



**ETFO – TORONTO OCCASIONAL TEACHERS LOCAL
EXECUTIVE MEETING**

Tuesday, February 20, 2024 at 9:15 a.m. via Zoom

Present: Christina Meynell, Marisa Gallippi, Sharon Brown, Laura Barrett, Gail James, Rinat Evron, Gabrielle Blais-Jones, Sarah Boomhower, Sophie Kroesen, Nathan Goveas, Jeishan Rajakulasingam, Efstathia Sotiropoulos

Regrets: none

Parliamentarian: Ruth Ann Morley

1) Welcome – Ruth Ann Morley, Parliamentarian

Caini Ouattara Sano's resignation from the Executive was received on February 2, 2024. As a result an additional Executive Member position was filled by the By-Election at the Winter General Meeting.

Welcome to the two new Executive Members from the By-Election, Nathan Goveas and Sophie Kroesen

2) Land Acknowledgement Statement - read by Gabrielle Blais-Jones

3) Reading of the ETFO Human Rights Statement - read by Gail James

4) Human Rights Officer - Ruth Ann Morley

5) Approval of Executive Meetings Minutes

Motion 23/24 - 58

Moved by Sharon Brown Seconded by Laura Barrett

BIRT the Executive Meeting Minutes from January 24, 2024 be approved.

CARRIED

6) Approval of the Agenda

Motion 23/24 - 59

Moved by Sharon Brown Seconded by Jeishan Rajakulasingam

BIRT the Executive Meeting Agenda be approved as amended:

Addition of 8 h) Meal reimbursement, addition of 8 i) Position of Secretary, addition of New Business a) Human Rights Officer Training and b) Robert's Rules of Order Training.

Motion 23/24 - 59A

Moved by Sharon Brown Seconded by Laura Barrett

That a new item Lieu Time Procedure 3.4.1 be heard immediately following the approval of the agenda.

Amendment CARRIED

Agenda CARRIED as amended

Motion 23/24 - 60

Moved by Sharon Brown Seconded by Laura Barrett

BIRT Procedure 3.4 Lieu Time subsection 3.4.1 be amended to read:

3.4.1 Lieu time will be given for the released executive to compensate for overnight (1/2 day), weekend work (full day for each day) or summer work (tracked by hours) where attendance is expected by the union and/or local. The released executive shall notify the executive, by written notice, that lieu time occurred during summer work hours by the first scheduled executive meeting starting the new term. The executive must approve the released executive's lieu time prior to lieu time being taken.

CARRIED

Motion 23/24 - 61

Moved by Marisa Gallippi Seconded by Gail James

Move a change to the orders of the day to hear another amendment to 3.4.1 at this time.

CARRIED

Motion 23/24 - 62

Moved by Marisa Gallippi Seconded by Gail James

BIRT Procedures 3.4 Lieu Time subsection 3.4.1 be amended by the deletion of "summer work".

CARRIED

Motion 23/24 - 62C

Moved by Jeishan Rajakulasinam Seconded by Sarah Boomhower

Motion to call the question.

CARRIED

7) Time Sensitive Business:

- a. **Committee Members List** – additional members / changes for approval

Motion 23/24 - 63

Moved by Sarah Boomhower Seconded by Marisa Gallippi

BIRT the following changes be made to Committee Members list for the following Standing Committees:

Elections Committee: addition of Sharon Brown, Sarah Boomhower

Political Action Committee: resignation of Caini Ouattara Sano, addition of Khai Du Ngo

Professional Learning Committee: resignation of Taylor Jackson, addition of Soumita Mullick

Racialized Members: resignation of Caini Ouattara Sano, addition of Sarisha Moodley

Status of Women: resignation of Canini Ouattara Sano, Jatinder Randhawa, Alynah Hyderali, and Rita Kalia, addition of Daniella De Sousa and Sriharini.alagendra-surendran

Social Committee: addition of Khai Du Ngo

New Ad Hoc Committees:

2SLGBTQIA+ Ad Hoc Committee - Executive Liaison: Laura Barrett, approve members: Alex Scott, Hannah Dees, Sharon Brown, Gabrielle Blais-Jones, and John Pacocha

Health and Safety Ad Hoc Committee - Executive Liaison and committee member: Jeishan Rajakulasingam, approve members Loreen Gale, Todd Prescott, Marisa Gallippi, Sophie Kroesen

CARRIED

Terms of Reference for new Ad Hoc Committees

Motion 23/24 - 64

Moved by Laura Barrett Seconded by Sharon Brown

2SLGBTQIA+ Ad Hoc Committee Terms of Reference

To provide advice on the education of Local members about the histories and cultures of two-spirit, lesbian, gay, bisexual, transgender, intersex, asexual, queer or questioning people and the experiences of 2SLGBTQIA+ members.

To advise the Executive and recommend strategies to raise members' awareness about 2SLGBTQIA+ communities' concerns.

To identify and recommend ways to support 2SLGBTQIA+ members of the Local.

To provide resources and programs to support Local members and maximize using ETFO incentive funding available to the Local.

To recommend strategies and resources which address homophobia, biphobia, transphobia, heterosexism, transmisogynoir, and other forms of hate based on gender identity, gender expression, or sexuality.

CARRIED

Motion 23/24 - 65

Moved by Jeishan Rajakulasingam Seconded by Marisa Gallippi

Health and Safety Ad Hoc Committee Terms of Reference

To advise and make recommendations to the Executive on health and safety issues.

To make recommendations to the Executive to raise member awareness of health and safety issues in schools in the Local.

To provide resources and programs to increase member participation in health and safety training.

To review issues of the Joint Occupational Health and Safety Committees to provide assistance for our rep / Health and Safety Inspector.

To raise the awareness level of members for Health and Safety issues.

To provide a forum to discuss concerns raised at the TDSB Joint Occupation Health and Safety Committees.

CARRIED

b. Winter General Meeting - Feedback

Tech Support - Nick Tharani (Administrator) recommendation:

"I strongly recommend activating the other 2 zoom licenses so the last-minute registrations can be managed better. Plus, all the other benefits of having 3 separate licenses."

Does this mean the Local has two other licences that have not been set up yet? - YES

Would they have their own passwords so that if someone logs on as admin to the second licence it doesn't kick out the admin on licence one? - YES.

Does it mean that the Local can hold three separate meetings at the same time? - YES

New registration procedure -

For this meeting a new registration procedure was used. The past procedure was a Google Form for members to register and one zoom link going out to the entire membership and then needing 3-4 tech / Released Officers at the beginning of the zoom meeting working with the membership list to highlight attendance on the registration google file and then admit people from the waiting room one by one. The new procedure had the membership register through a zoom form attached to the zoom meeting. Then to avoid any released officers being responsible for giving members access to the meeting where voting is occurring, the Elections Officer with the membership list went through the zoom administration on the Saturday, Sunday and Monday prior to the meeting to check the member's names against the registration list and approve them in zoom. This approval automatically generated a confirmation email to the member with their personalized zoom link. The members were asked to be registered by Friday, February 9 (see constant contact). If they tried to register at the last minute there would be a delay as approval of their zoom registration could only be done by the "administrator" of the zoom meeting (Nick) during the meeting and could be delayed.

Constant Contact sent out to members February 8:

ETFO Toronto OT Local Members,

In order for you to join the Local's Winter General Meeting on February 13th, it is extremely important that you register for the meeting so that you can be approved, and then be sent the Zoom link.

Please register by **Friday, February 9th** in order to be approved, to avoid your access to the meeting being delayed.

Your **personal link** will be sent to you on **Monday, February 12th**. This is a unique personalized link for only you. Please do not copy or share this link with anyone else. Also, please note, that you are not able to access the meeting on two devices using the same meeting link. If your link is used twice, one of the users will be removed from the meeting.

Finally, those who register late may be approved, but should expect that approval and entry may be greatly delayed.

To receive the Zoom log-in link and attend the virtual 2024 Winter General Meeting, [please complete the registration form by clicking the button below.](#)

Directions for the Executive on February 12

Executive,

You might be emailed or texted during the General Meeting tomorrow night by members who are trying to get into the meeting:

If they **registered before Monday**, a **CONFIRMATION** email would come directly to them on Saturday, February 10 or Sunday, February 11. If they **registered on Monday**, their message would come out Monday evening.

Check their email for a message from **ZOOM** with the subject "**2024 Winter General Meeting Confirmation**"

Remember to check the SPAM folder.

Sample of what the Confirmation and personal zoom link emailed out looked like:



For members who didn't receive their confirmation, by Monday, and registered on Tuesday or during the meeting, there was a lag. More than one member reported that they did register in advance and did not receive a confirmation email with their personalized link.

The day of the meeting, tech support again sent out a blast email with the confirmations and personal zoom links to everyone who's registration had been received in advance and approved by the Elections Officer.

Recommendations:

Use a second "administrator" on a second zoom account of the Local to process last minute registrations in a quicker manner once the meeting has started.

Have the membership list from the Board emailed to the tech support with just the members names and emails (other private information removed) and the list copied to all the released executive for the Winter GM.

For the Annual Meeting where the released officers may also be candidates in the election, the email from the board went to the Elections Officer and the Elections Officer shared the list with the Elections Committee / tech support for registration process as needed.

Attendance List:

In the past, the google form highlighted by the released officers was used as the attendance list. This year with the new registration process after the meeting, the tech support (Nick) was able to generate in zoom automatically a

participation report, which provided the name / email of every member that entered the meeting. This report can then be used to confirm the meal reimbursement requests as they come in. (the meal reimbursement form was sent out by Constant Contact). The Treasurer confirmed that 131 members attended the meeting, although not all for the entire meeting. One member signed on for 1 minute and two signed on for 8 minutes. It should be noted that the Executive has no way to know what happened that this attendance was short. The rest of the members stayed a length of time. It was confirmed that nothing in the procedures requires an attendance time limit. The Treasurer was directed that everyone on the attendance list will be approved for the meal reimbursement.

Tech Problems with Poll

Concerns were expressed with the length of time and difficulty it took to properly produce one of the election polls. Yes, it had to be changed just before the meeting started, but it wasn't completed properly and it was unprofessional and stressful on the candidates how long this issue took to resolve. It was confirmed that the tech support provided by this meeting was done to be very cost effective (under \$700) and the Executive vote to use this tech support was specific to the Winter General Meeting only. No decision on tech support has yet been determined for the Annual Meeting.

By-Election

It was a complicated By-Election because there were so many changes.

Four nomination forms for the By-Election Executive Member were received by the deadline. There were four candidates at that time: Sheila, Nathan, Sophia and Rinat. This By-Election was to fill a vacancy created by Jennifer Dietert. She was holding an Executive Member (Open) position and resigned. Upon her resignation the Local followed By-Law 4.1 (e) which outlines the nomination form distribution, nomination deadline and election at the next General Meeting. At that time, the four candidates were competing for one position.

After the nominations closed, we had another resignation of the Executive. This time Canini Ouattara Sano resigned. She was holding an Executive Member (Women Only) position. As nominations had already closed by the timelines in the Constitution, we could not seek any more candidates for this second position. What we could do was ask the members that were women, if they wanted to remain in the Executive Member (Open) ballot they were currently in or move to the Executive Member (Women Only) ballot for this new second position. If none of the candidates moved, the position would remain unfilled for the remainder of the school year as there are no further General Meetings to hold another By-Election this year. By-Election is the only way to fill a vacancy at the Executive Member level according to our current By-Laws. Sheila and Rinat moved to the Executive Member (Women Only) category. A Constant Contact went out to the members to inform them of this change. It was also posted on the Local website by the Elections Officer.

After that was announced to the members, Rinat made the decision to withdraw. That left Sheila as the only candidate remaining in the Executive Member (Women Only) category. Rinat's withdrawal was announced to the membership and that would result in an acclamation at the time of the Winter General Meeting for Sheila.

On the day of the General Meeting, Sheila emailed her written withdrawal from the By-Law Election to the President. This was to go directly to the Elections Officer as per the Election Procedures and Campaign Guidelines, but the President forwarded it to the Election Officer. Sheila's written resignation at 3:50 p.m. was received and the Elections Officer and Ruth Ann as Parliamentarian were expected to be in the pre-meeting of the General Meeting at 4:15 p.m. This resignation meant that there were no candidates left in that category and as no further nominations could be received as the deadline was past, the Executive Member (Women Only) position would remain unfilled for the rest of the year. The Election Officer needed to act quickly.

This led to contacting the only candidate that as a woman could switch into the Executive Member (Women Only) ballot so there was a candidate. Sophie was contacted by the Election Officer and she agreed to move into the Executive Member (Women Only) position so that it would not remain vacant.

After this, Sheila let the Elections Officer know that she reconsidered and wanted to remain a candidate. As her nomination had been received by the deadline, she was still a valid candidate and could run in the election. There was no language in the Constitution to prevent this. However, her decision to reconsider her withdrawal could not change what another candidate had decided.

That meant that Sheila was a candidate for the Executive Member (Women Only) position and she and Sophie were now both running.

Speeches of up to two minutes can be made by candidates at the General Meeting. This is not required but the opportunity is provided to the candidates. That night, the Elections Officer used a random generator to determine the speaking order.

After the speeches, the poll vote was conducted and Sophie was elected.

As I said it was not straightforward and the Election Officer responded to each change as it came to light.

Motion 23/24 - 66

Moved by Sophie Kroesen Seconded by Marisa Gallippi
BIRT BYLAW IV - Vacancies on the Executive, subsection 4.1 e) iii) be amended to read:

iii) 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. **Notwithstanding, a current member of the Executive cannot run for an Executive Member position in a by-election unless first offering their resignation from that position.**

CARRIED

Motion 23/24 - 67

Moved by Sophie Kroesen Seconded by Marisa Gallippi
BIRT Article IX -EXECUTIVE ELECTIONS, Section 2 - Nominations be amended with the addition of a new subsection 9.2.4 to read:

9.2.4 A nominated member may withdraw their nomination at any time up until the vote is taken. Once a withdrawal of their nomination is submitted to the Elections Officer it cannot be rescinded.

CARRIED

c. March Draft Newsletter

Information on Candidates' Nights will be included in the newsletter. The previously reported April 22 date for the second session has been changed to April 30 as requested by members to avoid conflict with a religious observance. Also included will be information on the Annual Meeting.

The President will email the Executive a DRAFT. The final version is due to the Printer by Feb 29 to allow for formatting, printing, printing of the candidates profiles, folding, stuffing and mailing envelopes to be received by members that requested a printed copy by the April 2 deadline required by Constitution timelines. Articles from Executive members are due by noon on February 28. Committee Liaisons, if you have firm dates for Committee events / workshops happening after April 2 and want to advertise, please submit to Christina. The Treasurer will submit a report to the President. Other Committee events / registration before April 2 can continue to be announced using Constant Contact. Local Bargaining is ongoing so a newsletter

article can't offer any up to date specifics other than meeting dates as so much can change between Feb 28 and April 2. Any Bill 124 or Local Bargaining issues that emerge over the next weeks are better communicated by Constant Contact.

April 2 is the required delivery date of the newsletter mailed to members.

Motion 23/24 - 68

Moved by Sophie Kroesen Seconded by Marisa Kroesen

BIRT that the CN be the only person to write any reports to the membership about Collective Bargaining, whether it's Local Bargaining or Central, subject to the President's approval.

CARRIED

Motion 23/24 - 68A

Moved by Sharon Brown Seconded by Jeishan Rajakulasingam

Amend "President's" to "Released Officers"

CARRIED

d. **Annual Meeting** - Tuesday, May 14 and Thursday May 16

i. **Meeting Location** - in person or virtual

Motion 23/24 - 69

Moved by Gabrielle Blais-Jones Seconded by Laura Barrett

BIRT the membership be sent a Google Form, run by the Released Executive, to poll the membership if they want all in person, all remote, May 14 remote / May 16 in person as options for the Annual Meeting Session 1 and Session 2.

CARRIED

Rationale should include factors such as costing, possible physical location, and tech support in person / on line tech support voting (zoom / Simply Voting) costing.

Motion 23/24 - 70

Moved by Gabrielle Blais-Jones Seconded by Laura Barrett

Move Change to Orders of the Day to hear item 8 i) at this time.

CARRIED

i) **Position of Secretary**

A discussion was held on the importance of the Secretary and the value of the role. Rinat completed one session of voluntary training with the Parliamentarian on October 24. See the Training Notes for Taking Minutes:

Standards	Example
Header: Organization Name Who is meeting? Date including year and starting time Location (Via zoom if remote or meeting place address)	<p style="text-align: center;">ETFO – TORONTO OCCASIONAL TEACHERS LOCAL EXECUTIVE MEETING</p> <p style="text-align: center;">Wednesday, October 4, 2023 at 5:00 p.m. Via Zoom</p>
Attendance - make sure that between Present and Regrets you are recording 12 Executive members Add other meeting attendees on separate lines (e.g. Parliamentarian, Special Guest)	<p>Present - Gail James, Rinat Evron, Sarah Boomhower, Laura Barrett, Christina Meynell, Sharon Brown, Caini Outtara Sano, Marisa Gallippi, Jeishan Rajakulasingham, Gabrielle Blais-Jones, Jennifer Dietert, Efstathia Sotiropoulos</p> <p>Regrets - none</p> <p>Parliamentarian - Ruth Ann Morley</p>
Use the specific meeting template during the meeting created by the Parliamentarian. This google file will be shared with you the night before the Executive Meeting. This template has the entire agenda listed out so you won't miss any items and you can make sure to record information under each agenda item. Agenda items are numbered in the minutes and titles bolded to separate out each topic.	<p>1) Welcome – Ruth Ann Morley, Parliamentarian</p>
Simply type in the names on the template for who did the Land Acknowledgement, HR Statement and HR Officer.	<p>2) Land Acknowledgement Statement - read by Sharon Brown</p> <p>3) Reading of the ETFO Human Rights - read by Gail James</p> <p>4) Human Rights Officer - Ruth Ann Morley</p>
Check the last month's minutes to see what number the motions left off at and then continue the numbering from there. Each motion is put in a table box so it stands out in the minutes. First list the Motion number in bold. Then list the mover and seconder Then list the exact wording of the motion. I will read the motion at least twice during the meeting. If the Executive member gave me the wording of the motion in advance it will already be in the template. If not I will have the Executive member read it slowly while you type it in or take written notes. Always put the disposition of the motion at the bottom, capitalized, bold and Italics.	<p>Motion 23/24 - 06</p> <p>Moved by Sharon Brown Seconded by Gail James BIRT the Strategic Planning September 6 & 7, 2023 Minutes be approved. CARRIED</p>
Keep all the actions for one motion in one box. List as follows: Motion number Mover and Seconder	<p>Motion 23/24 - 09</p> <p>Moved by Jeishan Rajakulasingam Seconded by Sarah Boomhower</p>

<p>Wording of Motion Disposition</p> <p>If the motion is amended, keep in same box Motion number with A on end for amendment Mover and seconder of the amendment Wording of the amendment Disposition of the amendment</p> <p>If it is Postponed use motion number with P</p> <p>If it is Referred use motion number with R</p> <p>If there is a Call the Question motion use the motion number with a C</p> <p>Make sure to get a mover and seconder for each subsequent action and always record the disposition</p>	<p>BIRT Committee Terms of Reference 1.6 be amended by amending “eight (8)” to read “ten (10)”.</p> <p>CARRIED</p> <p>Motion 23/24 - 09A</p> <p>Moved by Gabrielle Blais-Jones Seconded by Laura Barrett</p> <p>BIRT Committee Terms of Reference 1.6 be amended with the addition of: “Members interested in joining a full Standing Committee can be approved by the Executive to serve as Observers to the Committee. They are not entitled to vote or claim expenses unless replacing a Committee member who is absent from the meeting.</p> <p>LOST</p>
<p>The week before the Executive Meeting I will post an email to the Executive asking them to post updates as Committee Liaisons for any Committee activities. These written reports are copied and pasted into the minutes under the Committee Liaison Reports item.</p>	<p>11) Committee Liaison Reports (written only)</p> <p>Social Cttee - S. Brown</p> <p>The Social Committee is up and running! Members met on Tuesday, September the 26th at their own volition for a 30-minute zoom meeting, to make sure the committee is on its feet in a possible Collective Bargaining/strike year. The Chair, Co Chair, Secretary, and Co Secretary were all elected as well as amazing ideas brainstormed, as to how this committee will provide a respite in this next year ahead. Go-Team- Go! The committee</p>

The question was raised as to who is taking the minutes of Executive Meetings / GM. The Secretary last received payment for working on the minutes in October 2023. In October Rinat’s draft minutes were shared before the November Executive Meeting with the Executive as well as a copy of the minutes completed after working with the Parliamentarian using the training (above). The Parliamentarian continues to provide support as required to the Secretary’s minutes and the payment for completing minutes has been going to the Parliamentarian. The Secretary was unable to attend the Winter General Meeting and the Parliamentarian completed the draft minutes which were emailed out to the Executive before today’s meeting.

Motion 23/24 - 71

Moved by Laura Barrett Seconded by Sophie Kroesen
Move to extend the meeting time to 3:45.

CARRIED

Motion 23/24 - 72

Moved by Jeishan Rajakulasingam Seconded by Gail James
Move Change to Orders of the Day to hear 8 g) and 8 h) at this time.

CARRIED

g) Dependent Child Care Procedure Amendment - for GM and AM

Motion 23/24 - 73

Moved by Marisa Gallippi Seconded by Jeishan

BIRT 5.17.1 Local Dependent Care Procedure (a) be amended to read:

a. Reimbursements will be limited to a maximum of \$50 per member. Dependent care may be claimed for General or Annual Meetings that are in person or virtual. Members may claim child care for all other Local meetings / events attended in person / virtual.

Budget 607 Dependent Care

CARRIED

h) Meal Reimbursement

Current wording:

Committee meal reimbursement - was deleted in June 2023

5.17.3 The Local offers a **meal reimbursement** of up to \$20 per member for members who attend (registered as signing in via Zoom) any future **virtual Membership meetings** in the fiscal year. **(Updated Sept. 7, 2023)** This does not include Candidate Meetings. Any **in person** Local General, Annual or Bargaining Meetings be held in economical venues such as the Fairmeadow Gym and food provided be a maximum of \$30.00 per member. **(Updated June 7, 2023)**

When the Executive deleted the Committee Meetings clause in procedure 5.17 in June, this duplicate clause in the Operating Procedures was not dealt with at the same time. Recommend deletion of this clause (bad placement, don't want duplicates) and replace it with the new proposed clause. If the new motion is passed without this clause deleted, they will conflict.

2. OPERATING PROCEDURES FOR GENERAL MEETINGS

~~2.1 All members attending local committee meetings will be reimbursed according to the ETFO meal guidelines. Cost to come from the appropriate committee budget line. **Motion 20/21—2**~~

Motion 23/24 - 74

Moved by Jeishan Rajakulasingam Seconded by Gail James

BIRT that 5.17 Member Expenses be amended by a new subsection 5.17.5 to read:

5.17.5

Where a meal is not provided, committee members attending committee meetings shall be entitled to a meal reimbursement upon submission of receipt, that adheres to the following ETFO Provincial meal allowance guidelines: Breakfast

\$20.00 maximum, Lunch \$25.00 maximum Dinner \$50.00 maximum. Cost to come from the Committee's Budget line.

(and the remainder of the section renumbered accordingly.)

And that

Moved by Jeishan Rajakulasingam Seconded by Gail James
BIRT 5.17.3 be amended by amending "\$20" to read "\$50".

Rationale:

The Local offers a meal reimbursement of up to \$50 per member for members who attend (registered as signing in via Zoom) any future virtual Membership meetings in the fiscal year.

Motion 23/24 - 74A

Moved by Gabrielle Blais-Jones Seconded by Laura Barrett
BIRT that the amendment to 5.17.5 be amended to that Breakfast reads "\$10", Lunch reads "\$15" and Dinner reads "\$25".

Amendment CARRIED

Adjournment was reached before the main motion as amended could be completed. The on-line vote procedure will be used to finish this motion.

9) Committee Liaisons Reports - (written only)

Budget Committee - Gail

meeting--Thursday, Feb.29/24 at Fairmeadow and on zoom--4:30-6:30 pm. A light dinner will be served for in person attendees with TTC/mileage reimbursements provided.

Collective Bargaining Committee - Sharon

The CB committee met for an all day meeting on Monday January 29th 2024. The ETFO officer updated the committee on the board proposal. We reviewed the board proposal and presented our position. The CB committee met with the board February 1st 2024 for a half day meeting. The board and the CB committee are still in discussions and will meet again on February 23 2024.

Constitution Committee - Sharon

Constitution committee- The committee met for an hour on January 31st 2024 from 5-6 pm. Not all committee business could be conducted based on the zoom time allotment. The committee will meet for a full day meeting scheduled for March 1st 2024.

Elections Committee - Ruth Ann

The Elections Officer Yolanda B'Dacy, the Parliamentarian and the new Elections Officer Lynn Buckley are having a transition meeting on Thursday, February 22. The Committee next meets on February 26 at 6:00 p.m. The dates for the two Candidate Nights are set for April 15 and April 30 at 5:00 p.m. via zoom. The Committee will be next planning these events.

Equity and Social Justice Committee - Laura

The Equity and Social Justice Committee is hosting the workshop, "Islamophobia Affects All Our Students", presented by Sultan Rana, on Thurs. March 7 at SKETCH Working Arts (180 Shaw St, Toronto) from 5:45pm to 7:45pm. Next meeting TBD.

Political Action Committee - Jeishan

Political Action committee meeting was on February 5th. Quorum was not achieved and we are rescheduling the meeting

Professional Learning Committee - Laura

The PL Committee is hosting a Professional Boundaries workshop, presented by Alex Hardy, on Wed. Feb. 28 at the North York Central Library (5120 Yonge St, North York) from 5:45-7:45pm. Next meeting TBD.

Social Committee - Sharon

Social Update - The committee met January 31st. Upcoming events were discussed and budgeted. All upcoming committee events will be discussed further via email.

Status of Women Committee - Gabrielle

Status of Women Committee will be meeting February 26th.

2SLGBTQIA+ ad hoc Committee - Laura

Committee members have introduced themselves over e-mail and are scheduling a meeting for late February or early March.

Still room for other members to sign up - registration link here:

https://docs.google.com/forms/d/e/1FAIpQLScEuSlqQlgQ8YA_cuZ6i4mO16IMdJaypAKoAebgjnXjQXJR9A/viewform

8) Adjournment 3:45 p.m.

Upcoming Dates:

Tuesday, February 20 - Executive Meeting, Executive 2024-2025 Candidate profiles on Local website

Tuesday, March 5 - Executive Meeting

March Break - March 11 - 15

Tuesday, April 2 - printed March Newsletter must be received/doorsteps

Monday, April 15 - Candidates' Night #1

Tuesday, April 16 - Executive Meeting

Wednesday, April 17 - ETFO CB Conference

Tuesday, April 30 - Constitution amendments posted for Notice of Motion, Candidates' Night #2

Wednesday, May 1 - GHOTS

Tuesday, May 7 - Executive Meeting

Tuesday, June 4 - Executive Meeting

Notes from Parliamentarian:

This was a very challenging Executive Meeting. There were several Points of Personal Privilege and Human Rights Complaints both during and after the meeting. The following references are provided to remind and guide all members of the Executive for their responsibility to decorum during meetings.

Code of Conduct References

ETFO Constitution:

6.1 A member shall:

6.1.1 recognize the Federation as the official voice of all the active members of the Federation;

6.1.2 adhere to the Constitution, Bylaws, and Directives of the Federation;

6.1.3 support collective bargaining initiatives, including a strike authorized by the Executive;

6.1.4 refrain from undertaking or supporting actions which undermine established bargaining procedures;

6.1.5 honour the terms of the Collective Agreement;

6.1.6 strive to eliminate all forms of harassment between individuals in the educational system;

6.1.7 endeavour to ensure equity and inclusiveness in the workplace; and

6.1.8 strive to achieve and maintain a high degree of professionalism and to uphold the honour, dignity, and ethical standards of the teaching profession.

6.2 A member who is representing ETFO on the local executive and/or the Executive shall, in addition to 6.1:

6.2.1 strive to achieve and maintain a high degree of professionalism and to uphold the honour, dignity, and ethical standards of the Elementary Teachers' Federation of Ontario.

Article VII: Disciplinary Procedures

7.1 A complaint alleging violation of the Code of Professional Conduct shall be submitted by a member, in writing, to the General Secretary of the Federation within 60 calendar days of the date of violation or within 60 calendar days of when a member ought reasonably to have become aware of the violation.

Toronto OT Constitution:

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.

7.1.1 The Executive shall:

a) uphold the Constitution, Bylaws and Policies of the Elementary Teachers' Federation of Ontario;

HUMAN RIGHTS STATEMENT

The Elementary Teachers' Federation of Ontario is committed to:

- providing an environment for members that is free from harassment and discrimination at all provincial or local Federation sponsored activities;
- fostering the goodwill and trust necessary to protect the rights of all individuals within the organization;
- neither tolerating nor condoning behaviour that undermines the dignity or self-esteem of individuals or the integrity of relationships; and
- promoting mutual respect, understanding and co-operation as the basis of interaction among all members.

Harassment and discrimination on the basis of a prohibited ground are violations of the Ontario Human Rights Code and are illegal. The Elementary Teachers' Federation of Ontario will not tolerate any form of harassment or discrimination, as defined by the Ontario Human Rights Code, at provincial or local Federation sponsored activities.

The Human Rights Code is not protection for everything. It is protection from discrimination based on the prohibited grounds. At the ETFO Meeting the complaining member must identify what grounds (e.g., race, marital status, etc.) that were violated.

Robert's Rules of Order Newly Revised 12th Edition

Speaking in debate and decorum is covered under Robert's Rules:

43:21 (page 371)

Refraining from Attacking a Member's Motives

43:20 (page 371)

Confining remarks to the merits of the pending question.

4:30 (page 30)

Debate must be confined to the merits of the pending question.

Speakers must address their remarks to the chair, maintain a courteous tone, and –especially in reference to any divergence of opinion—avoid injecting a personal note into debate. **To this end, they must never attack or make any allusion to the motives of members.**

43.22 (page 372)

Address All Remarks Through the Chair.

43.24 (page 372)

Avoid speaking adversely on a prior action not pending.

43.28 (page 373)

Refraining from disturbing the assembly.