



## Notice of Executive Motions for the February 24, 2022 Winter General Meeting



February 7, 2022

### Update: Executive motions: Local Constitution - Article XIII – Finances

As per 13.5.3 on page 13 of the Toronto OT Local Constitution, unbudgeted expenditures greater than \$25,000 requires approval by membership vote at a General Meeting prior to the expenditure. As of January 26, 2022, the 21-22 Local Executive has passed the following six executive motions.

- a) 21/22-6 on Sep. 24, 2021: BIRT budget line 620, Meetings-ETFO AM, be overspent by up to \$4000 for the 21-22 school year.
- b) 21/22-16 on Oct.20, 2021: BIRT budget line 617, Legal, be overspent by up to \$6000 for the 21-22 school year.
- c) 21/22-33 on Nov. 24, 2021: BIRT budget line 626, Meetings-Other, be overspent by up to \$4000 for the 21-22 school year.
- d) 21/22-57 on Dec. 15, 2021: BIRT budget line 601, Bank Charges, be overspent by up to \$2000 for the 21-22 school year.
- e) 21/22-62 on Dec. 15, 2021: BIRT budget line 607, Dependent Care, be overspent by up to \$8000 for the 21-22 school year.
- f) 21/22-73 on Jan. 26, 2022: BIRT budget line 604, Committees, be overspent by up to \$1000 for the 21-22 school year.

**Therefore**, any future expenditures that result in a budget line being overspent (exceeding its budgeted amount) must be approved by the membership as per 13.5.3 of the Constitution. The following 3 motions regarding expenditures will be presented by the Executive to the membership at the February 24 All-Member Meeting for their consideration.

- i) BIRT the Executive recommends to the General Meeting that budget line 604, Committees, be overspent by up to \$7000 for the 21-22 school year.
- ii) BIRT the Executive recommends to the General Meeting that budget line 640, Release Time (daily), be overspent by up to \$19 000 for the 21-22 school year.
- iii) BIRT the Executive recommends to the General Meeting that budget line 641, Released Officers, be overspent by up to \$176 000 for the 21-22 school year.

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## **Notice of Motions (ETFO 2022 Annual Meeting) for the February 24, 2022 Winter General Meeting**



**February 14, 2022**

**The following eight motions have been submitted by members to be considered by the Toronto OT Local membership as resolutions to the 2022 ETFO Annual Meeting. These resolutions must receive a majority of votes in favour at the February 24, 2022 Toronto OT General Meeting in order to be forwarded to the 2022 ETFO Annual Meeting for consideration.**

**Resolution 1:** Mover; Lisa De Santis. Seconder: Scott Maudsley

BIRT That ETFO establish a fund of \$575 000 per annum for members experiencing financial distress with access limited to \$15,000/lifetime, provided they meet the required criteria established by the Provincial Executive.

**Rationale:** Dues paying members should be able to rely on their unions for assistance in the event that they find themselves in financial distress. Many large organizations provide this. ETFO provides financial assistance to many organizations in need. It is only fitting that ETFO extend this type of assistance to its own members as well. After all, charity begins at home and therefore our obligation to use member money to help members in acute distress should at least equal our obligation to use member money to help others.

**Resolution 2:** Mover: Lisa De Santis Seconder: Ken Nakamura

BIRT That Article X: Provincial Organization SECTION 1 EXECUTIVE be amended by the addition of a new subsection to read: 10.1.3.1 The president, first vice-president, vice-president, and vice-president (female) may serve no more than two terms per position.

**Rationale:** Members deserve to have committed, dedicated, compassionate leaders who are willing to make the extra effort to serve them. We need leaders who have the passion, will, drive, and fire to allow for positive change in the Federation. It is imperative that our leaders be visionaries whose goal is to bring new and innovative ideas to the union and improve working conditions in the field for its members. Limiting terms would be more equitable. It allows others an opportunity to serve, and bring new and different perspectives to the table.

**Resolution 3:** Mover: Lisa De Santis Seconder: Ken Nakamura

BIRT That ETFO lobby the government, the Ministry of Labour, to create legislation that guarantees any public or private sector worker a full time position after two years in the same precarious or part time position.

**Rationale:** In a global economy where competition is fierce, private corporations and governments alike are striving to increase profits by eliminating good, stable, full time jobs. This has led to an increase in precarious, part time work which has in turn led to the divide between rich and poor increasing at an alarming rate. Workers deserve good, stable, full time jobs in order to raise their families and to lead happy, fulfilled, and dignified lives. In essence, workers deserve financial security especially if they have made financial sacrifices in the pursuit of their chosen vocation. The European Union has already passed laws to ensure a predominantly full time workforce. It is imperative that Canada lead by example here in North America by enacting the same kind of laws already enjoyed by so many in more compassionate, developed European nations.

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**Resolution 4:** Mover: Lisa De Santis Seconder: Scott Maudsley

BIRT All ETFO Provincial Executive and ETFO Representative Council meeting Minutes be posted on the ETFO website under a secure portal, so that they are accessible to all members.

**Rationale:** All ETFO dues-paying members have a right to accountability and transparency. The record of decisions made at the most fundamental levels of ETFO governance, at Provincial Executive and Representative Council meetings, should be readily available to the membership. Since it is the duty of the Provincial Executive and of the Representative Council to act in the best interests of the membership, there is nothing to lose and everything to gain by facilitating this kind of accountability and transparency. Not the least of which are increased member confidence and increased member engagement.

**Resolution 5:** Mover: Lisa De Santis Seconder: Ken Nakamura

BIRT the process for attendance at Representative Council and Provincial Executive meetings be reformed to give greater member access to these meetings. Release time shall be provided by ETFO Provincial to attend these meetings.

**Rationale:** Active members should have the same right to attend Representative Council and Provincial Executive meetings as all ordinary Ontario citizens have to attend sessions of the House of Commons, and the Ontario Legislature; that is, without the permission of their elected representatives such as their Local President. A Member of Parliament, for example, should not be in a position to bar constituents from bearing witness to the fundamental processes of government nor should an elected representative be in a position to create barriers that would prevent this type of constituent engagement. Since it is the duty of the Provincial Executive and Representative Council to act in the best interests of their member constituents, there is nothing to lose and everything to gain with this type of accountability and transparency. Not the least of which are increased member confidence and increased member engagement. Member attendance at Provincial Executive and Representative Council meetings should be encouraged in every way possible including financial incentives such as release time for interested individuals and the easing of prerequisites for attendance such as the prerequisite that a member be designated by the Local President.

**Resolution 6:** Mover: Lisa De Santis Seconder: Ken Nakamura

BIRT ETFO vigorously defend ALL members who are facing allegations at the OCT and contested all OCT hearings, whether the member be innocent or guilty.

**Rationale:** ETFO has a fiduciary responsibility to represent ALL members equally whether they be innocent or guilty, inclusive of representing them and defending them vigorously at the OCT. Offering members limited-scope representation at the OCT, in essence negotiating a plea bargain deal with the OCT, is not acceptable, most especially when the vast majority of these allegations are made by management who are most likely, distorting the truth in order to build a case. It is the mandate of labour unions such as ETFO to defend members to the fullest extent, and not doing so only further empowers the OCT's draconian disciplinary practices which punish a profession that is already over-regulated. ETFO's Defence Fund is more than robust enough to vigorously defending our members at the OCT to the fullest extent and constitutes sound, rock-solid investment.

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**Resolution 7:** Mover: Lisa De Santis Seconder:

BIRT ETFO establish a task force to eradicate the anti-Christian, anti-Catholic, anti-Christ rhetoric that runs rampant in our schools, unions and society.

**Rationale:** As of late, more so than before, a thrash of churches in Canada (over fifty) were burned to cinders or vandalized-this is domestic terrorism, yet our political and union leaders barely uttered a whimper to condemn these heinous sacrilegious acts. In addition to this, there was little mention of these acts over the media. Catholics are often portrayed by the media and society as murderers and child molesters. The media singles out Christians. They always report on the negative issues occurring within the Catholic church. Very seldom, if any, does the media report on negative issues that transpire within other faiths. Christianity is not the only faith that has issues, all do in fact. The only acceptable bias today's society is anti-Christ, anti-Catholic, anti-Christian rhetoric. It is imperative that this disturbing narrative be reformed. All faiths should be respected.

**Resolution 8:** Mover: Scott Maudsley Seconder:

BIRT notwithstanding By Laws 2.1.1 and 2.1.2, that any Executive Member have the right to exercise his/her professional judgment to respond as he/she sees fit, without fear of reprisal from the Federation or any Federation member or Federation staff, when contacted by an active member whether the Executive member is contacted as an individual, as part of a Provincial Executive group, or as part of the Provincial Executive as a whole.

**Rationale:** the intention of 2.1.1 and 2.1.2 has never been to restrict the freedom of Executive Members to respond to member issues or to restrict their freedom to support members, but rather to ensure ETFO presents a united front to the public. However, in recent years, 2.1.1 and 2.1.2 have been used to restrict the ability of this Union's elected provincial representatives to help members who have appealed to them for help and information and it is not right that an elected official should be inhibited in any way from doing so.

The ETFO policy that restricts elected ETFO representatives from responding to member concerns; ie. the current operationalization of Spokesperson of the Federation/Official representative of the Federation, is a distortion of those Constitutional articles which should be about presenting a united front to the public and not about violating the rights and freedoms and political autonomy of Executive Members who are elected for the very purpose of helping members and responding to their concerns. It seems the most basic of democratic principles that elected officials should have the right and freedom to respond to their constituents yet inconceivably, it has become apparent with repeated communications to our elected representatives that the Executive has become bound by this exceptionally counter-intuitive, restrictive and undemocratic policy.

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