

ETFO – TORONTO OCCASIONAL TEACHERS' LOCAL

DRAFT - ANNUAL MEETING MINUTES

Thursday May 19th, 2022 Session 1

5:00 p.m. - 9:30 p.m.

Virtual Zoom Meeting (online)

1. **Meeting Called to Order** – Ruth Ann Morley, Parliamentarian
Quorum is 96.
Alice Godfrey has withdrawn as a candidate for the Executive Members.
2. **Reading of the ETFO Human Rights Statement** – Marisa Gallippi
3. **Reading of the Land Acknowledgement** – Sara Boomhower
4. **Human Rights Officer** – Ruth Ann Morley, Parliamentarian

5. **Approval of Minutes**

MOVED BY: S. BOOMHOWER
SECONDED BY: Jeishan Rajakulasingam
Motion 21/22 -15

BIRT the 2022 Winter General Meeting Minutes be approved. **Carried**

6. **Approval of Agenda**

MOVED BY: Jeishan Rajakulasingam
SECONDED BY: S. BOOMHOWER
Motion 21/22 - 16

BIRT the 2022 Annual Meeting Agenda be approved. **Carried**

7. **President's Address**

President Fulford addressed the members on the challenges and changes of the year.

8. **Elections Officer** - Sean Graney 5:30 Timed Item

Candidate Speeches for President

Voting for President

Christina Meynell declared President for 2022-2023 Local Executive.

9. **Presentation of the Proposed Budget**

Treasurer Gail James reviewed the Proposed Budget

10. **Elections Officer** - Sean Graney 6:00 Timed Item

Candidate Speeches for 1st Vice President

Voting for 1st Vice President

Marisa Gallippi declared 1st Vice President for 2022-2023 Local Executive.

11. Debate on Proposed Budget

12. (interrupting debate on Proposed Budget)

Elections Officer - Sean Graney 6:30 Timed Item

Candidate Speeches for 2nd Vice President

Voting for 2nd Vice President

Sarah Boomhower declared 2nd Vice President for 2022-2023 Local Executive.

Debate on Proposed Budget con't

MOVED BY: G. JAMES
SECONDED BY: J. BASS

Motion 21/22 - 17

BIRT the 2022 – 2023 Proposed Budget be approved.

Carried as Amended

MOVED BY: R. FULFORD
SECONDED BY: J. BASS

Motion 21/22 - 17A1

BIRT Proposed Budget Income Line 400 ETFO AM Reimbursements be amended to read: \$11,000.

Carried

MOVED BY: S. MAUDSLEY
SECONDED BY: R. FULFORD

Motion 21/22 - 17A2

BIRT Proposed Budget Expenses Line 600 Accounting be amended to read: \$16,000. ***Carried***

MOVED BY: A. MEYNELL
SECONDED BY: D. INGSTER

Call the Question on 21/22 - 17A2 *Carried*

MOVED BY: S. MAUDSLEY
SECONDED BY: R. FULFORD

Motion 21/22 - 17A3

BIRT Proposed Budget Expenses Line 601 - Bank Charges be amended to read: \$1,000. ***Carried***

MOVED BY: A. MEYNELL
SECONDED BY: M. GALLIPPI

Call the Question on 21/22 - 17A3 *Carried*

MOVED BY: S. MAUDSLEY
SECONDED BY: M. GALLIPPI

Motion 21/22 - 17A4

BIRT Proposed Budget Expenses Line 608 Elections be amended to read: \$20,000 ***Lost***

MOVED BY: M. GALLIPPI
SECONDED BY: G. JAMES

Call the Question on 21/22 - 17A *Carried*

MOVED BY: S. MAUDSLEY
SECONDED BY: R. FULFORD

Motion 21/22 - 17A5

BIRT Proposed Budget Expenses Line 611 - Executive Honoraria be amended to read: \$3,000.

Carried

MOVED BY: A. MEYNELL
SECONDED BY: M. GALLIPPI

Call the Question on 21/22 - 17A5 Carried

MOVED BY: S. MAUDSLEY
SECONDED BY: D. ULBRYCH

Motion 21/22 - 17A6

BIRT Proposed Budget Expenses Line 613 - Furniture be amended to read: \$500. And that Proposed Budget Expenses Line 631 - Office Equipment be amended to read: \$1,000. **Carried**

MOVED BY: A. MEYNELL
SECONDED BY: J. RAJAKULASINGHAM

Call the Question on 21/22 - 17A6 Carried

MOVED BY: J. RAJAKULASINGHAM
SECONDED BY: S. BOOMHOWER

Call the Question on 21/22 - 17 Carried

Main motion carried as amended.

13. **Elections Officer - Sean Graney 7:00 Timed Item**
Candidate Speeches for Treasurer
Voting for Treasurer
Gail James declared Treasurer for 2022-2023 Local Executive.

14. Appointment of Auditor

MOVED BY: G. JAMES
SECONDED BY: J. BASS

Motion 21/22 - 18

BIRT Norton McMullen Professional Chartered Accountants be appointed to audit and prepare the Local's Financial Statements for the 2021 – 2022 Fiscal Year. **Carried**

15. Treasurer's Report - Gail James

Presentation on the Balance Sheet, Budget vs.Actuals,Income Sources, Income Summary and reviewing Expenses.

16. **Elections Officer - Sean Graney 7:30 Timed Item**
Candidate Speeches for Secretary
Voting for Secretary
Laura Barrett declared Secretary for 2022-2023 Local Executive.

17. Financial Motions

MOTION #1 (Tabled from the February General Meeting)

MOVED BY: G. JAMES
SECONDED BY: J. BASS

Motion 21/22 - 19

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. **Carried**

MOVED BY: A. MEYNELL
SECONDED BY: J. RAJAKULASINGHAM

Call the Question on 21/22 - 19 Carried

MOTION #2

MOVED BY: CHRISTINA MEYNELL
SECONDED BY: MARISA GALLIPPI

Motion 21/22 - 20

BIRT the Executive recommends to the Annual Meeting that budget line 637, Committees, be overspent by up to \$10,000 for the 21-22 Professional Learning remaining applications submitted up to and including May 2, 2022.

Carried

Challenge to the Chair Moved by S. MAUDSLEY and Seconded by J. BASS. Ruling of the Chair upheld.

18. Elections Officer - Sean Graney 8:00 Timed Item

Election of Executive Members.

There are 7 positions to be elected. There are 7 candidates for Executive Members.

The following members are acclaimed as Executive Members on the 2022-2023 Local Executive:

Gabrielle Blais-Jones

Sharon Brown

Sujatha Chintakunta

Rinat Evron

Fletcher Jerome

Renee Massop

Jeishan Rajakulasingham

Financial Motions con't

MOTION #3

MOVED BY: GAIL JAMES
SECONDED BY: ROB FULFORD

Motion 21/22 - 21

*BIRT the Executive recommends to the Annual Meeting that budget line 600, Accounting, be overspent by up to \$12,000. **Carried***

MOVED BY: A. MEYNELL
SECONDED BY: M. GALLIPPI

Call the Question on 21/22 - 21 Carried

MOTION #4

MOVED BY: GAIL JAMES
SECONDED BY: MARISA GALLIPPI

Motion 21/22 - 22

*BIRT the Executive recommends to the Annual Meeting that budget line 625, Meetings – Local AM, be overspent by up to \$10,000. **Carried***

Change to the orders of the Day

MOVED BY: A. MEYNELL
SECONDED BY: C. MEYNELL

Motion 21/22 - 23

BIRT a second session of the Annual Meeting to deal with remaining agenda items be scheduled in early June. **Carried**

19. Recessed at 9:30 p.m.

ETFO – TORONTO OCCASIONAL TEACHERS' LOCAL
ANNUAL MEETING MINUTES con't

Tuesday, June 7, 2022 Session 2

5:00 p.m. - 9:30 p.m.

Virtual Zoom Meeting (online)

20. Financial Motions Continued

MOTION #5

MOVED BY: GAIL JAMES
SECONDED BY: ROB FULFORD

Motion 21/22 - 24

BIRT the Executive recommends to the Annual Meeting that budget line 621, Meetings – Monthly Executive, be overspent by up to \$3,000. **Carried**

MOTION #6

MOVED BY: GAIL JAMES
SECONDED BY: MARISA GALLIPPI

Motion 21/22 - 25

BIRT the Executive recommends to the Annual Meeting that budget line 626, Meetings – Other, be overspent by up to \$10,000. **Carried**

21. Amendments to the Constitution

These amendments are being screened and are also printed in the Annual Meeting Workbook. Constitution Amendments must achieve 60% of members voting in favour of the motion to pass.

AMENDMENT #1

Moved by: Rob Fulford, EXECUTIVE
Seconded by: Marisa Gallippi, EXECUTIVE

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 President(s) 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 President(s) and Treasurer.

Carried

AMENDMENT #2

Moved by: Gail James, EXECUTIVE

Seconded by: Rob Fulford, EXECUTIVE

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

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

And the remainder renumbered accordingly

And that Article II – AFFILIATION be amended to read:

ARTICLE II - JURISDICTION

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

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

Carried

AMENDMENT #3

Moved by: Rob Fulford, EXECUTIVE

Seconded by: Marisa Gallippi, EXECUTIVE

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

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 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 publicly 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;
- 3.9 to cooperate with other organizations having the same or like objects; and
- 3.10 to communicate with members.

Carried

AMENDMENT #4

Moved by: Rob Fulford, EXECUTIVE

Seconded by: Gail James, EXECUTIVE

Be it resolved that 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

AMENDMENT #5

Moved by: Rob Fulford, EXECUTIVE

Seconded by: Marisa Gallippi, EXECUTIVE

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

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

AMENDMENT #6

Moved by: Lisa DeSantis

Seconded by: Christina Meynell

BIRT ARTICLE VI – LOCAL ORGANIZATION Section 1 – Local Executive 6.1.1 and 6.1.2 be amended to read:

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

President

First vice-president

Second vice-president

Third vice-president

Treasurer

Secretary

Six (6) additional executive members, four (4) positions open to women only, two (2) open positions

A non-voting member from each of the other ETFO locals whose members are employed by the Toronto District School Board

6.1.2 In accordance with Article XI 11.2.2 of the Union constitution, at least three (3) of the five (5) released officers shall be women.

Lost

AMENDMENT #7

Moved by: Marisa Gallippi, EXECUTIVE

Seconded by: Sarah Boomhower, EXECUTIVE

BIRT ARTICLE VI – LOCAL ORGANIZATION Section 1 Local Executive 6.1.1 and 6.1.2 be amended to read:

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 3 (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

Moved by: Rob Fulford

Seconded by: Fletcher Jerome

Amend Amendment #7 by the addition of: "Effective 2023 - 2024 Executive Election" ***Carried***

Moved by: Gail James

Seconded by Sarah Boomhower

Call the Question on the Amendment to #7. ***Carried***

AMENDMENT #8

Moved by: Rob Fulford, EXECUTIVE

Seconded by: Sarah Boomhower, EXECUTIVE

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

6.1.3 The term of office for the Executive shall be **two (2)** years. 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.

And that ARTICLE IX – EXECUTIVE ELECTIONS Section 1 – Eligibility be amended by the deletion of 9.1.3:

~~9.1.3 Term limits for all released executive officer positions (president, first vice-president, second vice-president and treasurer) be limited to 4 consecutive years in all released positions. This motion is applied retroactively. Thus, any local released executive officer who has held a released position for 4 or more consecutive years as of the 2022-2023 local elections will not be eligible to run in the 2022-2023 local executive elections or any subsequent by-elections for the 2022-2023 school year.~~

Lost

Moved by: Rob Fulford

Seconded by: Fletcher Jerome

Amend Amendment #8 by the addition of: "Effective 2023 - 2024 Executive Election" ***Carried***

Moved by: Marisa Gallippi

Seconded by Sharon Brown

Call the Question on the Amendment to #8. ***Carried***

AMENDMENT #9

Moved by: Rob Fulford

Seconded by: Fletcher Jerome

BIRT ARTICLE VI – LOCAL ORGANIZATION Section 1- Local Executive 6.1.3 be amended to read:

6.1.3 Effective for the 2023 Executive Election, the term of office of the executive shall be two (2) years. The term will commence on July 1 of the year of the election and end on June 30 two years following the year of election.

Moved by: Jeremy Bass

Seconded by: Chris Loben

BIRT Amendment #9 be amended to read:

6.1.3 Effective for the 2023 Executive Election, the term of office of the executive shall be one (1) year. The term will commence on July 1 of the year of the election and end on June 30.

Carried

Moved by: Marisa Gallippi

Seconded by Sarah Boomhower

Call the Question on the Amendment to #9. ***Carried***

Main Motion Carried as Amended

AMENDMENT #10

Moved by: Lisa DeSantis

Seconded by: Marisa Gallippi

BIRT ARTICLE 6.1.3 be amended with the addition of a new subsection 6.1.3.1 to read:

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 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.

And that ARTICLE IX – EXECUTIVE ELECTIONS Section 1 – Eligibility be amended by the deletion of 9.1.3. *Carried*

Moved by: Gail James

Seconded by Susan Richmond

Call the Question on the Amendment to #10. ***Carried***

AMENDMENT #11

Moved by: Rob Fulford, EXECUTIVE

Seconded by: Fletcher Jerome, EXECUTIVE

Be it resolved that ARTICLE VI – LOCAL ORGANIZATION Section 1 – Local Executive current articles 6.1.4 and 6.1.4.1 be deleted.

And that Article VII Section 1 Duties of the Executive 7.1.1 i) be amended to read:

7.1.1 The Executive shall:

(i) appoint when necessary, a successor to complete any unexpired term of an elected or appointed Local representative in accordance with Bylaw IV;

And that ARTICLE IX - EXECUTIVE ELECTIONS Section 5 – By-Elections be deleted.

And that BYLAWS be amended by the addition of a new BYLAW IV - VACANCIES ON THE EXECUTIVE to read:

BYLAW IV - VACANCIES ON THE EXECUTIVE

4.1.1 A vacancy from an unexpired term of office on the Executive shall be filled in accordance with 7.1.1 (I) in the following manner:

4.1.2 A vacancy at the position of President shall be filled by the First Vice President.

4.1.3 A vacancy at the position of First Vice President shall be filled by one of the Vice Presidents as appointed by the Executive.

4.1.4 A vacancy at the position of Vice President shall be filled by one of the Executive Members as elected / appointed by the Executive.

4.1.5 A vacancy at the position of Secretary or Treasurer shall be filled in the following manner:

a) Nomination forms will be distributed to members by Constant Contact and on the Local website within fifteen (15) days of a vacancy occurring.

b) Completed nomination forms must be emailed to the Elections Officer. Candidates may also include a 8 1/2 x 11 pdf profile.

c) Each candidate will be contacted by the Elections Officer to verify that their nomination form has been received.

d) Nomination forms must be received by the Local not later than two (2) days prior to the Local Executive Meeting at which the election will take place.

e) The Executive shall elect a candidate by secret ballot from among the nominations received.

4.1.6 A vacancy at the position of Executive Member shall be filled by a By-Election at a General Meeting in the following manner:

a) If an Executive vacancy exists, the position is to be advertised to the membership at least 21 days prior to the next general meeting where the election will take place.

b) The same eligibility criteria apply to candidates as for the annual executive elections.

c) Members in good standing who are interested in running in the by-election must submit a nomination form by email to the Elections Officer no later than 15 days prior to the General Meeting.

4.1.5 A vacancy at the position of Secretary or Treasurer shall be filled in the following manner:

a) Nomination forms will be distributed to members by Constant Contact and on the Local website within fifteen (15) days of a vacancy occurring.

b) Completed nomination forms must be emailed to the Elections Officer. Candidates may also include a 8 1/2 x 11 pdf profile.

c) Each candidate will be contacted by the Elections Officer to verify that their nomination form has been received.

d) Nomination forms must be received by the Local not later than two (2) days prior to the Local

Executive Meeting at which the election will take place.

e) The Executive shall elect a candidate by secret ballot from among the nominations received.

4.1.6 A vacancy at the position of Executive Member shall be filled by a By-Election at a General Meeting in the following manner:

a) If an Executive vacancy exists, the position is to be advertised to the membership at least 21 days prior to the next general meeting where the election will take place.

b) The same eligibility criteria apply to candidates as for the annual executive elections.

c) Members in good standing who are interested in running in the by-election must submit a nomination form by email to the Elections Officer no later than 15 days prior to the General Meeting.

a) The Executive Member candidate with the next highest vote count from the Annual Meeting elections will be appointed by the Executive to fill the temporary vacancy.

b) If the candidate declines filling the vacancy, then the membership at large will be notified within 15 days of the vacancy occurring that nominations are being sought to fill a temporary vacancy.

c) Nomination forms must be submitted to the Elections Officer at least two days prior to the Executive Meeting where the election will take place. Candidates may also include a 8 1/2 x 11 pdf profile.

d) Each candidate will be contacted by the Elections Officer to verify that their nomination form has been received.

e) The Executive shall elect a candidate by secret ballot from among the nominations received using plurality.

Carried

AMENDMENT #12

Moved by: Rob Fulford, EXECUTIVE

Seconded by: Jeishan Rajakulasingam, EXECUTIVE

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.

And that Article VI LOCAL ORGANIZATION Section 2 – Standing Committees 6.2.1 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 Members Committee
- f) Political Action Committee
- g) Professional Development Committee
- h) Racialized Members Committee
- i) Social Committee
- j) Status of Women Committee

Carried

Amendment #13 is already dealt with in Amendment #12 passing.

22. Adjournment 9:30 p.m.