



Motion 1

Mover: Greg Deitcher Second: Jeremy Bass

Be it resolved that Article VIII - Meetings, Section 2 - Local Annual Meeting 8.2.1 be amended by the addition of: ***“An in-person” Local Annual Meeting of the members of ETFO-Toronto Occasional Teachers Local shall be held no later than May 31, of each year.***

Rationale: It will be more productive for members to meet in-person at the annual meeting to discuss constitutional amendments and to take part in the election process.

Motion 2

Mover: Greg Deitcher Second: Nathan Goveas

Be it resolved that Article IX, Section 3- Election Procedures 9.3.3 be amended to read:
Candidate profiles shall be posted on the Local's website within seven (7) days following the Winter General Meeting and at least six (6) weeks prior to the Local Annual Meeting.

Rationale- The mail-out candidate profile booklet is an unnecessary cost for the organization since all the information is already on the "Toronto Occasional Teacher" website under the link "Elections".

Motion 3

Mover: Greg Deitcher Second: Nathan Goveas

Be it resolved that Bylaw II Release Time, Section 4 Part-release 2.4.1 -
Any additional release time for part-time must be approved by the membership at the Local Annual Meeting. - be deleted.

Rationale- This is the third consecutive year that we will be debating a net loss for the organization. No additional release time should be granted until the organization is in a balanced budget position.

Motion 4

Mover: Greg Deitcher Second: Nathan Goveas

Be it resolved that Article VII-Meetings Section 1-General Meetings 8.1.1 be amended to read:

A quorum for General Meetings shall be 75% of the members present at the time the meeting is called to order. Quorum cannot be fewer than 50 members. Should quorum be lost, no further business can be conducted.

Rationale- The change is consistent with 8.2.3 of the Local's constitution. It states the requirements for having quorum at our Annual Meeting. It's important to have the same requirements for each general meeting so members in attendance may have wholesome, transparent conversations affecting the direction of the Local.

Motion 5

Mover: Greg Deitcher Second: Robert Baldassare

Be it resolved that Bylaw II Release Time, Section 3 Treasurer's Release 2.3.1 be amended to read:

The position of Treasurer shall be a minimum of a 0.3 release position.

Rationale: The position of Treasurer has been performed successfully over the last year on a 0.3 basis. Therefore it should continue accordingly on a .3 basis moving forward.

Motion 6

Mover: Greg Deitcher Second: John Pacocha

Be it resolved that Article VI - Local Organization, Section 1 - Local Executive, 6.1.1 be amended to read:

6.1.1 The local executive shall consist of 11 members and shall include:

a) President
b) First Vice-President
c) Second Vice-President
x) Treasurer
x) Secretary
x) Six (6) additional executive members; three (3) open positions and three (3) positions open to women only.
and the remaining sections relettered accordingly.
Mutatis Mutandis

Rationale - The local has incurred net losses over the last two years. We can't continue having expenses exceed revenue moving forward. There has been a declining membership over this time period so our ETFO rebates are lower too. Our reserves are still low due to the unbudgeted expenditures passed by the membership during the pandemic years. The organization has proven it can run successfully with two vice-presidents for a number of years. Is another VP position worth the cost versus having a balanced budget moving forward?

Motion 7

Mover: Gabrielle Blais-Jones Second: Laura Barrett

Be it resolved that Article VI Section 1 be amended to read:

6.1.3 The term of office of the Executive shall be two (2) years starting in 2026-2027. The term will commence on July 1 and end on June 30, two years later.

6.1.3.1 Notwithstanding Article 6.1.3, no member shall be eligible to hold any released position on the Local Executive after having served three (3) consecutive two-year terms at a position for which release has been provided.

Rationale:

Two-year terms would halve our election costs, and would allow the Executive to carry out longer-term visions for the Local. This would also allow the Released Executive to grow into their positions and implement a plan for their portfolios. Finally, it would allow for more time to be dedicated to Constitutional Amendments or other Local business on years that there is no election.

Motion 8

Mover: Gabrielle Blais-Jones

Seconded: Laura Barrett

Be it resolved that Article VII, Section 2.3 be amended by the deletion of:

(m) ensure that all Member meetings, including Opportunity to Respond Meetings and Follow Up meetings in which members are facing allegations, are documented with hard copy notes. These notes shall be stored in a central file in the Local's office so that they can be accessed by all Local officers when necessary.

Rationale: The Treasurer is not involved in OTR meetings or other meetings where members are facing allegations.

Motion 9

Mover: Gabrielle Blais-Jones

Seconded: Laura Barrett

Be it resolved that Article VIII, Section 1.3 be amended by the addition of:

8.1.8 At General Meetings, members may consider amendments to the Local Constitution in accordance with Article XII.

And that Article XII, Section 1 be: amended to read:

12.1.1 Proposed amendments to the Local Constitution must be submitted to the Local office in writing or by email no fewer than 30 days prior to the Local Annual General Meeting.

12.1.2 Notice of motion will be given to the membership, and all proposed constitutional amendments shall be posted on the Local's website at least 14 days prior to the Local Annual or General Meeting.

12.1.3 Amendments to the Constitution may be made at the Local Annual or General Meeting by the affirmative vote of at least 60% of the members present.

12.1.4 Any amendments proposed at the Fall or Winter General Meeting would take effect for the following school year.

And that Article VIII, Section 1 be amended to read:

8.1.1 Quorum shall be 75% of the members present at the time the meeting is called to order. Quorum cannot be fewer than 50 members. Should quorum be lost, no further business can be conducted.

Rationale: We have not had the opportunity to address some constitutional amendments at Annual Meetings due to elections and budget approval. The amendments would not impact the budget or management of the Local as they would not take effect until the following school year. Due to the addition of constitutional amendments, it is important that there is a higher quorum than currently exists for General Meetings.

Motion 10

Mover: Gabrielle Blais-Jones Second: Laura Barrett

Be it resolved that Article IX Section 2 be amended to read:

9.2.2 The nomination form shall be e-mailed in January in the January newsletter and shall be posted on the Local website in January, and this shall be at least 21 days prior to the nomination deadline.

Rationale: This would reduce the cost associated with paper mail. Currently less than 10% of the membership has requested a hard copy be mailed to them.

Motion 11

Mover: Gabrielle Blais-Jones Second: Laura Barrett

Be it resolved that Article IX Section 3 be amended to read:

Section 3 – Election Procedures

9.3.1 All elections of the Executive shall be conducted prior to the Local Annual Meeting, and results will be announced at the Local Annual Meeting.

9.3.2 Candidates for the Executive shall be introduced to the membership at the Winter General Meeting and the Election Town Halls and shall be provided with the opportunity to address the members at both meetings.

9.3.3 Candidate profiles shall be e-mailed to the membership in the March newsletter and placed on the Local website within seven (7) days following the Winter General Meeting and at least six (6) weeks prior to the Local Annual Meeting.

9.3.4.1 Members may run for up to two (2) positions on the Executive. Notwithstanding the foregoing, a member may run for only one (1) Executive Member position.

Rationale: 9.3.1's amendment allows for higher voter turnout, and the Annual Meeting would still have the ability to recognize next year's executive.

9.3.2's amendment would still allow candidates to have two opportunities to address the membership. There would also be the possibility of moving towards a model of having recordings of speeches available for members to access outside of particular meetings.

9.3.3's amendment is to reduce the cost of paper mail, with over \$4000 being spent on paper mailing the elections package, for less than 10% of the membership

9.3.4 is grammatical.

Motion 12

Mover: Gabrielle Blais-Jones

Secunder: Laura Barrett

Be it resolved that the following sections be amended for housekeeping purposes:

Be it resolved that **Article VII, Section 3 - Duties of the Vice Presidents** be deleted.

7.2.2 The duties of the two (2) vice-presidents shall be determined by the executive...

(h) The Vice-Presidents shall ensure...

7.2.3 The Treasurer shall:...

Article VII, Section 3 - Duties of the Executive Members: heading shifted above Secretary

7.3.1 The Secretary shall:

7.3.2 The Executive Members shall:...

7.3.3 Any Executive Member...

Article 9, Section 3 - Elections Procedure

9.3.4.1 - Renumber to 9.3.5, renumber others accordingly

BYLAW I FEES: Renumber 1.1.1, 1.2.1 and 1.3.1 as 1.1.1, 1.1.2 and 1.1.3

Mutatis mutandis

Rationale: The "Duties of the Vice-Presidents" heading is unnecessary as the President, Vice-Presidents and Treasurer are all officers of the local, so fall under section 2. The Secretary is a member of the Executive and is not an officer, so their duties should not fall under officers. There are more than two (2) Vice-Presidents, so the number should be removed. The other amendments are related to renumbering for consistency, or grammatical clarity within the document.

Motion 13

Mover: Theo Navnaraine

Secunder: Susan Freeman

Be it resolved that Article VI - Local Organization, Section 1 - Local Executive 6.1.3 be amended by striking out **"one (1) year"** and inserting **"two (2) years"** and that Article 6.1.3.1 be struck.

Rationale: Our local is one of the last few remaining ETFO locals that still has one year terms. Most of the 76 ETFO locals have two year or more terms. The members of the ETFO Provincial Executive have two-year terms. There are many reasons for this but one of the most important reasons is financial. Elections are expensive. As we work to build up our depleted reserves, switching to a two-year term in office will be a cost savings measure and ensure that experience is acknowledged and utilized.

Motion 14

Mover: Theo Navnaraine

Secunder: Susan Freeman

Be it resolved that Article VI - Local Organization, Section 1.3.1 - Local Executive ***Notwithstanding Article 6.1.3, no member shall be eligible to hold any released position on the Local Executive after having served a total of five (5) one-year terms at a position for which full time release has been provided/lifetime. This is inclusive of history, going back from the year 2021/2022.***
be deleted.

Rationale: Our local is one of the only ones that has term limits. As it takes time to train in the positions, experience should be valued. To prohibit a member from running for a position is not in good faith of the democratic process.

Motion 15

Mover: Greg Deitcher Second: John Pacochas

Be it resolved that Bylaw II Release Time, Section 2 Vice-presidents' Release 2.2.1 be amended to read:

2.2.1 The positions of First Vice-President and Vice-President Open shall be full-time released positions.

And be it further resolved that the section be amended by the addition of a new section to read:

2.2.x The position of Vice-President Women Only shall be a 0.5 released position.

Rationale: For many years the locale has had 1.75 of its 3 full-time release positions covered by ETFO provincial. Due to a declining membership it is now 1.25 of the present 4 full-time release positions. VP release time makes up over 50 percent of the local's budget. It's important to balance the budget going into next year, rather than seeing our reserves being depleted. Members should not endure the cost of a declining membership. Vice president release time must be cut.

Motion 16

Mover: Executive

Be it resolved that Bylaw 1 Section 1 be amended to read:

BYLAW 1 FEES

1.2.1 A local levy of .25 percent (gross salary x .0025 or 25 cents per \$100) shall be deducted from each member's salary and the TDSB is authorized to make such deduction at source and remit the deducted funds to ETFO - Toronto Occasional Teachers' Local.

Motion 17

Mover: Lisa De Santis Second: Helene Bauer

Be it resolved that Article 6.1.3.1 be amended to read:

6.1.3.1 - Notwithstanding Article 6.1.3, no member shall be eligible to hold any office position on the Local Executive after having served a total of five (5) one-year terms at a position for which full or part time release has been provided/lifetime, since the inception of the Local.

Rationale: The Local needs to become stronger in the areas of better advocating, better serving and supporting its members. This can only be achieved by limiting terms. We need to continue to attract leaders with new ideas, who are visionaries, innovative thinkers, compassionate, selfless and dedicated to serving members.

Motion 18

Mover: Lisa De Santis Second: Ken Nakamura

Be it resolved that BYLAW II RELEASE TIME, Section 2 – Vice-presidents' Release, 2.2.1 be amended to read:

Section 2 – First Vice-Presidents' Release

2.2.1 - The position of First Vice-President shall be a full-time released position.

And that a new section 2.2.2 be added to read:

2.2.2 - The position of Second Vice-President shall be a 0.5 released position, effective at the commencement of the 2025/2026 term.

And further amended by the creation of a new section 2.2.3 to read:

2.2.3 The Vice-Presidents' salaries shall be determined by the same criteria as the President's salary.

Be it further resolved that ARTICLE VI – LOCAL ORGANIZATION Section 1 – Local Executive be amended to read:

6.1.1 The local executive shall consist of 12 members and shall include:

- a) President**
- b) First Vice-President**
- c) Second Vice-President**
- d) Vice-President Women Only**
- e) Treasurer**
- f) Secretary**
- g) Six (6) additional executive members; three (3) open positions and three (3) positions open to women only.**

Mutatis Mutandis

Rationale: It is essential that the Local has released officers who work in the classroom so that they can better serve the needs of members. The Local already has two released officers at 1.0. With how low our cash reserves have been over the past several years we can no longer be able to justify a third full time release officer. This would be an irresponsible expenditure of members' hard-earned money that could be better allocated to two part time Vice Presidents, whose primary responsibilities would be to support and defend members.

Motion 19

Mover: Lisa De Santis Second: Ken Nakamura

Be it resolved that ARTICLE VI – LOCAL ORGANIZATION Section 1 – Local Executive be amended to read:

6.1.1 The local executive shall consist of 13 members and shall include:

- a) President**
- b) First Vice President**
- c) Vice President - Open**
- d) Vice President - Women Only**
- e) Third Vice President**
- f) Treasurer**
- g) Secretary**

***h) Six (6) additional executive members; three (3) open positions and three (3) positions open to women only.
commencing the beginning of the 2025/2026 term.***

Mutatis Mutandis

Rationale: It is beneficial that the Local restore the Third Vice-President position as it stood originally. The Third Vice-President plays a vital role in assisting members. It is paramount that the Local has released officers who can work in the classroom to better understand the challenges of working as Occasional Teachers and who thus resonate with the needs of members to better serve them, as well as understand the current issues.

Motion 20

Mover: Lisa De Santis Second: Ken Nakamura

Be it resolved that BYLAW II RELEASE TIME Section 2 – Vice-Presidents' Release be amended by the addition of a new section to read:

2.2.x Additional release time for part-time Local Officers must be approved by the membership at the Local Annual Meeting.

Mutatis Mutandis

Rationale: Dues paying members should have a voice when it comes to deciding how much release time Local released officers should be allocated.

Motion 21

Mover: Lisa De Santis Second: Ken Nakamura

BIRT that ARTICLE VI – LOCAL ORGANIZATION Section 1 – Local Executive be amended by a new section to read:

- 6.1.1 The local executive shall consist of twelve (12) members and shall include: a)
President
b) First Vice-President
c) Vice-President - open
d) Vice-President - women only
e) Treasurer
f) Secretary***

g) Six (6) additional executive members; three (3) open positions and three (3) positions open to women only

6.1.2 - Notwithstanding 6.1.1 g, seven of the members of the Executive must be women. commencing the 2025/26 term.

Mutatis Mutandis

Rationale: The ETFO TOTL membership is made up of 80 percent women. It is imperative that we promote leadership among our female members in order to better service our needs. Our leaders should reflect the membership.

Motion 22

Mover: Lisa De Santis Seconder: Helene Bauer

Be it resolved that Article 9.3.1, be amended to read:

All Local Executive elections shall be conducted via mail-in, or online ballot.

Rationale: With respect to annual spring Local Executive elections, we must ensure that we capture all members. Many members, due to accessibility issues, time and resources are not able to come and vote in person at our AGM. All members have the democratic right to vote.

Motion 23

Mover: Lisa De Santis Seconder: Ken Nakamura

Be it resolved that ARTICLE IX – EXECUTIVE ELECTIONS, Section 3 – Election Procedures, be amended by the addition of a new section, 9.3.x:

9.3.x At least 70 percent of the membership must vote in the annual Local Executive elections for the elections to be considered legitimate.

Mutatis Mutandis

Rationale: Our Local has well over 4000 members. Over the past few years, fewer and fewer members have come out to vote. In fact, less than one percent of the membership votes.

Motion 24

Mover: Lisa De Santis

Seconder: Helene Bauer

Be it resolved that ARTICLE XIII – FINANCES 13.5.2 shall be amended to read:

13.5.2 All unbudgeted expenditures between \$500 and \$5000 require Executive approval by recorded vote prior to the expenditure. The recorded vote(s) will be reported at the next General Meeting. The total of Executive-approved unbudgeted expenditures shall not exceed \$5,000 per fiscal year.

Rationale: Money in the Local budget, is money that comes from hard earned members dues, in essence it is the members' money. Keeping this in mind, members should have the final word on how their hard-earned money is being spent by the Local Executive. The Local Executive needs to be mindful and respectful on how money is being spent.

Motion 25

Mover: Lisa De Santis

Seconder: Ken Nakamura

Be it resolved that ARTICLE VIII – MEETINGS, Section 2 – Local Annual Meeting 8.2.3. be amended to read:

8.2.3 Quorum shall be 35 percent of the membership at all member meetings, in order for the meeting to be called to order. Quorum cannot be less than 35 percent of the membership. Should quorum be lost, no further business can be conducted.

Rationale: Our membership is well over 4000 people; we simply cannot justify carrying on our Local business if less than one percent of the membership is present at meetings. One percent of the membership, in essence 50 people, cannot be permitted to speak on behalf of 99 percent of the membership, most importantly when it comes to passing very important motions that deal with monetary issues. We need as many voices as possible, to carry our Local business, voting on motions that are important to the membership.