



**ETFO – TORONTO OCCASIONAL TEACHERS LOCAL
ANNUAL MEETING MINUTES**
Session 1: Tuesday, May 14, 2024 5:00 - 8:30 p.m.

1. **Welcome** – Ruth Ann Morley, Parliamentarian
2. **Land Acknowledgement Statement** - read by Sarah Boomhower, French version screened
3. **Reading of the ETFO Human Rights Statement** - read by Sharon Brown, French version screened
4. **Human Rights Officer** - Ruth Ann Morley
5. **Approval of Winter General Meeting Minutes**

AM 23/24 - 01

Moved by Sharon Brown Seconded by Sarah Boomhower
BIRT the Winter General Meeting Minutes be approved.
CARRIED

6. Approval of Annual Meeting 2024 Agenda

AM 23/24 - 02

Moved by Sharon Brown Seconded by Sarah Boomhower
BIRT the 2024 Annual Meeting Agenda be approved.
CARRIED

7. Constitution / By-Law Proposed Amendments

AM 23/24 - 03

Moved by Sharon Brown Seconded by Sarah Boomhower
En Bloc motion:
BIRT an effective date of 2025-2026 be made for Constitution / By-Law amendments: 3, 4, 6, 7, 30, 31, 32.

CALL FOR DIVISION OF THE QUESTION

AM 23/24 - 03-1

AMENDMENT #3

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

LOST

AM 23/24 - 03-1C1

Moved by Christina Meynell Seconded by Nathan Goveas

Put the Question

LOST

AM 23/24 - 03-1C2

Moved by Jeishan Rajakulasingam Seconded by Sophie Kroesen

Put the Question

LOST

AMENDMENT #4 - NOT INTRODUCED
AMENDMENT #6 - NOT INTRODUCED
AMENDMENT #7 - NOT INTRODUCED
AMENDMENT #30 - NOT INTRODUCED

AM 23/24 - 03-2

AMENDMENT #31

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.

CARRIED

AM 23/24 - 03-3

AMENDMENT #32

Moved by: **CHRISTINA MEYNELL**

Seconded by: **JEREMY BASS**

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

CARRIED

AM 23/24 - 03-3C

Moved by Christina Meynell Seconded by Gabrielle Blais-Jones

Put the Question

CARRIED

8. Executive Elections for 2024-2025 - Lynn Buckley, Elections Officer

President - Marisa Gallippi

Candidate Vote Count

Marisa Gallippi 93 votes

Christina Meynell 45 votes

First Vice President - Laura Barrett

Candidate Vote Count

Laura Barrett 80 votes

Greg Deitcher 19 votes

Lisa De Santis 6 votes

Christina Meynell 36 votes

Vice President Open - Sophie Kroesen

Acclaimed

Vice President Women Only - Gabrielle Blais-Jones

Candidate Vote Count

Gabrielle Blais-Jones	81 votes
Efstathia Sotiropoulos	51 votes

Treasurer - Jeremy Bass

Candidate Vote Count

Jeremy Bass	68 votes
Gail James	66 votes

Secretary - Rinat Evron

Acclaimed

Executive Member Open (3) -

Nathan Goveas, Gail James, Jeishan Rajakulasingam

Candidate Vote Count

Greg Deitcher	73 votes
Nathan Goveas	85 votes
Gail James	110 votes
Jeishan Rajakulasingam	115 votes

Executive Member Women Only (3) -

Sujatha Chintakunta, Beverley Flynn-Samuels, Efstathia Sotiropoulos

Acclaimed

9. 8:00 p.m. Timed Item Proposed Budget Presentation - Gail James

The treasurer presented the Proposed Budget document that had been emailed out to members on April 30 and posted on the website.

The Proposed Budget will continue in Session 2 on Thursday, May 16.

10. 8:30 p.m. Recess



**ETFO – TORONTO OCCASIONAL TEACHERS LOCAL
ANNUAL MEETING MINUTES**

Session 2: Thursday, May 16, 2024 5:00 - 8:30 p.m.

1. **Welcome** - Ruth Ann Morley, Parliamentarian
2. **Reading of Land Acknowledgement** - Ruth Ann Morley and Gabrielle Blais-Jones
3. **Reading of Human Rights Statement** - Ruth Ann Morley and Gabrielle Blais-Jones
4. **Human Rights Officer** - Ruth Ann Morley
5. **President's Address** - Christina Meynell

AM 23/24 - 04

Moved by Sophie Kroesen Seconded by Jeishan Rajakulasingam

Move Change to the Orders of the Day to hear the Treasurer's Report and the Proposed Budget at this time.

CARRIED

6. Treasurer's Report - Gail James

The Treasurer reviewed the Balance Sheet and Budget vs. Actuals reports for the Local as of May 1 and made the following comments:

Current Assets



Money in the bank

102 RBC CHEQUING	\$401,739.73
103 RBC GIC	\$295,000.00
TOTAL CURRENT ASSETS	\$696,739.73

8 Income Sources

- 400 ETFO AM REIMBURSEMENTS
- 405 ETFO FEE REBATES
- 410 ETFO PROGRAM FUNDING
- 415 INTEREST
- 420 LOCAL LEVY
- 425 RELEASE TIME (EXTRA DAYS)
- 430 RELEASE TIME (PRESIDENT)
- 435 TDSB PROFESSIONAL LEARNING FUNDS

400 ETFO AM REIMBURSEMENTS

Money Actually Received

\$11,502.48

Budgeted Amount

\$11,000.00

Delegate monies for hotel rooms, & meal allowance

Money Still to Receive

\$00.00

% of Budget Received

104.57%

405 ETFO FEE REBATES

Money Actually Received

\$432,842.35

Budgeted Amount

\$507,710.00

The portion of ETFO Union Dues (31.5%) that ETFO Provincial returns to the local

Money Still to Receive

\$74,869.65
May = \$101,000.00

% of Budget Received

85.25%

410 ETFO PROGRAM FUNDING

Money Actually Received

\$300.00

Budgeted Amount

\$1,500.00

REASON for special programming

- equity & social justice
- anti-black racism
- racialized events
- Incentive funding

Money Still to Receive

\$1,200.00

% of Budget Received

20%

415 INTEREST

Money Actually Received

\$512.94

Budgeted Amount

\$16,317.50

Investment interests From GICs (July)

Money Still to Receive

\$15,804.56

% of Budget Received

3.14%

420 LOCAL LEVY

Money Actually Received

\$8,226.79

Budgeted Amount

\$12,000.00

TDSB takes one cent /\$100 from each members' gross salary at source and gives it to our local.

Money Still to Receive

\$3,773.21

% of Budget Received

68.56 %

425 RELEASE TIME (Extra Days)

Money Actually Received

\$90,052.78

Budgeted Amount

\$84,000.00

Local receives money based on the number of days members work (FTE or full time equivalent OT members)

Money Received Over Budget

\$6,052.78

% of Budget Received

107.21%

430 RELEASE TIME (President)

Money Actually Received

\$120,279.32

(benefits 3/11/23 - 3/08/24)

Budgeted Amount

\$118,000.00

ETFO pays grid salary for 194 school days plus 13% vacation pay/ health benefits

Money Still to Receive

\$2,279.32

% of Budget Received

101.93%

435 TDSB PROF. LEARNING FUNDS

Money Actually Received

\$25,000

2020/2021 Budgeted Amount

\$25,000

This amount is determined according to the Collective Agreement.

Money Still to Receive

\$0.00

% of Budget Received

100%

INCOME SUMMARY

Total Budget
\$775,577.50

Percent received to date:
88.80%

which equals:
\$688,714.66

Amount still to receive:
\$86,862.84

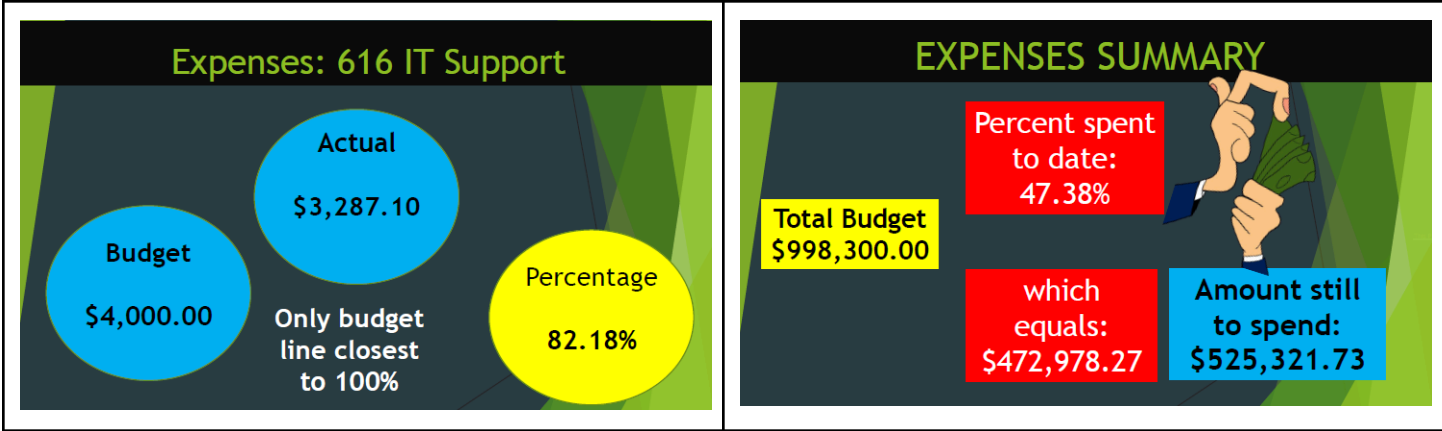


Expenses Over Budget

602
Calendar
143.93%

620
Meetings -
ETFO AM
250.15%

650
Website
123.27%



Appointment of the Auditor:

AM 23/24 - 05
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.
CARRIED

Local Office Notice of Motion:

AM 23/24 - 06
Financial Motion #3
 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.
CARRIED

AM 23/24 -06C
 Moved by Sophie Kroesen Seconded by Jeishan Rajakulasingam
 Move to Put the Question (Close debate).
CARRIED

7. Proposed Budget Presentation Continued from Session 1 - Gail James

Presentation of Proposed Budget from the April 29, 2024 Executive Meeting:

	June 2023 Actuals	Current 2023-24 Budget	Current Actuals	April 2024 Exec Meeting
INCOME		Executive	May 1, 2024	Proposed Budget
400 ETFO AM Reimbursements	\$10,189.20	11,000	\$11,502.48	12,891
405 ETFO Fee Rebates	\$436,234.32	507,710	\$432,840.35	507,710
Bill 124 Remedy Released Officers (one-time)				20,000
Bill 124 Remedy ETFO fees (one-time)				50,000
410 ETFO Program Funding		1,500	\$300.00	1,500
415 Interest	\$12,306.70	16,317.50	\$512.94	13,850.48
420 Local Levy	\$16,187.66	12,000	\$8,226.79	12,000
Bill 124 Remedy Levy (one-time)				468
425 Release Time (0.75 Release)	\$67,066.34	84,000	\$90,052.78	84,000
430 Release Time (1.0 President)	\$73,239.51	118,000	\$120,279.32	118,000
435 TDSB Professional Learning	\$25,000.00	25,000	\$25,000.00	25,000
440 Uncategorized Income	\$199.98	50	\$0.00	50
Total Income	\$640,423.71	\$775,577.50	\$688,714.66	\$845,468.98
Expenses				
600 Accounting	\$27,854.08	30,000	\$13,491.22	25,000
601 Bank Charge	\$2,487.18	3,000	\$1,563.83	3,200
602 Calendar	\$15,536.06	3,000	\$4,318.01	5,000
603 Charitable Donations	\$3,600.00	0	\$0.00	0
604 Committees	\$4,188.42	5,000	\$168.41	5,000
605 Communication	\$67,430.67	55,000	\$34,835.01	22,000
607 Dependent Care	\$6,781.25	6,000	\$775.00	6,000
608 Election	\$81,209.70	35,000	\$7,032.28	30,000
609 Equity and Social Justice	\$3,733.82	4,000	\$1,011.52	4,000
610 Exec Expenses	\$1,373.05	1,500	\$100.00	1,000
611 Executive Honouraria	was \$2155.40	was \$9000	was \$4589.85	removed
612 Fellowship	\$377.26	800	\$119.08	500
613 Furniture	\$483.63	3,000	\$0.00	2,000
614 Health and Safety	\$2,320.80	5,000	\$2,138.90	2,500
615 Insurance	\$3,835.87	4,000	\$1,325.93	4,000
616 IT Support	\$3,220.90	4,000	\$3,287.10	3,000
617 Legal	\$0.00	4,000	\$0.00	4,000

620 Meetings-ETFO AM	\$6,829.66	15,000	\$37,522.47	19,520
621 Meetings-Local AM	\$12,969.32	17,000	\$0.00	12,000
623 Meetings-Fall/ Winter General	\$22,606.59	20,000	\$6,337.03	15,000
624 Meetings - Executive Evening	\$2,155.40	9,000	\$4,589.85	7,000
625 Meetings - Executive Day	\$26,176.69	27,000	\$8,272.01	27,000
626 Meetings-Other	\$59,766.58	20,000	\$7,678.16	20,000
627 Meetings-OFL/CLC		0	\$0.00	0
628 New Member Committee	\$502.55	3,000	\$0.00	1,500
629 Membership Recognition	\$10,220.85	4,000	\$0.00	1,000
630 Negotiations/ Grievance	\$5,703.51	80,000	\$9,519.38	80,000
631 Computer Equipment	\$10,796.08	6,000	\$4,308.96	5,000
632 Office Occupancy	\$18,689.90	25,000	\$16,863.15	25,000
633 Office Supplies	\$3,035.03	5,000	\$585.21	2,500
634 Political Action	\$2,986.56	5,000	\$50.00	6,000
635 Professional Learning-comm	\$9,489.96	15,000	\$881.67	10,000
637 Professional Learning Rebat	\$44,497.74	40,000	\$11,848.08	15,000
638 Racialized Committee	\$6,894.20	12,000	\$114.19	6,000
639 Public Relations		3,000	\$0.00	2,000
640 Release Time (daily)	\$3,133.66	5,000	\$0.00	1,000
641 Released Officers	\$475,023.49	500,000.00	\$284,956.39	500,000.00
Bill 124 Remedy retro pay				50,000.00
644 Social	\$13,654.22	5,000	\$40.00	6,000
645 Status of Women	\$6,406.06	7,500	\$238.49	5,500
646 Travel	\$7,083.39	6,000	\$2,226.94	4,500
650 Website	\$3,436.31	5,500	\$6,780.00	3,500
Total Expenses	\$976,490.44	\$998,300.00	\$472,978.27	\$942,220.00
Total Income	\$640,423.71	\$775,577.50	\$688,714.66	\$845,468.98
Net Operating Income	-\$336,066.73	-\$222,722.50	\$215,736.39	-\$96,751.02
	<i>Amount remaining in reserve after 2022-23 year</i>	<i>Amount remaining in reserve after 2023-24</i>		<i>Amount remaining in reserve after 2024-25</i>
Retained Earnings coming into 2022-2023	\$481,217.61	\$258,495.11		\$161,744.09
	\$817,284.34			

8. Approval of the Proposed Budget:

AM 23/24 - 07

Financial Motion #1

Moved by Gail James Seconded by Laura Barrett

BIRT the 2024 – 2025 Proposed Budget be approved **AS AMENDED**. (see below)

CARRIED

Approved Deficit Budget: -\$76,751.02

Estimated Impact on Reserves by end of June 2025: \$181,744.09

Amendments to the Proposed Budget:

Mover / Secunder	Budget #	Budget Line	Proposed Budget	Amended Amount	Disposition
Jeremy Bass / John Pacocha	602	Calendar	\$5,000	0	<i>CARRIED / Reconsidered</i>
Moved by Sophie Kroesen Seconded by Jeishan Rajakulasingam Put the Question					<i>CARRIED</i>
Moved by Andrea Meynell Seconded by John Pacocha Motion to Reconsider					<i>CARRIED</i>
Jeremy Bass / John Pacocha	602	Calendar	\$5,000	0	<i>CARRIED</i>
Moved by Sophie Kroesen Seconded by Sharon Brown Put the Question					<i>CARRIED</i>
Christina Meynell / Andrea Meynell	641	Released Officers *	\$500,000	\$474,000	<i>CARRIED</i>
* That Budget Line 641 be used for full time release of the President, First Vice President, VP (Open), VP (Women Only) and .3 Treasurer release.					
Andrea Meynell / Christina Meynell	624 625	Meetings - Executive Evening Meetings - Executive Day	\$7,000 \$27,000	Combine 624/625 to be 625 - Meetings - Executive \$20,000	<i>Amended</i>
Jeremy Bass / Greg Dietcher	624 625	Meetings - Executive Evening Meetings - Executive Day	\$7,000 \$27,000	Delete 624 \$27,000	<i>CARRIED</i>
Moved by Greg Dietcher Seconded by Nathan Goveas Put the Question					<i>CARRIED</i>
Jeremy Bass / Greg Dietcher	637	Equity & Social Justice	\$4,000	\$2,000	<i>CARRIED</i>
Khai Duo Ngo / Jeishan Rajakulasingam	637	Professional Learning Rebate	\$15,000	\$40,000	<i>CARRIED</i>
Moved by Sophie Kroesen Seconded by Jeishan Rajakulasingam Put the Question					<i>CARRIED</i>
Andrea Meynell / Jeremy Bass	632	Office Occupancy	\$25,000	\$20,000	<i>CARRIED</i>

APPROVED BUDGET

	June 2023 Actuals	Current 2023-24 Budget	Current Actuals	Annual Meeting
INCOME		Executive	May 1, 2024	Approved Session 2
400 ETFO AM Reimbursements	\$10,189.20	11,000	\$11,502.48	12,891
405 ETFO Fee Rebates	\$436,234.32	507,710	\$432,840.35	507,710
Bill 124 Remedy Released Officers (one-time)				20,000
Bill 124 Remedy ETFO fees (one-time)				50,000
410 ETFO Program Funding		1,500	\$300.00	1,500
415 Interest	\$12,306.70	16,317.50	\$512.94	13,850.48
420 Local Levy	\$16,187.66	12,000	\$8,226.79	12,000
Bill 124 Remedy Levy (one-time)				468
425 Release Time (0.75 Release)	\$67,066.34	84,000	\$90,052.78	84,000
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435 TDSB Professional Learning	\$25,000.00	25,000	\$25,000.00	25,000
440 Uncategorized Income	\$199.98	50	\$0.00	50
Total Income	\$640,423.71	\$775,577.50	\$688,714.66	\$845,468.98

Expenses				
600 Accounting	\$27,854.08	30,000	\$13,491.22	25,000
601 Bank Charge	\$2,487.18	3,000	\$1,563.83	3,200
602 Calendar	\$15,536.06	3,000	\$4,318.01	0
603 Charitable Donations	\$3,600.00	0	\$0.00	0
604 Committees	\$4,188.42	5,000	\$168.41	5,000
605 Communication	\$67,430.67	55,000	\$34,835.01	22,000
607 Dependent Care	\$6,781.25	6,000	\$775.00	6,000
608 Election	\$81,209.70	35,000	\$7,032.28	30,000
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611 Executive Honouraria	was \$2155.40	was \$9000	was \$4589.85	removed
612 Fellowship	\$377.26	800	\$119.08	500
613 Furniture	\$483.63	3,000	\$0.00	2,000
614 Health and Safety	\$2,320.80	5,000	\$2,138.90	2,500
615 Insurance	\$3,835.87	4,000	\$1,325.93	4,000
616 IT Support	\$3,220.90	4,000	\$3,287.10	3,000
617 Legal	\$0.00	4,000	\$0.00	4,000
620 Meetings-ETFO AM	\$6,829.66	15,000	\$37,522.47	19,520
621 Meetings-Local AM	\$12,969.32	17,000	\$0.00	12,000
623 Meetings-Fall/ Winter General	\$22,606.59	20,000	\$6,337.03	15,000
624 Meetings - Executive Evening	\$2,155.40	9,000	\$4,589.85	0
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626 Meetings-Other	\$59,766.58	20,000	\$7,678.16	20,000
627 Meetings-OFL/CLC		0	\$0.00	0
628 New Member Committee	\$502.55	3,000	\$0.00	1,500
629 Membership Recognition	\$10,220.85	4,000	\$0.00	1,000
630 Negotiations/ Grievance	\$5,703.51	80,000	\$9,519.38	80,000
631 Computer Equipment	\$10,796.08	6,000	\$4,308.96	5,000
632 Office Occupancy	\$18,689.90	25,000	\$16,863.15	20,000
633 Office Supplies	\$3,035.03	5,000	\$585.21	2,500
634 Political Action	\$2,986.56	5,000	\$50.00	6,000
635 Professional Learning-comm	\$9,489.96	15,000	\$881.67	10,000
637 Professional Learning Rebate	\$44,497.74	40,000	\$11,848.08	40,000
638 Racialized Committee	\$6,894.20	12,000	\$114.19	6,000
639 Public Relations		3,000	\$0.00	2,000
640 Release Time (daily)	\$3,133.66	5,000	\$0.00	1,000
641 Released Officers	\$475,023.49	500,000.00	\$284,956.39	474,000.00
Bill 124 Remedy retro pay				50,000.00
644 Social	\$13,654.22	5,000	\$40.00	6,000
645 Status of Women	\$6,406.06	7,500	\$238.49	5,500
646 Travel	\$7,083.39	6,000	\$2,226.94	4,500
650 Website	\$3,436.31	5,500	\$6,780.00	3,500

Total Expenses	\$976,490.44	\$998,300.00	\$472,978.27	\$922,220.00
Total Income	\$640,423.71	\$775,577.50	\$688,714.66	\$845,468.98
Net Operating Income	-\$336,066.73	-\$222,722.50	\$215,736.39	-\$76,751.02
	<i>Actual reserve remaining after 2022-23 year</i>	<i>Estimating left in reserve after 2023-24 year</i>		<i>Estimating left in reserve after 2024-25 year</i>
Retained Earnings coming into 2022-2023	\$481,217.61	\$258,495.11		\$181,744.09
	\$817,284.34			

9. Timed Item: 8:00 p.m. Q & A

AM 23/24 - 08

Moved by Sophie Kroesen Seconded by Sharon Brown

Move Change to the Orders of the Day to hear the Levy Amendment at this time.

CARRIED

Note: The Q & A Session is constitutionally mandated for 15 minutes so can begin no later than 8:15 p.m.

10. Levy Amendment to the Constitution

AM 23/24 - 09

AMENDMENT #29

Moved Sophie Kroesen Seconded by Sharon Brown

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.

LOST

AM 23/24 - 07C

Moved by Sophie Kroesen Seconded by Sharon Brown

Put the Question

CARRIED

9. Returning to TIMED ITEM 8:15 Question & Answer Period:

Q Please consider making the calendar available for members to purchase on a cost recovery basis. Regular members make regular use of the calendar and it's important to them to have it available. The way the meeting ran (learning how to get on the speaker's list, use of Put the Question) regular members didn't get the chance to speak. The same people speak over and over again. Executive needs to listen to the regular members.

A This year we used a survey of the membership to see how many members wanted a printed copy of the calendar. This meant we only printed a small number rather than one for every member at a large cost savings. But, despite this 2024 Annual Meeting has now set the budget for next year for the calendar to 0.

Q To the incoming President, now that the levy increase hasn't passed what further improvements can be made to improve the financial position of the Local?

A We will investigate to see about providing the calendar to members on a cost basis. Cannot promise that it would be for \$6 as investigating would be needed to determine cost.

Two additional members spoke on the importance of the calendar to members.

11. Adjournment 8:30 p.m.

Session 1 Attendance:

Abi Lee	Danielle Serpes	JOHN PACOCHA
Adam Berofsky	Darshana Patel	Julia Fung
Akashpreet Kaur	Dawn Lioutas	Julia Gussmann
Alex Oprea	Deborah Ross-Attas	Julie Hoang
Alice Godfrey	Dionne Richards	Justyna Rucinska
Alice Zywiell	doug surh	Kai Butterfield
Amanda Yuill	duri naimji	Karen Drodge
Aminat Mustafaeva	Effie Bountris	Katie Kovacs
Amy Frank	Efstathia Sotiropoulos	Khai Du Ngo
Andrea Kivik	Einstein John	Kit Wun Li
Andrea Meynel	Elena Bozzo	Krishna Rajballie
Andrew Reynolds	Elizabeth McCluskey	Laura Barrett
Angela Di Prospero	Elizabeth Tewogbade	Lei Xu
Anu Sharma	Emily Markowicz	Ling Lei
Arlene Lax	Esperance Kidudi	Lira Metalla
Ashley Stoiko	Fiona To	Lisa DESANTIs
betty pinas marin	Fletcher Jerome	Lisa Harrower
Beverley Flynn-Samuels	Gabrielle Blais-Jones	Loreen Gale
Biljana Jonovska	Gagandeep Sikand	Luba Greenspan
Blair Sleightholm	Gail James	Lynda Patterson
Bojana Savic	Gina Pavlovski	mamta sharma
Brenda Waltmanbren	Gladys Emokaro	Manju Chandan
brooks rap[ley	Gordon Baker	Manju Rani Nair
Byron Stevenson	Grace Mark	Marilyn Richmond
Candice Ho	Greg Deitcher	marisa gallippi
Cheryl Eckler	Greg Walker	Marlene Kaner

Chris Godfrey	Helene Bauer	Mary Carrino
Christina Meynell	Hetal Rajgor	Meenakshi John
Christine Maben	Huijing Yang	Megha Sahijwani
Christine Pickering	Isabella DeLuca	Melanie Dwyer
Colleen Wood	Jan Ian	Melissa Major
Cynthia Boem	Javed Iqbal	Michael Bannon
Cynthia Bteman	Jeishan Rajakulasingam	Michi Kobayashi
Cynthia McCarrey	Jen Kerwood	Misty Eves
Dalia Frank	Jenan Heshmatkhah	Mohammad Choudhry
Dana Magyar	Jeremy Bass	Moira Taylor
Daniel Frank	joanne alter	murad doray
Daniel Kinrys	Joannie Ing	Muriel Clarke
Daniel Naoum	John Gonos	Natalie Mo
Danielle Ingster's	John O'Leary	Nathan Goveas
		Nattily Edward
Neelam Kapoor	shashi Dawda	younghee ko
Nicholas Komiotis	Shazia Sunderji	Sarah Boomhower
Nirupma Pandhi	Sheila Mattar	Sarisha Moodley
Nisara Remtulla	Sheldon Monroe	Seema Khanna
Nisha Dutta	Sherryldine D'Cruz	sharon brown
Olive Creary-Satchell	Simran Sohal	Victor Lahoda
Patricia Cosgrove	sondra marshall	Vineeta Verma
peter bartl	Sophie Kroesen	Wen Zhen Dou
Peter Schubert	Sujatha Chintakunta	Wen-Chia Chang
Prem Kwatra	Suman Sohal	
Priyanka John	SURAYA ALAM	

Punita Sharma	Susan Andrew
Qurratulain Haider	Susan Malcolm
Rachel Weinstock	Susan Richman
Ramilaben Patel	Syed Din
Raziana Hussanee	Tammy Leung
Renu Doctor	Therese De Agazio
Richard Chapman	Tiffany Gardiner
Richard Court	Tracy Woolridge
Ritta Roach	Veronica Tran
robert dove	Vickie Tam

Session 2 Attendance

Abi Lee		
Adam Berofsky		
Akashpreet Kaur		
Alex Oprea		
Alice Godfrey		
Alice Zywiell		
Amandeep Randhawa		
Aminat Mustafaeva		
Amy Frank		
Andrea Kivik		
Andrea Meynel		
Andrea Whiteacre		
Angela Di Prospero		
Anu Sharma		
Arjumand Hasan		
Arlene Lax	doug surh	Javed Iqbal

Ashley Stoiko	duri naimji	jaya mansukhani
Barbra Mbengo	Effie Bountris	Jeishan Rajakulasingam
Beverley Flynn-Samuels	Efstathia Sotiropoulos	Jeremy Bass
Blair Sleightholm	Einstein John	Joannie Ing
brooks rapley	Elena Bozzo	John Gonos
Candice Ho	Elizabeth McCluskey	JOHN PACOCHA
Carol Collin	Elizabeth Tewogbade	Julia Fung
Cheryl Eckler	Emily Markowicz	Julie Demers
Chris Godfrey	Erin Silbiger	Julie Hoang
Christina Meynell	Fiona To	Kamaljeet Parmar
Christine Maben	Fletcher Jerome	Kathryn Bryce
Christine Pickering	Gabrielle Blais-Jones	Khai Du Ngo
Clare Iregbeyen	Gagandeep Sikand	Kirsten Henderson
Colleen Wood	Gail James	Kit Wun Li
Curline Carnegie	Gervais Murray	Krishna Rajballie
Cynthia Boem	Gordon Baker	Laura Barrett
Cynthia McCarrey	Grace Mark	Lei Xu
Dalia Frank	Greg Deitcher	Linda Frank
Daniel Frank	harmanjit kahlon	Ling Lei
Daniel Kinrys	Helene Bauer	Lira Metalla
Danielle Ingster	Hetal Rajgor	Lisa DESANTIs
Danielle Serpes	Huijing Yang	Loreen Gale
	Isabella DeLuca	Lorna Vitalez
	Jan Ian	Lynda Patterson
	Jane Kirkwood-Lazazzera	Mamta Sharma
		Manju Chandan
Manju Rani Nair	Rajikadevi Ajitkumar	SURAYA ALAM

Marci Green	Ramilaben patel	Susan Andrew
Marie-Jeanne Karake	Raul Selberg	Susan Richman
Marilyn Richmond	Raziana Hussanee	Tammy Leung
marisa gallippi	Rechna Khosla	Tiffany Gardiner
Marlene Kaner	Renu Doctor	Tracy Woolridge
Meenakshi John	Richard Chapman	Veronica Tran
Melissa Major	Richard Court	Vickie Tam
Misty Eves	Ritta Roach	Vineeta Verma
Mohammad Choudhry	robert dove	Wen Zhen Dou
Murad Doray	Robina Sultan	Wen-Chia Chang
Muriel Clarke	Sarisha Moodley	zuzanna. nowacki
Natalie Mo	Seema Khanna	
Nathan Goveas	Shannon Dunham	
Nattily Edward	sharon brown	
Neelam Kapoor	Shashi Dawda	
Nicholas Komiotis	Shazia Sunderji	
Nick Stodola	Sheldon Monroe	
Nirupma Pandhi	Sherryldine D'Cruz	
Nisha Dutta	Simran Sohal	
Olive Creary-Satchell	Sofia Makris	
peter bartl	Sophie Kroesen	
Prem Kwatra	Sujatha Chintakunta	
Priyanka John	Suman Sohal	
Punita Sharma	Qurratulain Haider	

