



ANNUAL MEETING WORKBOOK

Session 1: Tuesday, May 14, 2024

Session 2: Thursday, May 16, 2024

Via Zoom

Contents:

Agenda Session 1	Page 2
Agenda Session 2	Page 3
General Information	Page 4
Constitution Requirements	Page 5
Robert's Rules of Order tips	Page 7
List of Executive Candidates 2024-2025	Page 8
Financial Motions	Page 9
Proposed Amendments to the Constitution and By-Laws	Pages 10 -33
Winter General Meeting Minutes and Attendance	Page 33 - 43

Updated: April 30, 2024



The ETFO – Toronto Occasional Teachers’ Local
ANNUAL MEETING AGENDA
 Session 1: Tuesday, May 14, 2024
 5:00 – 8:30 p.m.
ZOOM MEETING

Timed Item	SESSION 1: AGENDA
5:00 p.m.	<p>Meeting Called to Order – Ruth Ann Morley, Parliamentarian</p> <ul style="list-style-type: none"> -Reading of the Land Acknowledgement -Reading of the Human Rights Statement -Human Rights Officer – Ruth Ann Morley -Motion to approve the 2024 Winter General Meeting Minutes -Motion to approve the 2024 Annual Meeting Agenda
	<p>Constitution / By-Law Proposed Amendments</p> <p>En Bloc motion: BIRT an effective date of 2025-2026 be made for Constitution / By-Law amendments: 4, 6, 7, 30, 31, 32</p>
	<p>Elections Officer – Lynn Buckley</p> <p>Election Procedures</p> <p>Candidate Speeches (3) for President</p> <p>Vote for President</p> <p>Vote Results Announced</p> <p>Candidate Speeches (5) for First Vice President</p> <p>Vote for First Vice President</p> <p>Vote Results Announced</p> <p>Candidate Speeches (5) for Vice President (Open) and Vice President (Women Only)</p> <p>Vote for Vice President (Open) and Vice President (Women Only)</p> <p>Vote Results Announced</p> <p>Candidate Speeches (2) for Treasurer</p> <p>Vote for Treasurer</p> <p>Vote Results Announced</p> <p>Candidate Speeches (2) for Secretary</p> <p>Vote for Secretary</p> <p>Vote Results Announced</p> <p>Candidate Speeches (9) for Executive Members (Open) and Executive Members (Women Only)</p> <p>Vote for Executive Members (Open) and Executive Members (Women Only)</p> <p>Vote Results Announced</p>
	<p>Constitution / By-Law Proposed Amendments Continues</p>
8:00	<p>Presentation of Proposed Budget</p> <p>Questions of Clarification</p>
8:30	<p>Recess</p>



The ETFO – Toronto Occasional Teachers’ Local
ANNUAL MEETING AGENDA
 Session 2: Thursday, May 16, 2024
 5:00 – 8:30 p.m.
ZOOM MEETING

Timed Item	SESSION 2 AGENDA
5:00 p.m.	Session Called to Order – Ruth Ann Morley, Parliamentarian -Reading of the Land Acknowledgement -Reading of the Human Rights Statement -Human Rights Officer – Ruth Ann Morley
	President’s Address - Annual Report - Thanking Committee Chairs
	Treasurer’s Report - Current Financials Appointment of the 2023 – 2024 fiscal year Auditor (Financial Motion #2) Financial Motion #3
	Proposed Budget Continued Financial Motion #1 (Approval of Proposed Budget) Amendments to Proposed Budget Vote on Proposed Budget (as amended)
	Vote on Levy amendment to the Constitution That BYLAW 1 FEES 1.2.1 be amended to read: 1.2.1 A local levy of .3 percent (gross salary x .003) shall be deducted from each member’s salary and the TDSB is authorized to make such deduction at source and remit the deducted funds to ETFO – Toronto Occasional Teachers’ Local.
	Proposed Amendments to the Constitution and By-Laws con’t
8:00	Members Question and Answer Period
8:15	New Business Motions
8:30	Adjournment

GENERAL INFORMATION

LOCATION

The sessions of the 2024 Annual Meeting are being held via Eventstream Zoom Account. Each verified member that registers to attend one or both of the Annual Meeting Sessions will receive an email directly from Zoom with a confirmation and personalized Zoom link to access the meeting. This will be resent out to you the day of the meeting. Do not share your link as it will only allow one member to access the meeting. Members with difficulties in accessing the meeting can contact the Eventstream, the tech support running the meeting at support@eventstream.ca.

REGISTRATION

Registration for Session 1 (May 14) and Session 2 (May 16) will open by April 30. There are two registration links; one for each meeting. At registration you will be asked to provide your first and last name, employee number and **personal** email address. ***A personal email (NOT TDSB) must be provided if meal reimbursements or dependent care are to be provided.*** Please make every effort to be registered no later than the day before the Session. Late registration or registration after the meeting has started still requires authorization by the tech team who can be tied up running the meeting, requiring you to wait and miss some of the meeting.

[REGISTRATION LINK FOR SESSION 1](#) – TUES, MAY 14 AT 5:00 P.M.

[REGISTRATION LINK FOR SESSION 2](#) - THURS, MAY 16 AT 5:00 P.M.

MEAL REIMBURSEMENT

Procedure 5.17.3: The Local offers a **meal reimbursement of up to \$25 per member** for members who attend (registered as signing in via Zoom) any future **virtual Membership meetings** in the fiscal year. **(Updated March 5, 2024)**

Meal reimbursement forms will be emailed out to the meeting attendees after the meeting. If members attend both sessions, they can claim both on one form if they wish. Forms with receipts ***must be submitted by June 14, 2024.***

DEPENDENT CARE REIMBURSEMENT FORM

5.17.1 Local Dependent Care Procedure (updated February 2024):

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.

Funding: will be provided on a first-come, first-serve basis

Eligibility Criteria: Dependent children under 16 years of age, and legally dependent adults whose care is solely the responsibility of the member, are eligible for reimbursement

Forms will be emailed out to meeting attendees after the sessions. Dependent Care forms and all supporting documents must be received ***by June 14th, 2024.*** A signed receipt from the caregiver, listing the dependents, their ages, and applicable dates, must be submitted with this form. ***The \$50 limit is per meeting.***

INFORMATION

All information for the sessions of the Annual Meeting has been sent out by Constant Contact and is also available on the Local's website. You should have received:

- the Proposed Budget
- the current financial reports (Profit & Loss, Budget vs. Actual, Treasurer's Report)
- the Budget Committee report
- the Annual Report from Released Officers and Committee Chairs
- the Annual Meeting Workbook (Agenda, Candidate's List, proposed Constitution / By-Law amendments, Minutes/attendance of the February General Meeting)

CONSTITUTION REQUIREMENTS

The REFERENCE BOOK which contains the entire current Constitution / By-Laws, Terms of Reference for all Committees, Operating Procedures, Policies and Local Procedures is available on the [Local website](#). Some relevant sections for the Annual Meeting are:

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

Section 2 – Local Annual Meeting

8.2.1 A Local Annual Meeting of the members of ETFO – Toronto Occasional Teachers' Local shall be held no later than May 31, of each year.

8.2.2 The Local Annual Meeting shall:

- a) receive the annual reports of the officers and committees of the Local;
- b) approve the budget for the next fiscal year;
- c) appoint the auditor;
- d) consider amendments to the Local Constitution in accordance with Article XII;

8.2.3 Quorum shall be 75% of the members present at the time the meeting is called to order. Quorum cannot be less than 50 members. Should quorum be lost, no further business can be conducted.

Section 3 – Election Procedures

9.3.1 All elections of the Executive shall be conducted at the Local Annual Meeting.

9.3.5 Votes will be counted in order of President, First Vice-President, Vice-Presidents, Treasurer, Secretary and Executive Member. If a candidate is successful for a position, his/her name will be removed from subsequent vote counts. In the case of a tie for an Officer position or for the final Executive Member position, a re-vote will be held between the tied candidates only.

9.3.6 Each candidate or scrutineer of the candidate's choice may observe the counting of the ballots. A scrutineer must be a member of the Local.

9.3.7 The candidate with the highest vote count for each position shall be declared elected, subject to 9.3.5.

9.3.8 The vote count for all elected positions shall be released to the members and posted on the Local website within two (2) school days.

9.3.9 The ballots shall be destroyed thirty (30) days following the vote count.

2. OPERATING PROCEDURES FOR GENERAL MEETINGS

2.1 The ETFO Toronto OT Local observe a two (2) minute speaking time limit at Local General Meetings.

Motion 20/21-4

2.2 If a timed item is reached and a motion that has heard both pro and con debate is on the floor, the Parliamentarian acting as steering will proceed to a vote to call the question requiring a 2/3 majority vote. If the Call the question is passed, a vote on the motion will proceed. If the motion to Call the question is not passed, the motion will be tabled. **Approved February 24, 2022 General Meeting.**

Robert's Rules of Order – Amending Constitution

Q. When do approved changes take effect?

A. Immediately, unless otherwise stated with an effective date in the motion. See RRONR 57.7

Q. What if there is more than one amendment on the same article?

A. All amendments have the right to be heard if proper notice of motion was given. The final amendment passed becomes the wording in the constitution. See RRONR 57.7

Q. Can constitutional amendments be amended at the Annual Meeting?

A. Yes, if the amendment would have a lesser impact than the original amendment given. This is because notice of motion has been given and changes cannot be greater, or “beyond the scope” of that original notice. See RRONR 35.4

Q. What happens if two sections of the constitution conflict with each other?

A. A more specific clause is given higher authority than a general clause. See RRONR 56:68(4)

Elections Schedule

Members must be present in the meeting in order to vote under the current requirements of the Constitution.

The schedule for candidate speeches and elections is **Session 1: Tuesday, May 14, 2024** in the following order:

President

First Vice President

Vice President (Open)

Vice President (Woman Only)

Treasurer

Secretary

Executive Members (Open)

Executive Members (Women Only)

The Elections will be conducted by the Elections Officer, Lynn Buckley. **If you wish to vote, please be in the zoom meeting room just prior to the timed election period.**

Scrutineers

The meeting for Candidate's Scrutineers is being held in the week prior to Session 1. Candidates are responsible for providing their Scrutineer's name and personal email to the Elections Officer for them to be registered for this meeting.

ALL QUESTIONS REGARDING THE ELECTIONS OR CAMPAIGN PROCEDURES ARE TO BE DIRECTED TO THE ELECTIONS OFFICER. DO NOT CONTACT THE RELEASED OFFICERS WITH ELECTION MATTERS. torot.electionsofficer@gmail.com

Robert's Rules of Order

The three principles of Robert's Rules:

The individual right to participate – which you can do through participating in debate and voting

The minority opinion the right to be heard – which is why we alternate pro and con speakers in debate and any two members can move and second a motion

The majority the right to rule - which is where a majority vote determines whether a motion passes

CHAT

The chat function in the Annual Meeting will be used for the sole purpose of contacting technical support or the Speaker's List. Posting debate comments in the chat is strictly prohibited. If you want to comment, please get on the speaker's list and enter the debate.

Speaker's List

If you wish to speak in debate, you are to type in the **Speaker's List chat** and add your name and whether you wish to speak PRO or CON or have a point of order. The Speaker's List will be posted as a Google slide show so you can see when you will be called upon in debate. We will alternate pro and con speakers.

There are very limited times when interrupting debate is allowed:

Point of Privilege This is when something personal is preventing you from your participation in the meeting e.g., you can't hear.

Point of Order is only used if there is an infraction of the rules that you need to immediately draw to the Parliamentarian's attention. e.g., the Parliamentarian did not get a seconder for a motion. One Point of Order is dealt with at a time if there are multiple Points of Order.

Point of Information is ONLY used for URGENT questions that need to be answered immediately and that would not normally come up in regular debate of the motion. If you use Point of Information you will be asked to STATE YOUR URGENT QUESTION. If you interrupt a speaker in debate you can only speak if they yield their time to you. **If have a question, simply submit your name and either PRO or CON to the Speaker's Chat and ask your question during debate.**

If you are called upon on the speaker's list and you believe there has been sufficient debate you can move to **Call the Question** also known as **Put the Question**, seeking a vote to see if everyone is ready to end debate. Call the Question requires a 2/3 majority vote to pass.

When there is not a motion on the floor you can make a **Parliamentary Inquiry** where you ask the Parliamentarian how to do something such as word a motion.

Once we are proceeding to the vote, no more Points of Order are allowed until the voting is completed. Nothing shall interrupt the taking of a vote.

When members act with decorum and dignity, the Parliamentarian can use these rules to guide the meeting through as much business as possible in the least amount of time.

ETFO Toronto Occasional Teachers Local 2024-2025 Executive Elections Candidates

President

Marisa Gallippi
Sophie Kroesen
Christina Meynell

First Vice President

Laura Barrett
Greg Deitcher
Lisa De Santis
Marisa Gallippi
Christina Meynell

Vice President - Open

Laura Barrett
Sophie Kroesen

Vice President - Women Only

Gabrielle Blais-Jones
Lisa De Santis
Efstathia Sotiropoulos

Treasurer

Jeremy Bass
Gail James

Secretary

Gabrielle Blais-Jones
Rinat Evron

Executive Member – Open (3)

Greg Deitcher
Nathan Goveas
Gail James
David Pakula
Jeishan Rajakulasingam

Executive Member - Women Only (3)

Sujatha Chintakunta
Rinat Evron
Beverley Flynn-Samuels
Efstathia Sotiropoulos

Financial Motions

Executive Meeting April 16 and April 29, 2024

Motion 23/24 - 111

Moved by Gabrielle Blais-Jones Seconded by Laura Barrett

BIRT the draft Executive Proposed Budget be approved and forwarded to the 2024 Annual Meeting for approval.

Financial Motion #1

Moved by Gail James Seconded by Laura Barrett

BIRT the 2024 – 2025 Proposed Budget be approved.

Financial Motion #2

Moved by Gail James Seconded by Christina Meynell

BIRT the Annual Meeting approve the services of Norton McMullen Chartered Professional Accountants for the 2024-2025 audit of the ETFO Toronto Occasional Teachers' Local finances. Cost to be expensed to budget line 600 Accounting.

Financial Motion #3 (Notice of Motion sent 30 days prior to Annual Meeting)

Moved by Jeremy Bass Seconded by Marisa Gallippi

BIRT the ETFO OT local stop using the office at 17 Fairmeadow as soon as possible, and find a new space that meets the requirements of storing important documents in an accessible location and providing a private office where members could meet released officers. Costing to Budget Line 632 Office Occupancy should realize a savings of over \$7000.

Rationale:

By leveraging technology to find ways to represent the members and do the local's work using flexible office space on demand over and above a fixed office when necessary, the OT local could realize significant financial savings of over \$7,000 on budget line 632 Office Occupancy.

The local should also investigate the possibility of sharing and renting some space from ETT, which has recently rearranged the office because many of its released officers working from home.

Financial Report for Article 13.5.2

In the 2023-2024 fiscal year to date, the Executive has not passed any motions for unbudgeted expenditures under Article 13.5.2.

The total of \$25,000 Limit under Article 13.5.2 expensed by the Executive to date is zero.

Proposed Amendments to the Local Constitution and Bylaws

AMENDMENT #1 (Adding anti-oppression to the Objects of the Local)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE III OBJECTS, Section - 3.5 be amended by the addition of “, anti-oppression” to read:

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

Rationale:

Anti oppression is the process that seeks to understand how systems of oppression such as colonialism, racism, sexism, homophobia, transphobia, classism, and ableism can result in individual discriminatory actions and structural/systemic inequalities for certain groups in society. Anti oppressive practices and goals seek to recognize and dismantle such discriminatory actions and power imbalances. Anti oppressive practices should seek to guide the locals work with an aim to identify strategies and solutions to deconstruct power and privilege in order to mitigate and address the systemic inequalities that often operate simultaneously and unconsciously at the individual, group, and institutional or union level.

AMENDMENT #2 (Adding Active Members on Approved Leave)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE IV MEMBERSHIP, Section 1 – Active Membership, Subsection 4.2 be amended to read:

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 have requested and been approved for a leave of absence from the board. ~~on a documented approved leave of absence.~~

Rationale:

Provides further clarification that “approved leave” is requested by the member and approved by the Board. It is not an approved leave when the member is placed on leave by the Board for disciplinary reasons.

AMENDMENT #3 (Decreasing size of the Executive by decreasing one VP)

Moved by: GREG DEITCHER

Seconded by: NATHAN GOVEAS

Be it resolved that ARTICLE VI – LOCAL ORGANIZATION, Section 1 – Local Executive, 6.1.1 be amended by amending “twelve (12)” to read “eleven (11)” and “c) Vice-President – open d) Vice-President -women only” to read “c) 2nd Vice-President” and the remaining sections relettered accordingly.

6.1.1 The local executive shall consist of eleven (11) members and shall include:

c) 2nd Vice-President

Mutatis Mutandis

Rationale:

As part of ETFO this locale should be ensuring that all of its members have equal opportunities on this executive. Lastly, our reserves are still low due to the unbudgeted expenditures passed by the membership last year. Is another VP position worth the cost?

AMENDMENT #4 (Women representation on the Executive)

Moved by: LISA DE SANTIS

Seconded by: KEN NAKAMARA

Be it resolved that ARTICLE VI – LOCAL ORGANIZATION, Section 1 – Local Executive 6.1.1 be amended by the addition of “of which at least seven (7) shall be women”:

6.1.1 The local executive shall consist of twelve (12) members of which at least seven (7) shall be women and shall include:

Rationale:

The ETFO TOTL membership is made up of eighty percent women. It is imperative that we promote leadership among our female members in order to better service our needs. Our leaders should be reflective of the membership.

AMENDMENT #5 (Executive Members representing designated groups)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that Effective 2025 – 2026, ARTICLE VI – LOCAL ORGANIZATION, Section 1 - Local Executive 6.1.1 be amended to 6.1 and 6.1 g) be amended to read:

Effective 2025-2026

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

g) Six (6) additional executive members; two (2) open, one (1) self-identified member designated group according to the Ontario Human Rights Code, and one (1) self identified woman member designated group and two (2) positions open to women only.

Rationale:

The local is ensuring that its work incorporates the voices and experiences of marginalized communities, addresses individual and systemic inequities, and supports local members as they strive for equity and social

justice in their professional and personal lives. The local, as a union is committed to social justice, equity, and inclusion.

AMENDMENT #6 (5-year term limit in release positions)

Moved by: LISA DE SANTIS

Seconded by: GREG DEITCHER

Be it resolved that ARTICLE VI – LOCAL ORGANIZATION Section 1 – Local Executive, Subsection 6.1.3.1 be amended to read:

6.1.3.1 Notwithstanding Article 6.1.3, no member shall be eligible to hold any office 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, **since the inception of the Local.**

Rationale:

The Local needs to become stronger in the areas of better advocating, better serving and supporting its members. This can only be achieved by limiting terms. We need to attract leaders with new ideas, who are visionaries, innovative thinkers, compassionate, selfless, and dedicated to serving members. Having dynasties does not benefit members, as over time, there is a huge disconnect between the Local released officers who have been sitting in the office far too long and the real issues that OTs face daily.

AMENDMENT #7 (10-year Term Limit in Release Positions and 2-year term of office)

Moved by: SOPHIE KROESEN

Seconded by: MARISA GALLIPPI

BIRT Article VI – LOCAL ORGANIZATION, Section 1 – Local Executive, subsection 6.1.3 be amended to read:

6.1.3 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 hence.**

And that Article VI – LOCAL ORGANIZATION, Section 1 – Local Executive, subsection 6.1.3.1 be amended 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 ten **(10) years** at a position for which full time release has been provided/lifetime. This is inclusive of history, going back from the year 2021/2022.

Rationale:

Elections are expensive. Our local is currently looking for ways to build up our financial reserves. Having an elections every two years is an excellent way to achieve this. Further, once someone is elected into a position, it takes some time to understand the position and by then they are already running in an election again? That's not fair to the people elected. The large majority of ETFO locals have elections every two years including Provincial elections. It's time this local does the same.

AMENDMENT #8 (6-year Term Limit in Release Positions and 2-year term of office for Released Positions)

Moved by: LAURA BARRETT

Seconded by: GABRIELLE BLAIS-JONES

BIRT Effective 2025-2026, Article VI – LOCAL ORGANIZATION, Section 1 – Local Executive, subsection 6.1.3 and 6.1.3.1 be amended to read:

Effective 2025-2026

6.1.3 The term of office of the non-released executive shall be one (1) year, commencing on July 1 of the year of the election and ending on June 30 of the following year. The term of office of the released executive shall be two (2) years, commencing on July 1 of the year of the election and ending on June 30, two years hence.

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 or three (3) two-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.

Rationale:

Two-year terms would allow the released executive to develop their portfolios with a longer-term outlook, reduce the entire executive's time spent campaigning, and save the Local money on election costs.

AMENDMENT #9 (Chief Negotiator duties assigned to a Released Officer)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

BIRT ARTICLE VII – ORGANIZATIONAL DUTIES - Section 2 - Duties of Officers be amended with the addition of a new subsection to read:

X Chief Negotiator duties will be assigned to one of the released officers.

And renumber remaining sections accordingly.

And that

ARTICLE VII – ORGANIZATIONAL DUTIES be amended by the addition of a new section, Section 7 - Duties of the Chief Negotiator, to read:

Section 7 – Duties of the Chief Negotiator:

7.7 The Chief Negotiator shall:

- a) act as Grievance Officer when designated by the President;
- b) chair or designate the chair of Collective Bargaining Committee Meetings;
- c) act as liaison with the Union Staff Officer and the Local Executive;
- d) report to General Meetings and Executive on bargaining issues and the status of negotiations;
- e) share as permitted with the Collective Bargaining Committee all communications, procedures and policies from the Union and from the Board;
- f) prepare the agenda for CBC meetings;

- g) present a draft of the proposed preliminary submission to the Local Executive for approval;
- h) work with the Union Staff Officer to ensure proposed preliminary submission has Union approval;
- i) present the preliminary submission to the membership for approval;
- j) present the approved preliminary submission to the Board;
- k) conduct negotiations based on the priorities of the Local and the Union directives;
- l) work closely with the Local President and the Union Staff Officer in all matters;
- m) assume other duties as determined by the Executive.

And that

And that ARTICLE VII ORGANIZATION DUTIES, Section 4 – Duties of Committees, The Collective Bargaining Committee be amended to read:

X.X.X The Collective Bargaining Committee shall:

- a) Shall consist of the Local President/Designate, Chief Negotiator and three (3) other members of the Executive who shall be elected by the Executive at the first Executive meeting each year;
- b) ~~appoint a Chief Negotiator from among the members of the committee~~
- c) ensure that the Chief Negotiator shall be recognized as the official liaison with the Board;
- d) appoint a secretary for the committee;
- e) solicit input from the general membership for inclusion in the preliminary submission;
- f) present the proposed preliminary submission to the Local Executive for approval;
- g) ensure that any preliminary submission and collective agreement is approved by the Union prior to a general membership presentation and vote;
- h) present a preliminary submission for a vote at an All Member Meeting;
- i) coordinate a ratification meeting for the collective agreement with the Union’s Staff Officer;
- j) prepare for and conduct negotiations under the guidance of the Union Staff Officer;
- k) collect information from and distribute information to the membership of the Local.

Mutatis Mutandis

Rationale:

This makes the Duties of the Chief Negotiator part of the Constitution.

AMENDMENT #10 (Committee Name Change)

Moved by: LAURA BARRETT

Seconded by: GABRIELLE BLAIS-JONES

BIRT ARTICLE VI – LOCAL ORGANIZATION, Section 2 – Committees, subsection 6.2.1 g) be amended to read:

6.2.1 g) Professional Learning Committee

Rationale:

This is a housekeeping motion to change the name of our Professional Development Committee to the Professional Learning Committee. The Professional Learning Committee should be so named because it aligns us with the Local's common practice (e.g. Professional Learning reimbursements, posters advertising PL Committee workshops/events), as well as ETFO at large.

AMENDMENT #11 (New Article for Local Office)

Moved by: GREG DEITCHER

Seconded by: LISA DE SANTIS

ARTICLE VI – LOCAL ORGANIZATION, be amended by the addition of a new Section to read “Section 4 – Local Office” to read:

Section 4 –Local Office

6.4.1 The regular days of operation of the Local Office coincide with the regular school year calendar.

6.4.2 The Released Officers shall ensure coverage of members’ calls from 8:00 a.m. to 5:00 p.m.

Rationale:

Members of the organisation elect their union officials with the expectation that they will be reporting to the union office (17 Fairmeadow Centre, Suite 209) on a daily basis. The language in this amendment matches the language in the P and P manual (6.0 Office Procedures-Page 51). Therefore, the amendment merely provides transparency of the hours of operation of the local office in the constitution.

AMENDMENT #12 (Updating Duties of positions on the Executive)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE VII – ORGANIZATIONAL DUTIES, Section 1 - Duties of the Executive, subsection 7.1.1 be amended to 7.1 and that subsections c, l, n, p, q, r, s be amended to read:

7.1 The Executive shall:

- c) hold at least three (3) General Meetings, including a Local Annual Meeting and at least five (5) **ten (10)** regular Executive meetings;
- l) **hire a bookkeeper to an annual contract;**
- n) have the final authority to determine the specific duties of the officers of the local;
- p) **once voted on, shall uphold decisions and positions of the majority of the Executive; regardless of personal stance;**
- q) **approve procedures of the Local by majority vote;**
- r) **and, assign a member of the Executive to each Standing and Ad Hoc Committee to serve as an Executive Liaison;**
- s) **and, train / educate members new to Executive positions for succession purposes.**

And That ARTICLE VII – ORGANIZATIONAL DUTIES, Section 2 - Duties of Officers be amended to read “Duties of the President, 7.2 The President shall:” and that 7.2 be amend by the addition of new subsections n) to read:

Section 2 – ~~Duties of Officers~~ **Duties of the President**

7.2.4 The President shall:

n) shall attend meetings of the Executive Committee.

And That ARTICLE VII – ORGANIZATIONAL DUTIES, Section 7.3.2 be amended to read: “Section 4 - Duties of the Treasurer, 7.4 The Treasurer shall” and subsections g, i, k, l, m, n, o, and p be amended to read:

~~7.3.2~~ **Section 4 – Duties of the Treasurer** ~~The Treasurer shall:~~

7.4 The Treasurer shall:

- (g) forward the annual audited financial statement of the Local ~~ETFO Toronto Occasional Teachers' Local~~ to the provincial office of ~~to the Union~~ by September 30;
- (i) ~~submit to a security/credit check upon request of the Executive;~~ ensure prompt and accurate payment of expenses and deposit of receipts;
- (k) ~~monitor~~ supervise, along with the President, the work of the bookkeeper if applicable to reconcile bank statements, credit card statements, bank accounts, receipt of dues, and levy fees;
- (l) strike a draft budget in co-operation with the Budget Committee for approval by the Executive;
- (m) to present for membership approval the proposed budget at the Local Annual Meeting and the finalized budget at the Local Fall General Meeting along with the fiscal year end financials;
- (n) represent the Local as a delegate to the ETFO Annual Meeting in August;
- (o) provide financial training for Committee Chairs and Executive Liaisons at the beginning of the year after Committees are struck;
- (p) to assume other financial duties as determined by the Executive.

And That ARTICLE VII – ORGANIZATIONAL DUTIES, Section 7.3.3 be amended to read: “Section 5 – Duties of the Secretary - 7.5 The Secretary shall:” and that subsections c, d, e, f) g, be amended to read:

~~7.3.3~~ The Secretary shall:

Section 5 – Duties of the Secretary

7.5 The Secretary shall:

- (c) prepare draft minutes and attendance of General Meetings and the Annual Meeting for circulation to the membership at least a week prior to the next meeting;
- (d) update procedural motions passed after each Executive Meeting in the Reference Book – Procedures section;
- (e) be responsible for providing the final edit approved minutes for posting on the Local’s website;
- (f) represent the Local as a delegate to the ETFO Annual Meeting in August;
- (g) assume other secretarial duties as determined by the Executive.

And That ARTICLE VII – ORGANIZATIONAL DUTIES, Section 3 be amended to read: Section 6 - Duties of the Executive Members, 7.6 The Executive Members shall:” and amend the subsection with the addition of subsection c) and amend Subsection 7.3.5 to 7.6.2 to read:

~~Section 3~~ **6 – Duties of the Executive Members:**

7.6.1 The Executive Members shall:

- (c) serve on at least one committee as Executive Liaison, Chair or member.

And that subsection 7.3.5 be renumbered 7.6.2 and amended to read:

~~7.3.5~~ **7.6.2** Any Executive Member who is absent for three (3) consecutive meetings may be replaced by motion of the Executive. ~~(Subject to 8.1.6)~~

Rationale:

This organizes all the duties of the positions on the Executive into one organized section in the Constitution. Currently only some duties are in the Constitution and the rest are procedures passed by the Executive. This makes it more transparent for incoming executive members and the membership.

AMENDMENT #13 (Updating First Vice President Duties)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved That ARTICLE VII – ORGANIZATIONAL DUTIES, Section 3 - Duties of Vice Presidents, Section 7.3.1 be amended to 7.3 to read:

7.3.1 The duties of First Vice President and the two (2) vice-presidents shall be determined by the executive:

And that ARTICLE VII – ORGANIZATIONAL DUTIES, Section 3 - Duties of Vice Presidents, Section 7.3.1, subsections f and g be amended read:

(f) Notwithstanding the above, the first vice-president shall:

- i. assume the duties and responsibilities of the president in the president's absence or at the request of the president;
- ii. be one of the signing officers.

(g) The First Vice President and two (2) vice-presidents shall represent the local as delegates to the ETFO Annual Meeting

Rationale:

This is needed to put duties of the First Vice President into the Vice President Duties section of the Constitution.

AMENDMENT #14 (Updating Duties of Vice Presidents)

Moved by: GABRIELLE BLAIS-JONES

Seconded by: LAURA BARRETT

Be it resolved that ARTICLE VII – ORGANIZATIONAL DUTIES, Section 3 – Duties of the Vice Presidents be amended by the addition of a new subsection 7.3.1 i) to read:

7.3.1 i) The Executive shall assign one (1) Vice President to be responsible for each Local Committee, in conjunction with the assigned Committee Liaison.

Rationale: Released Officers with a Local credit card are required to make deposits or large purchases for committee-run events and workshops for members. Not having access to the Local's funds puts undue hardship on Committee Chairs or Liaisons, who then need to use personal funds and wait to be reimbursed by the Local. Phone inquiries must also sometimes be made during business hours, which is not always possible

for OTs working daily or in LTOs. Having a Vice President assigned to each committee will ensure the membership benefits from the work of its committees.

AMENDMENT #15 (Updating Duties of Committees and adding Committee Liaison Duties)

Moved by: CHRISTINA MEYNELL

Seconded by: LAURA BARRETT

Be it resolved that ARTICLE VII – ORGANIZATIONAL DUTIES, amended by the addition of a new section, Section X - Duties of the Executive Liaisons, to read:

Section X – Duties of the Executive Liaisons:

7.X Executive Liaisons shall:

- a) facilitate communication between Committees of the Local and the Executive;
- b) organize and chair the first meeting of the Committee they are assigned to as soon as possible in the fall;
- c) conduct the election of the Committee Chair from the members of the committee at the first meeting;
- d) receive communications from the Committee Chair and share this information with the Executive as required;
- e) ensure that motions from the Committee that require Executive approval are placed on the Executive Meeting agenda and move these motions;
- f) present the Committee’s developed or updated Terms of Reference to the Executive for approval.

And That ARTICLE VII – ORGANIZATIONAL DUTIES, Section 4 - Duties of Committees be renumbered accordingly and amended to read:

Section X – Duties of Committees

7.X.1 Committees are responsible to the Local Executive to:

- a) develop or update Terms of Reference for approval by the Executive;
- b) elect their own Chair and Secretary for the Committee;
- c) plan events and activities within the budget for the Committee that meet the Terms of Reference of the Committee;
- d) receive and act upon proposals and referrals from the Local Executive;

~~7.4.1 Committees are responsible to the Local Executive.~~

~~7.4.1.1 Each Standing Committee shall develop Terms of Reference.~~

7.X.2 Chairs of Standing Committees and Ad Hoc Committees shall:

- a) prepare an agenda for meetings, where appropriate;
- b) preside at all meetings of the committee;
- c) submit approved minutes of all meetings through the Executive Liaison for the next Executive meeting;
- d) submit committee recommendations through the Executive Liaison for approval at the next

Executive meeting;

- e) provide a summary written report for the Local Annual Meeting;
- f) track attendance and maintaining all Committee members' expenses including one's own;
- g) monitor the Committee's budget to ensure that it does not exceed the Committee's budgetary allotment as approved in the Budget;
- h) submit a proposed budget amount for the following year to the Budget Committee prior to that committee meeting to create a draft budget for the Executive;
- i) make reports upon request to the Executive and the general membership;
- j) communicate with the Executive Liaison assigned to the Committee.

Rationale:

This is to update the Duties of Committees sections in the Constitution and to move current procedures into the Constitution that relate to duties so all duties are listed in the Constitution in an organized manner.

AMENDMENT #16 (ETFO Delegates elected at the Local Annual Meeting, rather than February GM)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE VII – ORGANIZATIONAL DUTIES, Section 1 – Duties of the Executive be amended with a new subsection s) to read:

7.1.1 The Executive shall:

- s) serve as delegates to the ETFO Annual Meeting;

And that ARTICLE VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers the President be amended with the deletion of subsection g):

The President shall:

- ~~(g) represent the Local as a delegate to the ETFO Annual Meeting;~~

And that ARTICLE VII – ORGANIZATIONAL DUTIES Section 3 – Duties of the Vice-Presidents be amended with the deletion of subsection g):

7.3.1

- ~~(g) The First Vice President and two (2) vice-presidents shall represent the local as delegates to the ETFO Annual Meeting.~~

And that ARTICLE VII – ORGANIZATIONAL DUTIES Section 4 – Duties of the Treasurer be amended with the deletion of subsection n):

~~7.3.2 Section 4 – Duties of the Treasurer The Treasurer shall:~~

7.4 The Treasurer shall:

~~(n) represent the Local as a delegate to the ETFO Annual Meeting in August;~~

And that **ARTICLE VII – ORGANIZATIONAL DUTIES, Duties of the Secretary** be amended with the deletion of g):

~~7.3.3 The Secretary shall:~~

Section 5 – Duties of the Secretary

7.5 The Secretary shall:

~~(g) represent the Local as a delegate to the ETFO Annual Meeting in August;~~

And that **ARTICLE VIII – MEETINGS, Section 1 – General Meetings, 8.1.3** shall be amended with the deletion of a):

8.1.3 A **Winter** General Meeting shall be held no later than February 28 of each year. The Agenda items shall include:

~~the election of Delegates to ETFO Annual Meeting; approval of motions for the ETFO Annual Meeting; and the introduction of candidates for the next year's Executive.~~

~~a) the election of Delegates to ETFO Annual Meeting;~~

And that **ARTICLE VIII – MEETINGS, Section 2 – Local Annual Meeting, 8.22 Local Annual Meeting** shall be amended with the addition of a new subsection e)

8.2.2 The Local Annual Meeting shall:

(e) conduct the elections for the Executive and Delegates to the ETFO Annual Meeting.

And that **ARTICLE X – DELEGATES TO THE ETFO ANNUAL MEETING** be amended to read:

10.1 Only active members of the Local may be appointed as Delegates/Alternates to the ETFO Annual Meeting.

10.2 The number of Delegates permitted to attend the ETFO Annual Meeting is determined by the Union.

10.3 Delegates of the ETFO – Toronto Occasional Teachers' Local to the ETFO Annual Meeting shall be:

(a) the incoming elected President, 1st Vice President, Vice Presidents (2), Treasurer and Secretary-Executive.

(b) Accredited delegates to the ETFO Annual Meeting shall be determined in accordance with Bylaw V: Election of Delegates.

~~(a) elected from the membership, by secret ballot, at the February Local General Annual Meeting following the election of the Executive, to make up the complement of Local delegates for the ETFO Annual Meeting.~~

~~(b) Delegate candidates will follow the election procedures as developed by the Elections Committee and approved by the Executive. outlined in By Law VI.~~

~~(c) The vote count for all elected positions shall be released to the members.~~

10.4 Names of delegates to the ETFO Annual Meeting shall be forwarded to the provincial office in accordance with provincial guidelines.

~~10.5 The ballots will be destroyed thirty (30) days following the vote count.~~

And that By-Laws be amended by the addition of a new By-Law V: Election of Delegates to read:

4.1 Members in good standing who are interested in serving as a delegate must advise the local's Elections Officer by emailed nomination form by April 30.

4.1 Candidates may include a message of up to 200 words with their nomination form.

4.2 The Elections Officer will post on the Local website in alphabetical order by last name:

a) the candidate's name;

b) the candidate's message of up to 200 words received by the nomination deadline.

4.3 Candidates will have up to 1 minute* to address members attending the Annual Meeting.

4.4 Voting will occur immediately following the candidate speeches at the Annual Meeting.

4.5 No other campaign materials are permitted. Campaign materials include concrete materials (e.g., posters, bookmarks) or web-based materials (e.g., blog, webpage).

4.6 Sharing of the hyperlink to the Delegate Elections page of the Local on social media is allowed.

4.7 No candidate or current Executive members, or Elections Committee members shall post any comment that identifies another candidate in any way that might positively or negatively affect that candidate's candidacy.

4.8 Candidates are prohibited from using Board emails or the Local's Constant Contact information for the Candidate's campaign.

4.9 Campaign communications must comply with the ETFO Human Rights Statement and comply with the Code of Conduct for ETFO, Ethical Standards of the OCT, and provisions of the Constitution, By-Laws V Delegate Elections.

4.10 Candidates are to refrain from using Committee email communications to campaign.

4.11 Members at large participation in the election is through their vote. Any support that a member at large provides for an individual candidate is expected to allow that candidate to comply with these election procedures.

4.12 Alleged infractions or violations of these guidelines will be referred to the Local's Elections Officer for resolution.

4.13 Candidates determined to have infractions may have these posted on the Local's web site and publicly announced at the Annual Meeting at the beginning of the candidate's minute speech time leaving the remaining time for the candidate to address the assembly.

4.14 If voting is conducted by paper ballot, the Elections Officer will preside over the preparation, distribution, collection and counting of ballots by poll clerks and make any required rulings on spoiled ballots. The Elections Officer will hold the vote results for thirty days and post the vote results on the Local website within three (3) school days of the Annual Meeting.

Rationale:

This concept is to change the election of the Delegates from the February GM to after the Election of the Executive at the Annual Meeting so we know who the incoming Executive are that will be automatically attending. Increase the number of Exec that automatically go to include all the Exec (requiring fewer elections)

and the remainder elected at AM. Also to embed the existing procedure for election of delegates in a new by-law instead of the procedures. This also is closer to the August ETFO Annual Meeting date so members running would have a better idea of their availability to attend.

AMENDMENT #17 (Agenda Requirements for General and Annual Meetings)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE VIII - MEETINGS, Section 1 General Meetings, subsections 8.1.2 and 8.1.3 be amended to read:

- 8.1.2** A Fall General Meeting shall be held no later than November 30 of each year. ~~One of the agenda items shall be a report from the ETFO Annual Meeting.~~ The Agenda items shall include:
- a) a report from the ETFO Annual Meeting;
 - b) a by-election for any unfilled Executive positions as required by By-Law IV;
 - c) amendments to By-Laws of the Local;
 - d) approval of the Final Budget of the Local;
 - e) presentation of the auditor's report
 - f) a minimum 15 minutes of questions from members at large and answers from released officers as a timed item at the end of the meeting;
 - g) outstanding amendments to the Constitution from the Local Annual Meeting in May.

- 8.1.3** A Winter General Meeting shall be held no later than February 28 of each year. The Agenda items shall include:

~~the election of Delegates to ETFO Annual Meeting; approval of motions for the ETFO Annual Meeting; and the introduction of candidates for the next year's Executive.~~

- a) approval of resolutions for the ETFO Annual Meeting;
- b) a by-election for any unfilled Executive positions as required by By-Law IV;
- c) amendments to the By-Laws of the Local;
- d) a minimum 15 minutes of questions from members at large and answers from released officers as a timed item at the end of the meeting.

And that ARTICLE VIII - MEETINGS, Section 2 – Local Annual Meeting be amended to read:

8.2.1 A Local Annual Meeting of the members of ETFO – Toronto Occasional Teachers' Local shall be held no later than May 31, of each year.

8.2.2 The Local Annual Meeting shall:

- a) receive the Annual Reports booklet with reports of from the officers and committees chairs of the Local provided at least two (2) weeks prior to the Local Annual Meeting;
- b) approve the Proposed Budget for the next fiscal year;
- c) appoint the auditor;

- d) consider amendments to the Local Constitution in accordance with Article XII; and By-Law VI;

And that ARTICLE VIII - MEETINGS, Section 3 – Executive Meetings 8.3.2 be amended to read:

8.3.2 ~~Executive Meeting minutes shall be available to members upon request.~~ Minutes of Executive Meetings are approved at the next month's Executive meeting and then posted to the Local's website within three (3) school days.

And that By-Laws be amended by the addition of a new BY-LAW VI - AMENDMENTS TO BY-LAWS to read:

6.1 Proposed amendments to the Local By-Laws must be submitted to the Constitution Committee on behalf of the Executive by email no less than thirty (30) days prior to the Local General Meeting or Local Annual Meeting.

6.2 The Constitution Committee will confirm receipt of proposed amendments within three (3) school days.

6.3 Proposed amendments to the By-Laws shall be published to the membership at least fourteen (14) days prior to a General or Local Annual Meeting. Proposed amendments may be received from:

a) Active Members;

b) The Executive;

c) a Standing Committee.

6.4 By-Laws may be amended at a General or Local Annual Meeting if sixty (60) percent of the members present and voting are in favour when quorum is present.

6.5 Unless an effective date is included, amendments to By-Laws take effect immediately following General or Local Annual Meetings when they are passed.

Rationale:

This clearly delineates what business is conducted at each General Meeting and the Local Annual Meeting, moves items from the Procedures into the Constitution and allows some greater access to completing Constitution business which often isn't completed in the time available at the Local Annual Meeting. This also provides language for how By-Laws are amended which the current Constitution is silent on.

AMENDMENT #18 (Increasing quorum for General and Annual Meeting)

Moved by: LISA DE SANTIS

Seconded by: KEN NAKAMARA

Be it resolved that ARTICLE VIII MEETINGS, Section 1- General Meeting, subsection 8.1.1 be amended to read:

8.1.1 A quorum for General Meetings shall be **thirty-five percent (35%)** of the **membership** ~~members present at the time the meeting is called to order.~~ Should quorum be lost, no further business can be conducted.

And that

ARTICLE VIII MEETINGS, Section 2 – Local Annual Meeting, Subsection 8.2.3 be amended to read:

8.2.3 Quorum shall be **thirty-five percent (35%) of the membership** ~~be present for the meeting to be called to order.~~ Should quorum be lost, no further business can be conducted.

Rationale:

Our membership is well over four thousand people; we simply cannot justify carrying our Local business if less than one percent of the membership is present at meetings. This undermines the integrity of member meetings, most importantly, it is NOT democratic. One percent of the membership, in essence 50 people, cannot be permitted to speak on behalf of 99 percent of the membership, most importantly when it comes to passing very important motions that deal with monetary issues. This can be seen as corrupt. We need as many voices as possible, to carry our Local business, voting on motions that are important to the membership.

AMENDMENT #19 (Shorter Executive Election Campaign Period)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE VIII – MEETINGS, Section 1 – General Meetings, 8.1.3 be amended by the deletion of:

~~“the election of Delegates to ETFO Annual Meeting; approval of motions for the ETFO Annual Meeting; and the introduction of candidates for the next year’s Executive”~~

And that ARTICLE IX – EXECUTIVE ELECTIONS, Section 1 - Eligibility be amended to read:

Section 1 – Eligibility

9.1.1 An active member in good standing may nominate a member or be nominated to stand for elected office.

9.1.2 To stand for the office of president, first vice-president or treasurer a candidate must have served at least one (1) year on the ~~ETFO – Toronto Occasional Teachers’~~ Local executive unless no eligible candidate is nominated.

9.1.3 Candidates for all Released Executive positions must comply with the term limits listed in 6.1.4.

And that ARTICLE IX – EXECUTIVE ELECTIONS, Section 2 – Nominations be amended to read:

9.2.1 Members shall be notified of the request for nominations in **March** ~~January, in the January newsletter,~~ by ~~Constant Contact~~ **email to registered members**, and on the website, and this shall be at least twenty-one (21) days prior to the nomination deadline.

9.2.2 The nomination form shall be **emailed to registered members** ~~January in the January newsletter~~ and shall be posted on the Local website in **March** ~~January~~, and this shall be at least twenty-one (21) days prior to the nomination deadline.

9.2.3 The nomination deadline shall be ~~at least three (3) days prior to the Winter General Meeting,~~ **by March 31.**

9.2.4 Nomination forms shall include a description of the responsibilities of the various executive positions and the eligibility requirements of each position, if any.

9.2.5 The Elections Officer shall send the Campaign Guidelines for Executive Election Candidates to each eligible candidate within three (3) school days from when the nomination form is received by the Elections Officer or designate.

9.2.6 Once nominations are closed, the names of candidates and the positions they are running for shall be posted in alphabetical order on the local website within three (3) school days.

And that ARTICLE IX – EXECUTIVE ELECTIONS, Section 3 – Election Procedures, subsections 9.3.2, 9.3.3, 9.3.4, and 9.3.4.1 be amended to read:

9.3.2 Candidates for the Executive shall be introduced to the membership at the Winter General Meeting and the Local Annual Meeting and shall be provided with the opportunity to address the members prior to the start of the voting, at both meetings.

9.3.3 Candidate profiles shall be emailed to the membership in the March newsletter and placed on the Local website within seven (7) days following the Winter General Meeting and at least six five (5) (6) weeks prior to the Local Annual Meeting.

9.3.4 Members in good standing will elect the following to the Executive: President, First Vice-President, Vice-Presidents, Treasurer, Secretary and up to eight (8) Executive Members.

9.3.4.1 A members may run for up to two (2) positions on the Executive. Notwithstanding the foregoing, a member may run for only one (1) Executive Member position and only one (1) of Vice-President Open or Vice-President Women Only.

Rationale:

Currently the election campaign period runs from January to May. The positions on the Executive are currently only a 1-year term and then a few months into the position the decision has to be made about running again and 5 months of that term can be distracted by the pressure of campaigning. This amendment serves to shorten the campaign period to a more reasonable length of 2 months.

AMENDMENT #20 (Withdraw of Nominations)

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.

Rationale:

AMENDMENT #21 (Option 1: All Member Vote - Electronic Executive Elections)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE IX - EXECUTIVE ELECTIONS, Section 3 – Election Procedures 9.3.1 be amended to read:

9.3.1 All elections of the Executive shall be conducted by a third party voting platform (not Zoom), the Elections Officer and Elections Committee by an all member electronic vote at least one (1) week prior to the Local Annual Meeting with the vote results and declaration of the incoming Executive at the Local Annual Meeting.

And that ARTICLE IX - EXECUTIVE ELECTIONS, Section 3 – Election Procedures 9.3.6 be deleted:

~~9.3.6 Each candidate or scrutineer of the candidate's choice may observe the counting of the ballots. A scrutineer must be a member of the Local.~~

Mutatis Mutandis

Rationale:

This changes the Constitution to have elections conducted by an All Member vote electronically rather than just the members who attend the Annual Meeting in person or virtually. The vote results and declaration of winning candidates would still be done at the Annual Meeting as required by ETFO.

AMENDMENT #22 (Option 2: All Member Vote - Electronic Executive Elections)

Moved by: LISA DE SANTIS

Seconded by: GREG DEITCHER

Be it resolved that ARTICLE IX – EXECUTIVE ELECTIONS, Section 3 – Election Procedures, subsection 9.3.1 be amended to read:

9.3.1

a) All Local Executive elections be conducted by the Elections Officer via online ballot with vote results presented and declaration of winning candidates at the Local Annual Meeting. ~~All elections of the Executive shall be conducted at the Local Annual Meeting.~~

And the deletion of 9.3.2

~~9.3.2 Candidates for the Executive shall be introduced to the membership at the Winter General Meeting and the Local Annual Meeting and shall be provided with the opportunity to address the members at both meetings.~~

With respect to annual spring Local Executive elections, we must ensure that we capture all members. Many members, due to accessibility issues, time and resources are not able to come and vote in person at our AGM. All members have the democratic right to vote, preventing them from doing so is contrary to the Labour Act.

AMENDMENT #23 (Increase Quorum for Executive Elections)

Moved by: LISA DE SANTIS

Seconded by: GREG DEITCHER

Be it resolved that ARTICLE IX – EXECUTIVE ELECTIONS, Section 3 – Election Procedures, 9.3.1 be amended with a new subsection 9.3.1 b) to read:

9.3.1

b) For a candidate to be declared elected at the Annual Meeting, quorum shall be seventy percent (70%) of the membership.

Rationale:

Our Local has well over four thousand members. Over the past few years, less and less members come out to vote. In fact, less than one percent of the membership votes.

AMENDMENT #24 (Elections Officer Duties)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE IX – Executive Elections - Section 4 – Elections Officer be amended to read:

~~9.4.1 The Elections Committee shall recommend to the Executive the appointment of an Elections Officer who shall not be a current Executive member or a candidate for any Executive position.~~

~~9.4.2 The Elections Officer shall be provided with the Elections Guidelines.~~

9.4.1 Annually, in accordance with the Constitution, the Elections Committee shall recommend to the executive the appointment of an Elections Officer from outside the Local.

9.4.2 The Elections Officer is a paid position with compensation determined by a procedure approved by the Executive.

9.4.3 When appointed, the Elections Officer will work with the Elections Committee to implement requirements and election procedures of the Constitution and By-Laws, the approved nomination forms and Campaign Guidelines.

9.4.4 In the event the Elections Officer is unable to complete their duties, the Election Committee Chair and Parliamentarian will conduct the duties of the Elections Officer until a new Elections Officer can be recommended by the Committee and approved by the Executive.

9.4.5 The Elections Officer duties will begin at the opening of nominations and conclude once the Elections Officer submits their summary report (not later than June 15 of that year).

9.4.6 The Elections Officer shall maintain confidentiality regarding the Local elections.

9.4.7 The Elections Officer shall use the independent Election Officer email account.

9.4.8 The Elections Officer shall post, on the local's website, the names of all candidates and the position for which they are running, organized by category for all local elections within three (3) school days of the close of nominations.

9.4.9 The Elections Officer shall email candidates confirming receipt of nomination within three (3) school days after the nomination has been received. Included with this email will be an electronic copy of the approved Campaign Guidelines.

9.4.10 The Elections Officer will receive, investigate, and report on any violations of Campaign Guidelines as per the Campaign Guideline violations process.

9.4.11 The Elections Officer will:

- a) Introduce the candidates for each position in alphabetical order by last name at any Candidates' events;
- b) Offer each candidate an opportunity to address the members;
- c) Preside over the conducting of the vote;
- d) Announce election results and declare the winning candidate or the candidate acclaimed at a By-Election or Annual Meeting;
- e) maintain a copy of the vote results for 30 days after the election;
- f) post the vote count for all elected positions on the Local website within two (2) school days.

Rationale:

This puts all language about Duties of the Election Officer together in one place in the Constitution. Most of it currently is in the Procedures manual. The election officer's duty timeline needs to be clearly defined in the constitution. As a result, future executives will have a clear understanding on the duties and responsibilities of the election officer moving forward.

AMENDMENT #25 (Rules for amending the Constitution)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE ARTICLE XII – AMENDMENTS TO THE LOCAL CONSTITUTION be amended to read:

12.1 Proposed amendments to the Local Constitution must be submitted to the **Constitution Committee on behalf of the Executive** in writing or by email no less than thirty (30) days prior to the Local Annual Meeting.

12.2 The Constitution Committee will confirm receipt of proposed amendments within three (3) school days.

12.3 All proposed constitutional amendments shall be posted on the Local's website at least 14 days prior to the Local Annual Meeting.

12.4 Proposed amendments may be received from:

a) Active Members;

b) The Executive;

c) a Standing or Ad Hoc Committee.

12.5 For Constitutional amendments a quorum of the Local Annual Meeting must be present.

12.6 The Constitution shall be amended if sixty (60) percent of the members present and voting at the Local Annual Meeting vote in favour of the proposed amendment.

12.7 Notwithstanding 12.6, any amendments that have been properly submitted and notified that do not make it to the floor of the Local Annual Meeting may be held over to the Fall General Meeting for debate and disposition.

12.7 The Constitution shall be reviewed annually for revisions.

12.8 Amendments to the Constitution take effect immediately once they are passed unless an effective date is included in the amendment.

Rationale:

This more clearly delineates the process for submission of Constitution amendments and allows Committees to submit amendments. It also allows for unfinished Constitution business at the Local Annual Meeting to be finished at the Fall General Meeting if needed, so an entire year's wait is not needed for the issue to be dealt with. Quorum would still be required.

AMENDMENT #26 (Signing Officers for the Local)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE XIII – FINANCES 13.2.1 be amended to read:

13.2.1 The signing officers of the Local shall be the President, the Treasurer and ~~one other member appointed by the Executive.~~ the First Vice President.

Rationale:

Signing Officers are referred to in many different places in the procedures. This makes it clear in one place who the signing officers are.

AMENDMENT #27 (Increasing requirements for Unbudgeted Expenditures)

Moved by: LISA DE SANTIS

Seconded by: GREG DEITCHER

Be it resolved that ARTICLE XIII – FINANCES, Section 13.5 be amended by the deletion of 13.5.1, and amending and renumbering 13.5.2 and 13.5.3 to read:

~~13.5.1 Any unbudgeted expenditure between \$500 and \$999 shall be approved by the executive prior to the expenditure. (“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 total that exceeds the budget for that line.)~~

13.5.1 Unbudgeted expenditures between **\$500 and \$5,000** 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 **\$5,000** per fiscal year.

13.5.2 Unbudgeted expenditures greater than **\$5,000** requires approval by membership vote at a General Meeting prior to the expenditure.

13.5.3.1 Notice of the exact motion must be published to advise the membership when a major expenditure will be tabled at the next general meeting.

13.5.3.2 Notwithstanding 8.1.1, a General Meeting, at which a motion on an Unbudgeted expenditure greater than **\$5,000** will be tabled, shall require quorum. ~~of 75% of the members present at the time the meeting is called to order. Quorum cannot be less than 50 members.~~ Should quorum be lost, the motion cannot be tabled.

Rationale:

Money in the Local budget is money that comes from hard earned members dues, in essence it is the members' money. Keeping this in mind, members should have the final word on how their hard-earned money is being spent by the Local Executive. The Local Executive needs to be mindful and respectful on how money is being spent.

AMENDMENT #28 (All Member vote for large unbudgeted expenditures outside the approved budget)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE XIII – FINANCES be amended with the addition of a new section 15.5.4 to read:

13.5.4 Unbudgeted expenditures greater than \$100,000 shall be discussed at a General or Local Annual Meeting and then voted on by an electronic all member vote.

Rationale:

The Constitution states that quorum stands at 50 members. At any general meeting., the membership has the right to approve over expenditures. When an over expenditure exceeds \$100,000, all members must be informed of the expenditure at a general meeting. An all-members electronic vote will then take place. It's a fair and transparent procedure for the organization. An all members electronic vote will protect the reserves of the membership.

AMENDMENT #29 (Increase to Local Levy)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

That BYLAW 1 FEES 1.2.1 be amended to read:

1.2.1 A local levy of .3 percent (gross salary x .003) shall be deducted from each member's salary and the TDSB is authorized to make such deduction at source and remit the deducted funds to ETFO – Toronto Occasional Teachers' Local.

Rationale:

This is a facilitating motion - ETFO Provincial does this at every Annual Meeting, and if there's a deficit budget, membership can debate the fee on the floor. Generally, notice of motion is for a higher amount, to then can be reduced at the will of the membership by amendment or not introduced at all if the budget is balanced. The Toronto OT Local gets \$12,000 annually from this levy. The highest OT Local levy in Ontario is .5 and the average is .3. Toronto OT Local is very low at the current .01

AMENDMENT #30 (Reduce Release Time for VP Positions to .5)

Moved by: LISA DE SANTIS

Seconded by: KEN NAKAMARA

Be it resolved that BY-LAW II Release Time, Section 2 – Vice President's Release, Subsection 2.2.1 be amended to read:

2.2.1 Effective 2024/2025, the positions of First Vice President shall be full-time release. The Vice President (Open) and Vice President (Women Only) positions shall be half-time (.5) release positions.

Rationale:

It is essential that the Local has released officers who work in the classroom so that they can better serve the needs of members. The Local already has two released officers at 1.0. This would be an irresponsible expenditure of members' hard-earned money that could be better allocated to two part time Vice Presidents, whose primary responsibilities would be to support and defend members.

AMENDMENT #31 (Update to the release time by-law to reflect the 2023-2024 Executive structure)

Moved by: EXECUTIVE

Seconded by: EXECUTIVE

Be it resolved that ARTICLE BYLAW II - RELEASE TIME be amended to read:

2.2.1 The positions of First Vice President, and Second Vice-President Open and Vice President Women Only shall be full-time release positions.

Rationale:

This amends the By-Law to match the Executive structure that was voted on at the 2022 Annual Meeting.

AMENDMENT #32 (Annual Meeting to approve additional Release Time)

Moved by: LISA DE SANTIS

Seconded by: KEN NAKAMARA

Be it resolved that BY-LAW II Release Time be amended by a new Section X – Part-time Release, subsection 2.X.1 to read:

Any additional release time for part-time Released Executive must be approved by the membership at the Local Annual Meeting.

And the deletion of BY-LAW II RELEASE TIME, Section 3 – Treasurer’s Release 2.3.2.

~~2.3.2 Any additional release for the Treasurer shall be determined by the Local Executive.~~

And renumber accordingly

Rationale:

Dues paying members should have a voice when it comes to deciding how much release time Local released officers should be allocated.

AMENDMENT #33 (Eligibility for Vacancies on the Executive)

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.

Rationale:

The ETFO - Toronto Occasional Teachers' Local

WINTER GENERAL MEETING MINUTES

Tuesday, February 13, 2024

5:00 p.m. Via Zoom

1. **Meeting Called to Order** - 5:00 p.m.
Ruth Ann Morley - Parliamentarian

Quorum is 50
2. **Reading of the Land Acknowledgement** - S. Brown & G. Blais-Jones
3. **Reading of the ETFO Human Rights Statement** - M. Gallippi & G. Blais-Jones
4. **Human Rights Officer** - Ruth Ann Morley
5. **Motion to approve the 2023 Fall General Meeting Minutes**

GM 23/24 -03

Moved by L. Barrett Seconded by M. Gallippi
BIRT the 2023 Fall General Meeting Minutes be approved.

CARRIED

6. **Motion to approve the Agenda**

GM 23/24 -04

Moved by E. Sotiropoulos Seconded by C. Meynell
BIRT the 2024 Winter General Meeting Agenda be approved.

CARRIED

7. **President's Address** - C. Meynell

CHALLENGES

There is a rise in violence in the classroom, class sizes are exceeding the space, the volume of paperwork, dissolving much needed special education classrooms, and limited classroom resources due to the \$1200 per student funding cuts by the Provincial government are some of the challenges we face.

Currently, our membership is 3586. This is well below the Collective Agreement cap which is 40% of the permanent teachers' full time equivalent. Presently, ETT FTE is **10 694** which means our local is short by over **600** OTs.

The Board is having difficulty recruiting new teachers and are concerned about retention. This is especially alarming factoring in the unfilled jobs problem at record highs.

While we are in collective bargaining and the pressure to fill jobs is at the forefront, this is an optimal time to speak up.

TDSB EMPLOYEE SERVICES

Employee Services is undergoing a shift to a more business HR model. Going forward, they will be called **People and Culture**. It will be a 5 year roll out. The Board is welcoming the Local's input on OT working conditions as they grapple with hiring and retention concerns.

ETFO NEW MEMBER ENGAGEMENT INITIATIVE

Short video clips of members who participated in the 2023 Annual Meeting are being posted.

BILL 124 REMEDY

Arbitration settled Friday, February 9, 2024

The Year 3 increase awarded by Arbitrator Kaplan is **2.75%**.

Due to the restrictions imposed by Bill 124 during the 2019 round of bargaining, ETFO members received only a 1% wage increase in each year of the 2019-2022 collective agreement.

As part of the terms of the ETFO 2022-2026 Central Agreements, ETFO and the government agreed that, in addition to the 1% annual increases negotiated during the 2019 round of bargaining, further compensation increases would be applied to ETFO salaries, wage schedules, daily occasional rates etc.

In November 2022, the restriction in Bill 124 was ruled to be unconstitutional by a lower court.

Yesterday (Feb. 12th), the Ontario Court of Appeal confirmed that Bill 124 was unlawful legislation and an unconstitutional attack on workers' rights in this province.

Today, Doug Ford has announced he will not appeal this decision again and instead will be repealing Bill 124.

THE AWARD

- for September 1, 2019 to August 31, 2020 (Year 1): An additional 0.75% increase will be applied to wages (**i.e., 1% + 0.75%**);
- for September 1, 2020 to August 31, 2021 (Year 2): An additional 0.75% increase will be applied to wages (**i.e., 1% + 0.75%**); and
- for September 1, 2021 to August 31, 2022 (Year 3): An additional 2.75% increase (**i.e., 1% + 2.75%**).



TOTAL WAGE INCREASE

The 1% annual salary increases from the 2019-2022 bargaining round added to the Bill 124 remedy increases means the total wage increase for members for 2019-2022 collective agreement is: **7.25%** (or a 7.41% compounded increase)

PAYOUT DATE

From the date of this decision the government has **60 days** to disperse the money to the Ontario school boards. Teachers, OTs and ETFO Ed workers must be paid no later than **120 days** from the decision.

This means we will be paid **before June 30**.

This is retro pay from Sept. 1, 2019 right up to the day it is paid out (in June).

NOTE: All statutory deductions and union dues will be taken as this is income.

It will be very important for members to check the payment for accuracy. If it is not accurate, it can be challenged.

FINANCIAL RAMIFICATIONS FOR THE LOCAL

The pay increases apply to all Local released officers between Sept. 2019 and June 2024.

ETFO only covers the salaries of the President (100%) and the First Vice-President (75%).

This means the salary increases for 25% of the First VP's salary, the VPs salaries and the Treasurer's salary increases will have to be paid for by the Local from Sept. 2019 through to June 2024.

The Local President and Treasurer will be putting together an estimate factoring in the all released officers during these years – including the income of the released officers who went on leaves, and the incomes of the members who replaced them.

This will be a substantial sum of money that the Local will have to repay to the TDSB. This repayment will have to come directly out of the Local's reserves and will be designated its own budget line in the 2024-2025 Local Budget.

8. Timed item: 5:30 p.m. **Elections Officer** - Yolanda B'Dacy

BY-ELECTION

Executive Member (Open)

Nathan Goveas is acclaimed

Executive Member (Women only)

Sheila Mattar - 19 votes out of 85 votes cast

Sophie Kroesen - 66 votes out of 85 votes cast

Therefore, Sophie Kroesen is elected as the Executive Member (Women only) in the By-Election.

DELEGATES TO 2024 ETFO ANNUAL MEETING - 16 positions to be filled

The following members are acclaimed as delegates:

1. Gabrielle Blais-Jones
2. Sarah Boomhower

3. Sharon Brown
4. Sujatha Chintakunta
5. Lisa De Santis
6. Greg Deitcher
7. Loreen Gale
8. Marisa Gallippi
9. Danielle Ingster
10. Gail James
11. Sophie Kroesen
12. Melissa Major
13. Cynthia McCarrey
14. Ken Nakamura
15. David Pakula
16. Efstathia Sotiropoulos

Note: **Alternates** are also needed

Please complete Google Form from the Local Office if you are interested in serving as an alternate to the ETFO Annual Meeting August 12 – 15, 2024.

9. Treasurer - G. James

a) **Auditor’s Report**

The Treasurer reviewed the Auditor’s Report which had been sent out in advance of the meeting.

Steering called the question on the motion as a timed item approached.

GM 23/24 - 05

Moved by G. James Seconded by M. Gallippi

BIRT the 2022 - 2023 Fiscal Year Audit and Financial Statements prepared by Norton McMullen Professional Chartered Accountants be received by the Winter General Meeting 2024.

CARRIED

10. Timed item: 6:10 p.m. **Resolutions to ETFO Annual Meeting**

GM 23/24 -06

RESOLUTION #1

Moved by C. Meynell, Executive Seconded by R. Evron, Executive

Be it resolved that ETFO prioritize responding to Boards that are making routine use of Emergency Replacement Persons (ERP), through a province-wide action plan.

CARRIED

GM 23/24 -06C

Moved by A. Meynell Seconded by Marisa Gallippi

To put the question.

CARRIED

Returning to item **9. Treasurer** - G. James

b) **Current Financials**

The Treasurer reviewed the most recent Balance Sheet (as of February 13) and Budget vs. Actuals.

**ETFO - Toronto Occasional Teachers Local
Balance Sheet**

As of February 13, 2024

	<u>Total</u>
Assets	
Current Assets	
Cash and Cash Equivalent	
102 RBC Chequing XXX7892	393,595.64
103 GICXXX7083	295,000.00
Total Cash and Cash Equivalent	\$ 688,595.64
Total Current Assets	\$ 688,595.64
Non-current Assets	
125 Clearing	214.27
Total Non Current Assets	\$ 214.27
Total Assets	\$ 688,809.91
Liabilities and Equity	
Liabilities	
Total Liabilities	
Equity	
Retained Earnings	481,217.61
Profit for the year	207,592.30
Total Equity	\$ 688,809.91
Total Liabilities and Equity	\$ 688,809.91

c) **Unbudgeted Expenditures**

The Executive have made no unbudgeted expenditures under article 13 in the Constitution for 2023-2024 to date.

11. Timed item: 6:45 p.m. **Question and Answer Session**

Question on funding of the **third party consultant** to meet with the Released Executive for \$15,000.

Answer: The notice of motion in the December 5 Executive minutes was never passed by the Executive. The motion was amended at the January 24 Executive Meeting, with a revision to the consultant used and the cost of up to \$5000. The Budget Line 626 - Meetings Other would be used not requiring additional funds beyond the approved budget. This budget line is for when Released Officers attend meetings such as POTS, GHOTS, etc.

Question on **use of ERPs** and being contacted the day before to take jobs. There should be a limit like an hour before school starts before the job can be offered to an

Answer:

Lots of unfilled jobs - approx. 6000 per month and the Local is well below it's cap. The Board needs to hire over 500. There is some question about whether all of the jobs are being posted in SFE or whether ERPs are just being handed the jobs.

The ERP situation is something we are addressing locally but we need the influence and lobby power of ETFO as well.

Question on wishing to be **part of a Committee** and no contact yet? How to be involved?

Answer: A committee members callout went a few times via email with a Google form so Members could submit their name. The google form has been on the website or Members could call the Local. Each month, members are approved by the Executive to join different committees. The Executive Liaison for each committee is responsible to strike the first meeting, contact all the members, oversee the election of the Committee Chair and help with communication of the Committee's work to the Executive.

Question of no longer using **Seniority** for access to LTOs. Did the Union do this?

Answer: No, the Union did not want this. There is no longer a seniority list. In Feb 2022, the Ford government repealed Regulation 274. With reg 274 hiring practices were more equitable and the local had a mechanism for keeping the Board accountable.

In bargaining, we will seek and advocate for more equitable hiring practices and to implement provisions for using seniority but the Board is currently not required to. Currently, it falls under management rights.

Question of how the Local is managing the **Budget and rebuilding the Reserve Fund**

Answer: The Executive has been monitoring the Budget very closely this year and spending judiciously. So far since September, only 1/3 of the budget has been expensed this year. The Budget Committee is working to bring forward a balanced budget.

12. **Elections Officer** 7:15 p.m. timed item

Introduction of Candidates for 2024-2025 Executive and Candidate Speeches

President

Marisa Gallippi
Sophie Kroesen
Christina Meynell

First Vice President

Laura Barrett
Greg Deitcher
Lisa De Santis
Marisa Gallippi
Christina Meynell

Vice President - Women Only

Gabrielle Blais-Jones
Lisa De Santis
Efstathia Sotiropoulos

Vice President - Open

Laura Barrett
Sophie Kroesen

Treasurer

Jeremy Bass
Gail James

Secretary

Gabrielle Blais-Jones
Rinat Evron

Executive Member – Open (3)

Greg Deitcher
Nathan Goveas
Gail James
David Pakula
Jeishan Rajakulasingam

Executive Member - Women Only (3)

Sujatha Chintakunta
Rinat Evron
Beverley Flynn-Samuels
Efstathia Sotiropoulos

In April, the Elections Committee will be hosting two Candidates' Nights via Zoom for candidates to answer questions from the membership. The dates scheduled are April 15 and April 22 from 5:00 - 7:30 p.m. More details to come in March.

GM 23/24 - 06

Moved by J. Bass Seconded by G. James

Moved to change the orders of the day to hear financial motion #2 at this time.

LOST

Returning to item **9. Treasurer**

The tech support person will generate an attendance list for the meeting tonight and the reimbursement forms for up to \$20 for a meal will be emailed out to the members who attended the meeting by tomorrow. Child Care can NOT be claimed for this on-line meeting.

The Treasurer reviewed how to properly complete the reimbursement form and receipt. ◦Fill out form completely

- Attach receipt
- Take one photo of both (just one method)
- Send photo to etfo.otl.Toronto@dext.cc (Targeted)
- Bookkeeper may flag submission
- Form put into Approval Max Program
- 2 of 3 signing officers approve submission
- List of all approved forms sent to Treasurer
- Approved forms put into PayEdge Program
- Treasurer checks lists with names in Program
- Money dispersed

13. **Adjournment** 8:15 p.m.

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Attendance

A Noble	Carol Collin	Fiona To
Aasha Nandalal	Cheryl Eckler	Gabrielle Blais-Jones
Abbas Bhatti	Chris Godfrey	Gail James
Adam Berofsky	Christina Meynell	Gladys Emokaro
Ahmed Moni Meherudduza	Christine Pickering	Greg Deitcher
Alex Oprea	Colleen Wood	Helen Alexander
Alice Godfrey	Cynthia McCarrey	Helene Bauer
Alice Zywiell	Dalia Frank	Isabella DeLuca
Amy Frank	Daniel Frank	Iyabo Ibazebo
Andrea Meynell	Daniel Kinrys	Jabeen Azmat
Angela Di Prospero	Daniel Naoum	Jan Ian
Anu Sharma	Danielle Ingster	Jane Kirkwood-Lazazzera
Arjumand Hasan	Danielle Serpes	Jeishan Rajakulasingam
Arlene Lax	Darshana Patel	Jen Baradi
Arnie Lukas	DAVID SOLNICKI	Jeremy Bass
Azeema Rotstein	Dionne Richards	Jieun Kim
Balram Nursimulu	Doris Wukasch	Joannie Ing
Beverley Flynn-Samuels	Doug Surh	John Pacocha
Biljana Jonovska	Duri Naimji	Julia Fung

Blair Sleightholm	Efstathia Sotiropoulos	Julie Hoang
Brooks Rapley	Elena Bozzo	Julius Enogieru
Candice Ho	Elizabeth McCluskey	justyna rucinska
Carmen Gana	Emily Markowicz	Kamna Goel
Carmen Zgarka	Erin Silbiger	Khai Du Ngo
Kit Wun Li	Nathan Goveas	Tajuana Payne
Laura Ayow	Neelam Kapoor	Tammy Leung
Laura Barrett	nevine yassa	Tanya Andreopoulos
Linda Frank	Nick Stodola	Tiffany Gardiner
Lindsay Rosen	Olive Creary-Satchell	Vandana Manher
Ling Lei	Peter BARTL	Wen-Chia Chang
Lisa DESANTIS	Peter Lovell	Younghee Ko
Loreen Gale	Peter Schubert	
Lorna Vitalez	prem kwatra	
Mamta Sharma	Punita Sharma	
Manju Chandan	Rachna DARGAN	
Maria Kollias	Renu Doctor	
Marie-Jeanne KARAKE	sajany koshie	
Marilyn Richmond	Sarah Boomhower	
Marisa Gallippi	Seema Khanna	
marla figdor	Serena Retson	

Melissa Major	Shamim Savja
Michi Kobayashi	shannon dunham
Milica Hranisavljevic	sharon brown
Misty Eves	Sheila Mattar
Monica Ramirezaro	Sherryldine D'Cruz
Monique St. Aude	sondra marshall
Murad doray	Sophie Kroesen
Murielle Richard	Sumayya Bemat
Natalie Mo	Suraya Alam
Nathan Goveas	Susan Richman