

ETFO – TORONTO OCCASIONAL TEACHERS' LOCAL

Fall General Meeting

Wednesday November 17th, 2021 from 5:15 p.m.- 8:15 p.m. via Zoom

Meeting Minutes

Call to order: 5:15 p.m.

ETFO Human Rights and land Acknowledgement Statement read by the Chairperson. The chair reviewed Robert's Rules of Order.

Human rights officer: Sophie Kroesen.

A member challenged the chair regarding holding a by-election for the Executive Member position at this meeting. The chair's ruling that the by-election was required under the terms of the Local's Constitution was upheld by the membership in attendance.

Motion **21/22-1** BIRT the agenda be approved. Moved by Rob Fulford. Seconded by Greg Deitcher **Carried**

Motion **21/22-2** BIRT the minutes from the Annual Meeting held in May and June 2021, be approved. Moved by Jeishan Rajakulasingam. Seconded by Jerome Fletcher **Carried**

President's Report – Rob Fulford

The Local President introduced all members of the 21-22 Local Executive and indicated a vacancy currently existed at the Executive Member position. A report was provided with regarding various matters within the Local. See Appendix A.

Timed Item 5:45 p.m. – By-election for the vacant Executive Member position on the Local's 21-22 Executive.

Two candidates had registered for the by-election. Christina Meynell competed against Renee Massop in the by-election for the Executive Member position. Each candidate was provided with the opportunity to address the members at the meeting for up to two minutes. Voting was done by a Zoom poll question immediately after the speeches. Christina received the highest vote total and became the new Executive Member.

Treasurer's Report – Gail James

The Financial Statements provided with the registration package emailed to members was reviewed. Questions/Answers regarding the Financial Statements.

Member Motions and Suggestions

Motion **21/22-3** Moved by Scott Maudsley. Seconded by: Anu Pilania.

BIRT the Local discontinue the book keeping services of Targeted Accounting and that the local increase the budget line # 641, released officers, by \$40,000 from \$334,600 to \$374,600 to cover additional Treasurer release and the additional monies already spent in this line for release expenses carried over from last year.

Motion 21/22-3 was split into two separate motions:

Motion **21/22-3a** BIRT the Local discontinue the bookkeeping services of Targeted Accounting

Motion **21/22-3b** BIRT the Local increase budget line 641, Released Officers, by \$40, 000 from \$334, 600 to \$374, 600 to cover additional Treasurer release.

Motion **21/22-3a** BIRT the local discontinue the bookkeeping services Targeted accounting.
Moved by Scott Maudsley. Seconded by Anu Pilania **Carried**

Motion **21/22-4:** BIRT motion 21/22-3a be reconsidered. Moved by Sophie Kroesen. Seconded by Vida Radovanovic. **Carried**

Motion 21/22-3a was reconsidered and a new vote taken. After the reconsideration and revote, the motion was LOST.

7:00 PM: Timed Item – 30-Minute Question and Answer Session - Questions were asked by members and responded to by Local Executive members.

Motion **21/22-5**: BIRT the meeting be extended to 8:15 p.m. Moved by Scott Maudsley. Seconded by Gabrielle Blais-Jones. **Lost**

Meeting Adjourned at 8:00 p.m.

Appendix A - President's Address:

Welcome to those attending a Toronto OT Local membership meeting for the first time and to those members who have attended past meetings both virtually and in person. (who remembers those meetings?) At least we don't have to worry about weather or Toronto traffic impacting our ability to attend and participate in membership meetings.

1) I would like to introduce your 21-22 elected Toronto OT Local Executive: Vice Presidents, **Marisa Gallippi, Sophie Kroesen** and President, **Rob Fulford**, are all full-time released officers of the Local. These positions are classified as 1.0 full-time LTO Teaching assignments as per the Local's Constitution and the members in these positions are paid at their grid rate as determined by the collective agreement.

Treasurer, **Gail James**, is a part-time released officer of the Local and this position is set as a 0.5 part-time LTO Teaching assignment for the 21-22 school year. It is also paid at the members grid rate as determined by the collective agreement. Secretary, **Rinat Evron**, is a non-released officer of the Local. As per the Local's Constitution the position of Secretary shall receive a payment equivalent to a half day release at their daily rate for each set of Local minutes completed.

The six remaining members of your 21-22 Toronto OT Executive are non-released Executive Members; **Jeremy Bass, Sarah Boomhower, Greg Deitcher, Fletcher Jerome, Scott Maudsley, and Jeishan Rajakulasingam.**

As you know, there is currently also a vacancy at the Executive Member position on your 21-22 Toronto OT Local Executive. That vacancy will be filled at the by-election being held shortly at this meeting tonight.

- 2) I would also like to introduce your Chair and parliamentarian for tonight's meeting, **Ruth Ann Morley**.
- 3) The Local has requested that the TDSB Occasional Teaching office delay the SFE Dispatch call-out of OT assignments for tonight due to our meeting. However, at this time, the TDSB is having difficulty filling all the elementary panel vacancies with OTs from the elementary OT roster and feel delaying the call-out would hinder that process even further. Therefore, the call-out will not be delayed tonight so you may receive OT job offers tonight during the meeting.
- 4) Occasional Teaching work has been very consistent and plentiful so far in the 21-22 school year. However unfilled jobs are also higher than in past years. OTs are asked to pick up teaching assignments as much as possible to ensure a stable amount of people on the OT roster and adequate work for all members. Your Local works with the TDSB on a regular basis to monitor this situation to ensure.
- 5) It is important to be familiar with your Collective Agreement. This is the negotiated document that sets out and governs the of our working conditions as TDSB elementary Occasional Teachers. A copy can be found on the Local's website and on the TDSB website.

Your collective agreement is divided into two sections; Section A is Central Terms that covers areas of provincial responsibility in the negotiations process. Section B is the Local Terms that covers areas of local responsibility in the negotiations process. If you have questions or concerns about any matter in your collective agreement, please contact one of your full-time Local released officers immediately when a concern arises. We will advocate for you, and help you understand and sort out the necessary information in your collective agreement that may relate to your matter.

- 6) As per Article 3-Finances, section 13.5.2 on page 13 of your Local Constitution: Unbudgeted expenditures between \$1,000 and \$25,000 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 \$25,000 per fiscal year.

("Unbudgeted expenditure" shall be defined in this constitution as any expenditure not categorized within an existing budget line or a categorized expenditure that results in a sum that exceeds the budget for that line.)

Therefore, your 21-22 elected Executive is reporting the following information regarding executive motions for approval of unbudgeted expenditures:

- a) Motion 21/22-6 from the September 24, 2021 executive meeting - Be it resolved that budget line 620, Meetings-ETFO AM, be overspent by up to \$4,000 for the 21-22 fiscal year. **CARRIED**
- b) Motion 21/22-16 from the October 20, 2021 executive meeting – Be it resolved that budget line 617, Legal, be overspent by up to \$6,000 for the 21-22 fiscal year. **CARRIED**
- c) Motion 21/22-17 from the October 20, 2021 executive meeting – Be it resolved that budget line 626, Meetings-Other, be overspent by up to \$4000 for the 21-22 fiscal year. **CARRIED**

7) On Tuesday, November 23 between 9-10:30 AM, your local's 3 full-time released officers will be taking part in a press conference on the Queen's Park lawn promoting the need for all employees in Ontario to have access to paid sick leave support. We will be there to advocate for our membership and support the private members bill: 'Stay Home if you are Sick Act' Sponsored by NDP London North MPP Peggy Sattler.

The bill would legislate 10 days of employer-provided paid leave each calendar year, in the case of public health emergencies it provides 14 days of paid sick leave for illness related to those public health emergencies. [You can access the bill by clicking here.](#)

The Bill makes the following amendments to the Employment Standards Act, 2000:

1. Sections 50, 50.0.1 and 50.0.2, which deal with sick leave, family responsibility leave and bereavement leave, respectively, are replaced with a new section 50 that provides for personal emergency leave due to a personal illness, injury or medical emergency, the death, illness, injury or medical emergency of a listed family member or certain urgent matters. Under the new section 50, an employee is entitled to 10 days of paid leave in a calendar year.

2. Currently, section 50.1 of the Act provides for unpaid leave in situations related to declared emergencies and infectious disease emergencies. That section is amended to provide that employees are entitled to take the first 14 days of any such leave in a calendar year as paid leave.

3. The Act is also amended to require the Minister to implement a financial support program for employers to help employers adapt to any increased costs associated with paid personal emergency leave under section 50, as those provisions are amended by the Bill. Payment may only be made if the Legislature has appropriated money for the purpose of the program.

8) **In conclusion**, thank you once again to everyone here tonight and to all elementary Occasional Teachers for the amazing work you do as Teachers in the TDSB elementary panel. Whether you are doing an LTO assignment, short-term/daily assignments, whether you are teaching a virtual or in-person class at TDSB school site, it continues to be a very challenging and changing school environment we work in. You have done and continue to do an admirable and professional teaching job to keep the education system running.

Thank you for taking the time out of your busy personal schedule to attend this meeting tonight. Keep up the great teaching work you do in TDSB elementary schools throughout the city!