emery Adult Education		1
Emery CI	41	2
Emery Edvance	16.5	1
Etobicoke CI	77.5	3
Etobicoke School of the Arts	45	2
Etobicoke Secondary Alternative School	3	1
Forest Hill CI	44.5	2
Frank Oke SS	12	1
George S Henry Acad	30.5	1
Georges Vanier SS	58.5	2
Greenwood SS	39.5	2
Harbord CI	56	2
Heydon Park SS	11	1
Humberside CI	80	3
Inglennook CS	4	1
Jarvis CI	40	2
John Polanyi CI	30.5	1
Kipling CI	35	1
L'Amoreaux CI	26	1
Lakeshore CI	41.5	2
Lawrence Park CI	64	2
Leaside HS	58.5	2
LB Pearson CI	58.5	2
Malvern CI	64.5	2
Maplewood HS	24	1

Branch	FTE	Council Representatives
Marc Garneau CI	114.5	4
Martingrove CI	59	2
Monarch Park CI	57.5	2
Native Learning Centre Central	4.5	1
Native Learning Centre East	4.5	1
Newtonbrook SS	50	2
North Albion CI	42.5	2
North East Secondary Alternative School	3	1
North Toronto CI	71	3
North West Secondary Alternative School	3	1
Northern SS	113.5	4
Northview Hts SS	92.5	3
Oakwood CI	31.5	1
Oasis Alt SS	5	1
Parkdale CI	36.5	2
Parkview Alternative	3.5	1
RH King Academy	65.5	3
Richview CI	51.5	2
Riverdale CI	82.5	3
Rosedale Heights School of the Arts	48.5	2
Runnymede CI	28.5	1
SATEC at W. A. Porter CI	63.5	2
SCAS	27.5	1
SCAS Adult Ed		1
SEE	11	1
SEED Alt School	3	1
Silverthorn CI	50	2
Sir JA Macdonald CI	56	2
Sir Oliver Mowat CI	54.5	2
Sir Wilfrid Laurier CI	74.5	3
Sir William Osler HS	22.5	1
SOLE	3	1
South East Secondary Alternative School	4	1
Stephen Leacock CI	38.5	2
Subway Acad I	3	1
Subway Acad II	5	1
TDSB Secondary Virtual School	46.5	2
TDSS		2
TheStudentSchool	3	1
Thistletown CI	38	2
Ursula Franklin Academy	26	1
Victoria Park CI	63	2
Wandering Spirit School	7	1
West End Alt	3.5	1
West Hill CI	58.5	2
West Humber CI	63.5	2
Western Tech	83	3
Weston CI	70	3
Westview Centennial SS	56.5	2
Wexford Collegiate School for the Arts	54	2
William L. Mackenzie CI	75	3
Winston Churchill CI	45	2
Woburn CI	63.5	2
York Humber HS	21.5	1
York Memorial CI	46.5	2
York Mills CI	70.5	3
Yorkdale Adult Ed		1
Yorkdale SS	31.5	1



DISTRICT

ANNUAL GENERAL MEETING



**JUNE 11, 2025
6 PM (TENTATIVE)**

DETAILS

Latvian Canadian Centre,
4 Credit Union Road,
North York Free parking.

- No pre-registration necessary: voting badges first-come, first-served from each Bargaining Unit.
- Dinner, drinks, and a special dessert will follow the conclusion of the meeting.
- Constitution amendments due by 4:30pm on May 22/25 to Betty-Ann Samaroo basamaroo@osstftoronto.ca

Meeting Questions? Contact District
Executive Officer Mark Kissel
mkissel@osstftoronto.ca

Facility Questions? Contact District
Executive Officers Chris Chandler
cchandler@osstftoronto.ca or
Mike Platt mplatt@osstftoronto.ca



OSSTF TORONTO BIWOC DISTRICT COMMITTEE

CANADIAN MULTICULTURAL INVENTORS MUSEUM

Thursday, May 22nd, 2025, 4:30p.m. - 6:00p.m.
1482 Baturst Street 4th Floor

Please join us in celebrating Black, Indigenous, and Asian Canadian scientists and inventors!

The Canadian Multicultural Inventors Museum celebrates the inventions and contributions of Black, Indigenous, and Asian Canadians that have shaped our daily lives.

CMIM will be visiting OSSTF on May22nd 2025, from 4:30 p.m. to 6:00 p.m.

Please RSVP

DINNER WILL BE PROVIDED ::

email Executive Officer Esther Uhm at
euhm@osstftoronto.ca

**District 12 Toronto OSSTF BIWOC District
Committee**

FREE!

BLACKHURST CULTURAL CENTRE WALKING TOUR

Explore the rich Black history of Toronto's Bathurst and Bloor area at the Welcome to Blackhurst Street exhibition, an immersive experience that uses archival materials and original artwork to trace waves of Black migration—from the Underground Railroad in the 1860s to Caribbean immigration in the 1960s—while celebrating the entrepreneurs, community leaders, and pioneers who helped shape the neighbourhood.

INCLUSIONS

- 15 names will be drawn for the walking tour 9 TBU, 3 PSSP 3 OTBU
- \$20 fee will be waived-
FREE!

ITINERARY

- Thursday June 12th 4:30 p.m. meet at Blackhurst Cultural Centre
- Walking Tour one hour

Please contact Executive Officer Esther Uhm euham@osstftoronto.ca for details



OSSTF Toronto

Toronto Teachers' Bargaining Unit



**TORONTO FC
VS**



NEW YORK RED BULLS

WEDNESDAY JUNE 25, 2025

7:30 PM

**\$62/each
Section 204
(row 12 or better)**

**Last day to
purchase Friday
May 23, 2025**



More Information
Contact Executive Officer
Mark Kissel
mkissel@osstftoronto.ca



OSSTF Toronto

Toronto Teachers' Bargaining Unit



CFL FOOTBALL

SATURDAY

OCT | 4 | 2025

3:00 PM

BMO FIELD, EXHIBITION PLACE

SECTION

105

**TORONTO
ARGONAUTS**



Tickets: \$45/each

**HAMILTON
TIGER-CATS**



Questions? Connect with
Executive Officer Mark Kissel mkissel@osstftoronto.ca





Childcare / Dependant Care Submission

- ❖ Childcare or dependant care expenses to allow members to attend authorized OSSTF Toronto activities will be reimbursed at \$17.20 per hour, OR at the Living Wage established for the community in which the member resided (whichever is higher). Ad Hoc Social Committee Activities are excluded.
- ❖ 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 living wage are listed at www.livingwage.ca
- ❖ The maximum reimbursement for a day will be 10 hours, regardless of the number of dependants.



Reimbursement will only be provided for up to one hour prior to the activity, and up to one hour following the activity, except for extenuating circumstances and upon prior approval being obtained by the Executive Liaison.

- ❖ If overnight care is needed, up to \$50.00 will be provided for overnight care.
- ❖ Reimbursements will not normally be made to immediate family members, including parents and siblings.
- ❖ 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.

OSSTF Activity: _____

Activity Liaison: _____

Cheque Payable to: _____

Mailing Address: _____

Please initial:

Original Receipt Attached:

Copy of Original Receipt & Submission kept:

Total conforms with 

Sponsored by:



Teachers Life

YOUR INSURANCE COMPANY

**TTBU AGM Business Meeting
Travel Rebate Application
May 15, 2025**

I, _____
have attended the T.T.B.U. Annual General Business Meeting
concluding at 7 p.m. as attested by my signature wish to apply for
the \$25.00 Travel Cost Rebate.

Signature: _____

Last Name (print)

First Name (print)

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

Postal Code _____

\$ 25.00 Total Rebate

Thank you
David Pickering
Treasurer, OSSTF D12

STBU AC#5080