



# THE DISPATCH

WINTER 2022-2023

For questions, please call the office at  
**(416) 227-1866**

happy  
HOLIDAYS

## MESSAGE FROM YOUR 2022-2023 LOCAL EXECUTIVE

In November, a by-Election was called under By-Law 4.2 to fill a temporary vacancy on the Executive. Following a vote of the Executive, **Caini Ouattara Sano** was appointed to the Executive Member position.

### YOUR 2022 - 2023 LOCAL EXECUTIVE TEAM:

-  **President:** Christina Meynell
-  **Interim First Vice-President:** Sarah Boomhower
-  **Interim Second Vice-President:** Jeishan Rajakulasingam
-  **Treasurer:** Gail James
-  **Secretary:** Laura Barrett
-  **Executive Members:**
  - ✓ Gabrielle Blais-Jones
  - ✓ Sharon Brown
  - ✓ Rinat Evron
  - ✓ Fletcher Jerome
  - ✓ Renee Massop
  - ✓ Caini Ouattara Sano

Your local Executive wishes you a restful, restorative, and happy winter break. The local office will be closed over the winter break and will re-open on Monday, January 9th

## BILL 284-COMPENSATION FOR OTS

Bill 284, the paid Infectious Disease Emergency Leave (IDEL), came into effect April 19, 2021, and will end on March 31, 2023, unless extended by regulation. Employers may be reimbursed for payments made to employees for the new paid leave by the Workplace Safety and Insurance Board (WSIB). While this leave is being called "paid sick leave" in the media, the Board refers to it as Paid IDEL as it covers a wider range of potential absences than just illness.





## LOCAL PROFESSIONAL LEARNING REIMBURSEMENT OPPORTUNITIES

At the Local's 2022 Annual Meeting the membership approved a budgeted amount of **\$55 000** in the 23-23 fiscal year budget, for reimbursements to members upon the completion of any self-directed professional learning (i.e. AQ course). Please see the **Professional Learning Reimbursement Form** on the local's website HOME page under LOCAL FORMS. Members are eligible for a reimbursement of up to **\$200 per school year** to help support their professional growth as an educator. For complete details on how to apply for the funding, please check the Local's website.

There is also a Professional **Learning Resources Reimbursement Form**. This **\$50 subsidy** is for professional learning resources. There is a \$50 maximum per member for the 2022-2023 school year (this is in addition to the \$250 maximum professional Learning Reimbursement allowed per year).

**Resources covered:** any resource(s) purchased for member use in any self-directed professional learning course(s).

### NEW SUBSIDY! SINGLE ROOM OCCUPANCY FOR ETFO CONFERENCES AND WORKSHOPS

At the 2022 Fall General Meeting, Motion 8 was passed allocating **\$5000** to be used on a first come first serve basis for members who are accepted into ETFO training. This subsidy is for designated groups to cover single room hotel occupancy for ETFO Provincial conferences and workshops. An individual member may apply for up to \$250 maximum per school year from July 1st to June 30th.

Please note, all reimbursement forms are located under LOCAL FORMS on the HOME page of the local's website - <https://effo-torots.org>





## UPCOMING 2023 LOCAL EVENTS

Thank you to the Toronto Occasional Teachers Local Committees who plan, organize, and host events for our members. **Please save the date** for the following events and continue to check the official website <https://effo-torots.org/> for the most updated list of event details. Committees are preparing multiple anti-oppressive workshops for the winter session. To register, visit the website and click each Google Form to register for specific events.

### **Indigenous Community Engagement**

**Tentative date** - Wednesday, January 18th

**Time** - 5:30-8:00 PM

### **Stolen People on Stolen Land (Part 2)**

**Tentative date** - January 2023

**Time** - 5:00-6:30 PM

### **Stolen People on Stolen Land (Part 3)**

**Tentative date** - Wednesday, February 8th

**Time** - 5:00-6:30 PM

### **French Teaching Workshop**

**Tentative date** - Tuesday, February 21

**Time** - 5:00-7:00pm

### **Rethinking White Privilege**

**Tentative date** - Tuesday, February 28th

**Time** - 5:30-8:00 PM

### **International Women's Day Event**

**Tentative date** - Wednesday, March 8

**Time** - 5:00-7:00pm

### **Joy Henderson-Afro-Indigenous Advocate**

**Tentative date** - March 2023

**Time** - 5:00-7:00pm

### **Culturally and Responsive Pedagogy**

**Tentative date** - March 21st

**Time** - 5:30-8:00 PM





## 2023 WINTER GENERAL MEETING

**Thursday, February 23, 2023, from 5:00pm-8:30pm.**

Location, registration details and agenda will be emailed out to members in January 2023.

### ANOTHER BY-ELECTION: WINTER GENERAL MEETING

Due to a resignation, there is a vacancy for the position of Executive Member for the remainder of the 2022-2023 term. Under the constitution By-Law 4.1, a by-election is being held at the Winter General Meeting on Thursday, February 23, 2023 with voting by secret ballot by members present at the meeting.

Nomination forms for this position have been sent out by email and are on the Local's website under the Elections tab in the top right navigation bar. Nomination forms are due to the Elections Officer, Sean Graney, by Friday, February 3, 2023 at 4:00 p.m. Nomination forms and all elections inquiries are emailed to:

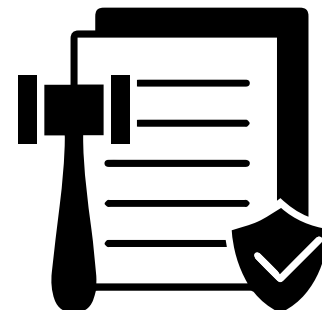
**TorontoOTElections@gmail.com**



### MOTIONS TO THE 2023 ETFO ANNUAL MEETING

The ETFO Annual Meeting provides locals with the opportunity to bring forward motions to influence the direction, goals, and fiscal commitments of the ETFO organization. For a motion to be published in the ETFO Annual Meeting motion booklet, it must be approved by a Local's membership at a General Meeting prior to March 1st each year.

If you have an ETFO Annual Meeting motion you want considered at the February 23, 2023 Winter General Meeting, please email your motion to the Parliamentarian at **TorontoOTConsitution@gmail.com** by **Friday, February 10, 2023 at 4:00pm**. In your email, please indicate 2023 ETFO AM Motion along with your name and TDSB employee number.





# COMING SOON! ELECTION OF YOUR 2023-2024 EXECUTIVE

Do you want to be part of the elected team that helps steer the direction and policy of your union local? If so, you are encouraged to submit a nomination form to run for a position on your 2023-2024 local executive. The Winter newsletter is mailed out to the membership with the nomination forms for the positions listed in Article VI of the Constitution. The 2023-2024 Executive elections will follow this new structure that was approved at the 2022 Annual Meeting:

**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.



## TIMELINE OF THE ELECTION PROCESS:

**Winter Break 2022-23:** Nominations open, nomination form is posted on the local's website, mailed out in Winter Dispatch Newsletter

**Feb 17, 2023:** Nominations close, nomination forms due by 4:00pm to Elections Officer

**Election Officer** – Campaign Guidelines sent to nominees within 3 days of receiving nomination

**February 22:** Names of candidates posted on website

**February 23:** Winter General Meeting, Candidates introduced and speeches

**February 27:** Deadline for candidate PDF profiles to Elections Officer

**March 2:** Candidates' profiles posted on local website for membership

**May 25 and May 31:** Annual Meeting Sessions 1 and 2, speeches immediately followed by voting held at the 2023 Local Annual Meeting

The nomination form lists the expectations and responsibilities for each position on the local executive. All positions are a one-year term as per the local's Constitution. Occasional Teachers interested in having their name on the ballot for the 2023- 2024 Executive Election must submit a completed Nomination form to the Local's Elections Officer Sean Graney by Friday, February 17, 2023 at 4:00pm.

[TorontoOTElections@gmail.com](mailto:TorontoOTElections@gmail.com)

For additional information and details on the 2023-2024 Executive Election process, please check the Local's website under the tab Elections > Election Information in the upper right navigation bar of the home page. As per the local's Constitution, Article IX, Section 3, 9.3.1 - All elections of the Executive shall be conducted at the Local Annual Meeting.

## 2023 ETFO ANNUAL MEETING: WE WANT YOU TO BE A DELEGATE!

The ETFO Annual Meeting takes place August 14 -17, 2023 in Toronto. Nearly a thousand ETFO members participate in this meeting. The Toronto OT Local is allocated **21 delegates** to take part in the meeting. Delegates discuss and vote on the priorities of the provincial ETFO organization and constitutional motions; approve the ETFO provincial budget and fees; and, fulfill a variety of responsibilities necessary for the operation of the ETFO organization.



The Toronto OT Local will elect **16 delegates** at the Local's February 23, 2023 Winter General Meeting as per the Local's Constitution. Candidates address members in attendance at the meeting and voting occurs by secret ballot immediately after all speeches. Candidates interested in having their name on the ballot for the 2023 ETFO Annual Meeting.

Delegate Election must email a completed **Delegates Nomination form to the Local's Elections Officer, Sean Graney, at [TorontoOTElections@gmail.com](mailto:TorontoOTElections@gmail.com) by Friday, February 10, 2023 at 4:00pm.**

For additional information and details on the 2023 ETFO Annual Meeting and the selection of delegates, please check the Local's website under the tab Elections > Election Information in the upper right navigation bar of the home page.



## GETTING TO KNOW YOUR COLLECTIVE AGREEMENT: (SICK LEAVE AND MISCELLANEOUS DAYS FOR LTO TEACHERS)

All LTO Teachers should be aware of their **Sick Leave entitlement**. This includes at least one paid Sick Leave Day at 100% of your LTO rate and twelve Short Term Sick Leave Days at 90% of your LTO rate for each completed calendar month of an LTO assignment (see page 14 of your Collective Agreement).

LTOs also have access to five **Miscellaneous Leave Days** (not deducted from sick leave) per school year, with Board approval. These five days can be used in any combination but ONLY for the following five reasons: **Bereavement Leave, Court Appearances, Examination and Graduation, Religious Holy Days and Moving Day (see pages 49-51 of your Collective Agreement)**. Please remember that LTOs and permanent contract teachers do not have the same Miscellaneous Leave provisions in their respective collective agreements. An LTO who uses the incorrect code for an absence may have that absence changed to an unpaid day.



## TREASURER UPDATE

A reminder to send in reimbursement forms as soon as possible after an event so that the financials can be as up to date as possible and monies can be received by you, the member, in a timely fashion. All enclosed receipts should have your name, the name of the vendor, the date and the money amount highlighted/circled. An itemized receipt is preferable. However, a credit card receipt can also be submitted especially if it has a tip included.

It is suggested that all members set up an automatic deposit e-transfer account with their bank using a non-TDSB email. There is no charge for this and it can easily be completed over the telephone. If you would like help completing this task, please contact the Treasurer.

The local Children's Charity Donation Form is on the local website. Please suggest a charity, fill in the form and submit it to the Treasurer. Donations can be made at any time during the fiscal year as many organizations, especially at this time of the year, will double or triple charity donations. Feel free to contact the Treasurer at any time if you have financial suggestions/questions.

Treasurer's Contact Info: ✉ [gailjames@ica.net](mailto:gailjames@ica.net) ☎ 416.458.3451

# LOCAL COLLECTIVE BARGAINING UPDATE: HAVE YOUR VOICE HEARD!

Your Local is currently in the process of collecting important feedback and information from you, the members, about your working conditions and needs as Occasional Teachers in the TDSB. It is important that your voice is heard as your Collective Bargaining (CB) Committee creates a list of the top bargaining priorities for Toronto OTs. Your CB Committee will be sending out an online, **all-member Collective Bargaining Survey** in the coming weeks. Please check your email and your Local website for more information.

ETFO Provincial update: On November 22, 2022, representatives from ETFO, the Ontario Public School Boards' Association (OPSBA) and the government participated in discussions at the ETFO Teacher/Occasional Teacher Central Table. By the end of the day, OPSBA and the government presented ETFO with a "term sheet" outlining their proposals, and ETFO presented several proposals which will be shared with members via ETFO's CB bulletins. Please be sure to visit ETFO's CB communication member portal by going to [www.etfocb.ca](http://www.etfocb.ca) and signing into member secure services. ETFO has approved the following CB priority list:

That the Teacher and Occasional Teacher collective bargaining goals for 2022 be to negotiate:

- ▶ Class size caps and composition in all grades;
- ▶ Improved supports for students with special needs;
- ▶ Improvements to compensation;
- ▶ Fair and transparent hiring practices;
- ▶ Improvements to workload and working conditions;
- ▶ Improvements to health and safety protection; and
- ▶ Supports for the return to in-person learning for all students



## PRESIDENT'S MESSAGE

Dear Colleagues,

It is hard to believe that 2023 is just around the corner. Your local released officers and entire Executive have worked hard to serve you – the members. These last couple of years have been challenging to navigate but your commitment, professionalism and adaptability have not only pulled you through but have made you stronger. Thank you for the work you do.

I encourage you to fill out the Collective Bargaining Survey to let your Executive and CB Committee know what you want us to prioritize when we commence negotiations with the TDSB in 2023. The list of bargaining priorities from the survey data results will be ratified by you at an all-member meeting in the new year.

The winter break is an opportunity and a time to regenerate, reflect and relish in the company of our family and friends after a busy first term. Enjoy!

Yours in solidarity,

A handwritten signature in black ink, appearing to read 'Christina Meynell', written over a light gray grid background.

Christina Meynell