

ETFO - TORONTO OT LOCAL
EXECUTIVE MEETING **DRAFT MINUTES**
Wednesday, March 23, 2022

- 1) Welcome and Call to Order – Ruth Ann Morley, Parliamentarian
- 2) Statements
 - a) Reading of the ETFO Human Rights – Marisa Gallippi
 - b) Land Acknowledgement Statement – Sarah Boomhower
- 3) Volunteer to be the Human Rights Officer for the meeting – Jeishan Rajakulasingham
- 4) Approval of the Minutes from the Feb.16, 2022, Executive Meetings

Motion 21/22 – 85

Moved by Gail James. Seconded by Jeremy Bass.

BIRT the February 16, 2022 Executive Meeting minutes be approved as printed. **Carried**

- 5) Approval of the Agenda

Motion 21/22 - 86

Moved by Gail James. Seconded by Jeremy Bass

BIRT the Agenda be approved as amended:

add 7c) Children’s Charities Donation Form

add under 11 – Strategic Planning

add at the beginning of new business – Email report from Jeremy Bass. **Carried as Amended**

- 6) May 19 Annual Meeting Agenda and Elections Committee report/recommendations (March 5 email)

Motion 21/22 – 87

Moved by Jeishan Rajakulasingam. Seconded by Gail James.

BIRT if the May Annual Meeting is held in person that a simultaneous electronic platform would be used to allow members to attend the meeting remotely, including voting. **Carried**

Motion 21/22 – 88

Move by Sarah Boomhower. Seconded by Gail James.

BIRT the Elections Committee recommends that the Executive determine by the March Executive Meeting if the 2022 Annual Meeting will be in person, held remotely, or hybrid.

Amended: Moved by Jeremy Bass, Seconded by Scott Maudsley

The Election Committee will investigate the cost of implementing a hybrid election meeting to report back to the April Executive Meeting. **Carried as Amended** Motion 21/22 - 89A

Moved by Rob Fulford. Seconded by Fletcher Jerome.

BIRT the May Annual Meeting be in person and that a simultaneous electronic platform would be used to allow members to attend the meeting remotely, including voting. Costs to come from budget line 621

Meetings – Local AMs. **Carried**

Motion 21/22 – 89B

Moved by Scott Maudsley. Seconded by Jeremy Bass.

BIRT members in attendance in person at the May Annual Meeting use paper balloting for the Elections. **Lost**

Motion 21/22 – 89C

Moved by Rob Fulford. Seconded by Marisa Gallippi.

BIRT the Elections Committee would be released for the day of the Annual Meeting for set up, preparation of election materials and training of poll clerks. Cost to come from the Elections Budget Line 608. **Carried**

Motion 21/22 – 90

Moved by Rob Fulford. Seconded by Marisa Gallippi.

BIRT no fewer than 6 poll clerks would be sought by the Elections Committee from RTO (that are not members) or high school student volunteers and the poll clerks be provided with dinner prior to the start of the meeting.

Carried

7) The following forms received Executive approval:

- a) **Constitutional amendments form** (see appendix 2)

Motion 21/22 – 91

Move by Marisa Gallippi. Seconded by Rob Fulford

BIRT the Executive approve the Constitution Amendment Form as printed. **Carried**

- b) **PL Resources reimbursement form** (see appendix 1)

Motion 21/22 – 92

Move by Sarah Boomhower. Seconded by Christina Meynell.

BIRT the Executive approve the PL Resources reimbursement form as printed. **Carried**

- c) **Children’s Charities Form** (see appendix 3)

Motion 21/22 – 93

Moved by Gail James. Seconded by Rinat Evron.

BIRT the Executive approve the Children’s Charities Form as printed. **Carried.**

8) Political Action Committee

Change the orders of the day to deal with the Political Actions Terms of Reference at this time. **Carried**

Motion 21/22 – 94

Moved by Marisa Gallippi. Seconded by Jeishan Rajakulasingam.

That the Executive approve the Political Action Committee Terms of Reference. **Carried**

Motion 21/22 – 94A

Moved by Jeremy Bass. Seconded by Scott Maudsley.

Amend by the deletion of “within the Local, Federation, and” from the second bullet point. **Lost**

Political Action Committee Terms of Reference

Approved March 23, 2022

- To implement actions and strategies that enhance the profile of political issues within the Local, Federation, and within the Province/Country.
- To implement actions and strategies that will foster and encourage greater political involvement by Toronto Occasional Teachers.
- To implement actions and strategies of Political Action that respond to issues at all levels of government.
- To implement actions and strategies that will support ETFO Toronto Occasional Teachers' Local participation at meetings and conventions of political parties.
- To attempt to organize and support political and/or associations/organizations beyond the Local and Federation level and to pursue common interests.
- To report to the Executive the actions and strategies taken by the Political Action Committee
- To make recommendations regarding the policies of political parties and other organizations interested in education

Lift Tabled Motion from previous Executive meeting:

Moved by Jeremy Bass and Seconded by Rob Fulford

Motion 21/22 - 82T

Move to Table until after the Political Action Committee Terms of Reference are approved by the Executive. **Carried**

Motion 21/22 – 82

Moved by Marisa Gallippi and Seconded by Sarah Boomhower.

BIRT the ETFO Toronto Occasional Teachers' Local support and donate CA\$10,000.00 to the Indigenous Spirit - Vision Sponsorship Package. Cost to come from Budget Line: Political Action Committee. **Carried**

9) Executive Motions for consideration (submitted prior to the meeting)

Motion 21/22 – 95

Moved by Scott Maudsley. Seconded by Jeremy Bass.

BIRT membership on the Constitution committee be limited to a maximum of two Executive members with any remaining open positions to be filled by members at large while meeting all other requirements of the Local Constitution and Local Policies and Procedures. **Lost**

Motion 21/22 – 96

Moved by Rob Fulford. Seconded by Jeishan Rajakulasingam.

Change the orders of the day to move adjournment to 4:30 p.m. **Carried**

Motion 21/22 – 97

Moved by Marisa Gallippi. Seconded by Jeishan Rajakulasingam.

BIRT the Constitution Amendments from the Constitution Committee be approved and forwarded for the membership's consideration at the Annual Meeting:

Motion 21/22 – 97-1

Be It resolved that Definitions be amended to read:

Definitions:

1. "Union" means the provincial Elementary Teachers' Federation of Ontario
2. "Local" means the Elementary Teachers' Federation of Ontario–Toronto Occasional Teachers' Local (ETFO–Toronto O.T. Local)
3. "Board" means the Toronto District School Board.
4. "CBC" means the Collective Bargaining Committee
5. "Executive" means Local Executive as per Article VI, Section 1.
6. "Executive Committee" means a Committee of the President, First Vice President, Vice Presidents and Treasurer.
7. "Day" means a calendar day.
8. "School Day" means one of the 194 days of the school year calendar.
9. "Released Executive" means President, 1st Vice President, Vice Presidents and Treasurer.

Carried by mutual consent

Motion 21/22 – 97-2

Be it resolved that Article 1 – Name 1.1.1 be amended to read:

- 1.1 This organization shall be known as the "Elementary Teachers' Federation of Ontario–Toronto Occasional Teachers' Local"(ETFO – Toronto O.T. Local).

And renumbered accordingly

Carried by mutual consent

Motion 21/22 – 97-3

Be it resolved that Article II – AFFILIATION be amended to read:

ARTICLE II – JURISDICTION

The Local is a Local of the Elementary Teachers' Federation of Ontario.

2.1 The jurisdiction of the Local shall be all occasional teachers in the elementary panel covered by the ETFO -Toronto Occasional Teachers' Collective Agreement.

Carried by mutual consent

Motion 21/22 – 97-4

Be it resolved that Article III – OBJECTS be amended to read:

ARTICLE III - OBJECTS

The objectives of the Local shall be:

3.1 to represent all elementary occasional teachers of the Local in a fair and equitable manner;

3.2 to regulate relations between the members of the ETFO–Toronto Occasional Teachers' Local and the Toronto District School Board including but not limited to securing and maintaining through collective bargaining, the best possible terms and conditions of employment;

3.3 to advance the cause of publically funded education and the status of occasional teachers in the Local;

3.4 to promote a high standard of professional ethics and a high standard of professional competence;

3.5 to foster a climate of social justice and provide a leadership role in such areas as anti-poverty, non-violence and equity;

3.6 to promote and protect the interests of all members of the Local and the students in their care;

3.7 to promote and defend the health and safety of members in the workplace;

3.8 to work in concert with other Locals of the Union; and

3.9 to cooperate with other organizations having the same or like objects.

3.10 to communicate with members;

Carried by mutual consent

Motion 21/22 – 97-5

Be it resolved that Article ARTICLE IV – MEMBERSHIP Section 1 – Active Membership be amended to read:

4.1 Active members shall be all members within the jurisdiction of the Local who are in good standing with the Ontario College of Teachers and with the Union.

4.2 Active membership shall mean a member who has paid dues to the Local within the last one hundred and twenty (120) working days or who is on approved leave of absence.

Carried by mutual consent

Motion 21/22 – 96-7

Be it resolved that Article V – RIGHTS AND PRIVILEGES OF MEMBERSHIP be amended to read:

ARTICLE V – RIGHTS AND RESPONSIBILITIES OF MEMBERSHIP

Section 1 – Rights and Responsibilities of Membership

and by the amending of 5.1.2 c) to read:

c) to participate in all votes related to collective bargaining, including ratification of the collective agreement, as set out in the Ontario Labour Relations Act;

and by the addition of a new subsection 5.1.3 The responsibilities of a member shall be: to read:

5.1.3 The responsibilities of a member shall be:

- a) to recognize the Local as the official voice of all the members of the Local;
- b) to adhere to the Constitution and Bylaws of the Local;
- c) to honour the terms of the Collective Agreement;
- d) to refrain from undertaking or supporting actions which undermine established bargaining procedures;
- e) to strive to achieve and maintain a high degree of professionalism and to uphold the honour, dignity, and ethical standards of the teaching profession;
- f) to follow the Code of Professional Conduct – Article VI of the Federation Constitution or be subject to disciplinary action under Article VII – Disciplinary Procedures of the Federation Constitution.

Carried by mutual consent

Motion 21/22 – 97-7

Be it resolved that Article VI – LOCAL ORGANIZATION Section 1 – Local Executive 6.1.1 and 6.1.2 be amended to read:

ARTICLE VI – LOCAL ORGANIZATION

Section 1 – Local Executive

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
- e) Secretary
- f) Six (6) additional executive members; 3 (three) open positions and (three) positions open to women only.

6.1.2 A member appointed by ETFO locals whose members are employed by the Toronto District School Board shall be a non-voting member of the Executive.

Carried as Amended

Motion 21/22 – 97-7A1

Moved by Marisa, Seconded by Jeishan

Move to change c) Vice-Presidents to c) Vice-President – Open and d) Vice-President – Women Only and the remaining sections relettered.

Carried

Motion 21/22 – 97 – 7A2

Moved by Marisa, Seconded by Gail

To remove the effective date “Effective July 1, 2023”.

Carried

Motion 21/22 – 97 -7A2C

Moved by Christina, Seconded by Marisa

Moved to Call the Question

Carried

Motion 21/22 – 98-8

Be it resolved that Article VI LOCAL ORGANIZATION Section 1 – Local Executive subsections 6.1.2, 6.1.3, 6.1.4 and 6.1.5 be amended to read:

6.1.2 A member appointed by ETFO locals whose members are employed by the Toronto District School Board shall be a non-voting member of the Executive.

6.1.3 The term of office for the Executive shall be **two (2)** year. The Executive will take office on **July 1**.

6.1.4 Each Released Executive position is limited to **2 (two) consecutive** terms.

6.1.5 All members of the Executive must maintain active membership status in the Local to maintain a position on the Local Executive.

Carried by mutual consent

Motion 21/22 – 96-9

Be it resolved that Article VI LOCAL ORGANIZATION Section 1 – Local Executive be amended by a new subsection 6.1.6 to read:

6.1.6 The Executive shall have the following Committees:

- a) Collective Bargaining Committee (CBC);
- b) Executive Committee.

Carried by mutual consent

Motion 21/22 – 100-10

Be it resolved that Article VI LOCAL ORGANIZATION Section 2 – Committees be amended to read:

Section 2 – Standing Committees

6.2.1 There shall be the following Standing Committees:

- a) Budget Committee
- b) Constitution Committee
- c) Elections Committee
- d) Equity and Social Justice Committee
- e) New Member Committee
- f) Political Action Committee
- g) Professional Development Committee
- h) Racialized Members Committee
- i) Social Committee
- j) Status of Women Committee

Carried by mutual consent

Motion 21/22 – 101

Moved by Sarah Boomhower. Seconded by Marisa Gallippi.

BIRT there be an on-line, evening Executive Meeting to complete the unfinished business of the March 23, 2022 Executive Meeting. To be held on **Monday, April 4, 2022 from 6:00 - 9:00 p.m.** Costing to come from Budget Line 611 Executive Honoraria. ***Carried***

10. Adjournment 4:45 p.m.

Appendix 1



**ETFO-Toronto Occasional Teachers' Local
2021-2022 Professional Learning Resources Reimbursement
Form**

Reimbursements will be limited to a maximum of **\$50.00** per member for the 2021-2022 school year as per the following motion passed at the October 20, 2021 executive meeting. **Motion 21/22-30:** Be it resolved that all active members can access up to \$50.00 per year for professional learning resources with costs to come from the Professional Learning budget line.

Active members may request a reimbursement for any resources purchased for their use in any self-directed professional learning **up to a maximum of \$50.00 per school year**. A separate form is required for each funding request. Applications must be received within **150 school days** of the purchase date indicated on the receipts provided for the professional learning resources. Please complete the entire form to apply for funding. Incomplete forms will **not** be accepted.

Funding will be provided on first-come, first-serve basis. Total funding reimbursements in a school year may be limited to the budgeted amount listed in your Local's 2021-2022 Professional Learning Rebate budget line (\$45,000).

To avoid delays in reimbursement, *please include your receipt of payment for your professional learning resources* along with this form.

Send required documents via email to pl@ica.net, by **TDSB Courier** (Route NE) attention ETFO, or by **Canada Post** to:

**ETFO-Toronto Occasional Teachers' Local
17 Fairmeadow Avenue, Suite 209
Toronto, ON M2P 1W6**

Applicant Information: *Please print *All fields are required

Name: _____ TDSB Employee #: _____

Mailing Address: _____ Postal Code: _____

City: _____ Phone #: _____ Non TDSB Email: _____

Professional Learning Course Name: (if applicable) _____

PL Resources Purchased: _____

Total Cost of all Resources Purchased: _____

Supporting Documentation: Please ensure you have ALL required documentation.

- o Completed PL Subsidy Form
- o Official Receipt of Payment



Appendix 2

Elementary Teacher's Federation of Ontario – Toronto Occasional Teachers Amendments to the Local Constitution and By-Laws Form

60 members present voting in favour at the Local Annual Meeting is required for an amendment to pass. The **Local Annual Meeting** is being held on **Thursday, May 19, 2022**.

Amendments are due to the Parliamentarian by email at TorontoOTConsitution@gmail.com or to 30 Kirkton Court LONDON N5X 1T2 by **Tuesday, April 19 at 4:00 p.m.** **The Parliamentarian will email or telephone confirmation of receipt of your amendment within three (3) school days.**

Amendments received by the deadline that are in order will be **posted on the Local's website** by **Thursday, May 5, 2022**.

Mover: _____ Employee #: _____

Phone number: _____ Email: _____

Secunder: _____ Employee #: _____

Phone number: _____ Email: _____

Be It Resolved that Article _____ Section _____ be:

_____ deleted

_____ amended by the deletion of:

_____ amended to read:

_____ amended by the addition of:

_____ amended by the addition of a new section / subsection to read:

Up to 100 words rationale can be included to be posted with your proposed amendment on the Local website.

APPENDIX 3

NAME OF MEMBER: _____

EMPLOYEE NUMBER: _____

NON-TDSB EMAIL: _____

NAME OF CHARITY: _____

WEBSITE: _____

CHARITY REGISTRATION NUMBER: _____

CONTACT PERSON: _____

POSITION: _____

CONTACT NUMBER: _____

CONTACT EMAIL: _____

FAX: _____

ADDRESS: _____

SERVICE DESCRIPTION: _____

PERCENTAGE OF DONATIONS THAT ARE USED FOR THE CHARITY PURPOSE

PERCENTAGE OF DONATIONS THAT ARE USED FOR RUNNING THE OFFICE, SALARIES ETC.

TOTAL ANNUAL BUDGET _____

WILL THE DONATION FROM ETFO OR LOCAL BE EARMARKED FOR SPECIFIC ACTIVITIES/PROGRAMS

AVAILABILITY OF FINANCIAL STATEMENTS (i.e. weblink)

Email your form to: gailjames@ica.net