



ETFO Toronto Occasional Teachers Executive Meeting 2024-2025

DATE: Monday, January 20, 2025

TIME: 9:30 AM-4:20 PM

Meeting Location: Virtual Meeting

Parliamentarian: Yolanda B'Dacy

Executive Board Members:

Released Officers: Marisa Gallippi, Gabrielle Blais-Jones, Sophie Kroesen, Jeremy Bass

Executive Board Members: Sarah Boomhower, Sujatha Chintakunta, Nathan Goveas, Gail James, Beverley Flynn-Samuels, Efstathia Sotiropoulos, Jeishan Rajakulasingam,

Executive Minutes: Sarah Boomhower

Human Rights Officer: Yolanda B'Dacy

Regrets: Laura Barrett, Elizabeth So

Start: 9:30 AM

- 1. Human Rights Statement** - James
- 2. Land Acknowledgement** - Bass (French and English)
- 3. Approval of the Agenda**

<p>January Motion 1 BIRT the January Executive Meeting agenda be approved. Movers: Flynn-Samuels /Boomhower Carried</p>

4. Approval of the Dec. 19, 2024 minutes

January Motion 2

Movers: Blais-Jones / Sotiropoulos

BIRT the December 19, 2024 minutes be approved.

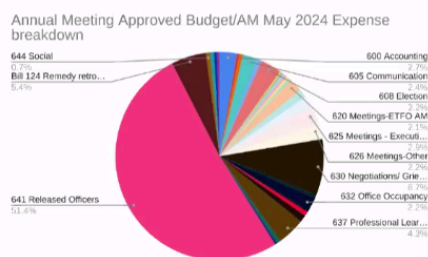
Carried

5. Timed Item-9:45 AM Treasurer's Report – Jeremy Bass

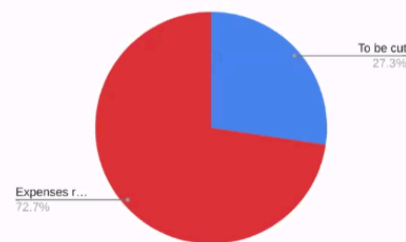
- Updated financial report data is updated to January 3, 2025
- \$282,698.00 of estimated revenue for the year is accounted for
- \$789,469.48 fee rebates budgeted for the school year
- \$382,548.72 is current bank balance
- FTE numbers are below 2000 members (Note: ERP is partial explanation for decline in membership numbers.)
- Discussion on ratification and funding based on pack pay union dues
- Expenses projected 138% of revenues
- Discussion on payments to TDSB and negotiations of these costs, timelines, etc.
- Discussion on bills (ex. benefit payments, percentages, and timelines)
- Discussion on bills (ex. Fairmeadow charges of \$3636.39, errors, and dispute timelines)
- Treasurer Bass committed to recovering such overpayments and bank reversals.
- Discussion on ETFO Listening Tour payment expected in early 2025
- ETFO AM 2024 Meeting \$1810.92 over budget line 620
- Line 640 Release Time over budget \$13, 410.09
- Charts screened with Executive (See below.)

Expense Analysis - what has to be done

Current budgeted expenses



The necessary cuts



- Discussion on cost saving measures including \$133,000 in cost saving measures
- Proposals to close the Union Digital contract (\$6780/year) and work with Google/web based platforms significantly more cost efficient.
- Proposal to sell the photocopier which is currently in storage.
- Operation costs (ex. Phones, ICA, Zoom, banking, processing, Adobe, etc.)
- Next Budget Committee is February 4, 2025
- Discussions on budget proposals, revenue, levies, etc for next year

Treasurer Q&A

- Correction to Treasurer as James noted all documents and billing have been shared with entire released team as received
- James noted all files, invoices, salaries of all released officers each year of service were in filing cabinets at Fairmeadow.
- Discussion on monthly budgets and role of Bass to review all entries of budget lines, errors, check etc.
- Treasurer Bass confirmed that each line is verified prior to being shared with the Executive or accounting firm to flag errors.
- Discussion on late payment of credit cards over \$300 since summer 2024
- Treasurer Bass notes that he did not have full access to Target till mid Oct./24, postal strike, shift to online for viewing and payment, and reversal of some interest charges to be noted in future reports.
- Discussion on terms and timelines and notes:
 - July 2nd the new released officer team began
 - No need for delays
 - Treasurer Bass was given a key and full access to all previous items mentioned
 - online banking occurred due to behaviour of the treasurer with paper billing delays
- Discussion on signing officers and timelines to pay expenses
- Working toward RBC having acting First VP Kroesen be added as a signing officer at this time.
- Discussion on slow payments from Nov. 20 Listening Tour
- Bass noted an investigation has begun to verify this payment was sent.
- Discussion on reimbursement for the President (ex. No payment to date, debate on carpooling, and timelines noting submission sent with adequate time to process

10:45-11:00- Movement Break

6. 11:00 AM -President's Report

- Welcoming remarks by President Gallippi

Discussion on ALTO Program

- History of the ALTO pilot project with the board in previous years was discussed
- Concerns with sick days, access to benefits, timelines, etc. for any future understandings
- President discussed her commitment to the collective agreement when speaking with the board and all negotiations including potential ALTO
- Pilot of itinerant ALTO to pay at the LTO rate and go to multiple schools during the day while honoring the collective agreement details.
- Note: President Gallippi clarified that in some cases if there is repetition in the same class, it is possible that during the ALTO the OT might be responsible to assist with reporting.
- Discussion on travel time if itinerant schedules. President confirmed this would be

discussed in the meeting with the Board.

- The board will assign specific schools and the ALTO would be hired through a board directive like previous years.
- Request for rolling ALTO options and the President assured the executive it would be discussed.
- Discussion on benefits specifics and confirmed that under the collective agreement after 90 calendar days, the ALTO would be processed.

Absenteeism Attendance Policy

- The policy is mandated by the government and can be chaotic to manage by the board.
- The directive is for admin to follow up with staff who may need support after being off on a sick day.
- The Local Union suggests that patterns for example every Friday, near PSAdays, or long weekends, etc, likely will be flagged.
- If a medical appointment is ongoing or accommodations are needed this is processed through the disability office as has been past practice.
- Admin have a responsibility for supporting and can be potentially complex.
- Due to a mandate policy, the admin and board has this right as do members have the right to union support when needed.
- There are discussions on the policy working in collaboration with the union and board.
- More will be shared as it develops.

Winter Newsletter

- Discussion on winter newsletter timelines, content, and distribution
- Noted delays due to postal strike which can not be controlled.
- Discussion on constant contact and data of member engagement

Local Updates

- Board's response time to members' re: LTO appointment, email responses, etc.
- Jan 28, 2025 EOTCC Meeting to discuss
- Office phone number/released officers cell phones and liaison/chair roles to be discussed in camera

Town Halls

- Will be conducted online per motion via communication budget line.
- Discussion on the purpose and intent of the meeting is for the released officer team to conduct this meeting to give voice to members for Q&A and specific concerns/needs etc.
- Discussion on potential timelines, frequency, duration, etc

Election

- Discussion on potential timelines
- No concerns by elections officer (B'Dacy)
- Chair/Election Officer addressed clarification to be made aware of website posts that may be addressed in email communication re: elections
- AM Motion will be posted

AM Motion

- Screened the AM motion and brief discussion.
- The President has communicated to the website to post this AM motion per the constitution

Approved Leave

- Workload in the office while a VP is on leave is significant.
- Update on status of leave timelines as shared with the team.
- No cost associated with this leave at this time.

January Motion 3 Bass / Chintakunta

BIRT that given Meta/Facebook's recent statements allowing racist, homophobic, transphobic, misogynist statements on their platform, and their calling for more "masculine" energy in corporations, and their recent donation of \$1 million to Trump's inauguration, and their abysmal record in hiring women, that ETFO OT Local no longer use any products from Meta/Facebook for official business.

Lost

- *Discussion and debate regarding the use of such platforms for union and member engagement.*
- *Vote on continuation of debate or calling the question*
- *Executive discussed several reasons for the positive use of such platforms and growth in union engagement and voice.*
- *Executive recognized the intent of the motion and the harm and hate that CEOs do spread as individuals.*
- *Discussion on the wording of the motion in reference to ETFO OT Local (Ex. released team, individual members, etc. and individuals have the right to use platforms.*
- *President noted that there is one official Facebook Page that reflects the local public website.*

7. 11:50 AM -Chief Negotiator/ VP Kroesen Report

- Welcoming remarks by VP Kroesen
- February there is new language regarding benefits as outlined in the newly ratified collective agreement.
- Note it must still be ratified by the board and then 30 days later for financial payments.
- Update from 80 days qualifying timelines for OT buy in options benefits as in previous collective agreement will continue.
- These planned benefits of language were inspired by OSSTF collective agreement.
- The board will issue a certain cash amount towards benefits to purchase your own health benefits in payment installments. (Unknown if group plan (OTIP) options.)

8. 11:25-Vice President, Gabrielle Blais-Jones

- Remarks on the collaborative released team and appreciation for the team.
- Discussion on including PL events, ratification vote, member representation, and committee work.
- Discussion on member engagement with in person events more difficult than online participation.

Lunch 12:20-1:20

1:05-1:30-ETT Liaison-Elizabeth So –Regrets sent and unable to attend.

IN CAMERA SESSION

2:45-3:00 PM MOVEMENT BREAK

January Motion 4

BIRT BIRT the ETFO Toronto OT local only host the ETFO sanctioned workshop: ***The Importance of Primary Sources: In Understanding The Holocaust , Jewish Experiences and Jewish Contributions to Canada*** at a cost of \$150 to be paid to ETFO to be taken from the Equity and Social Justice Committee budget line 609. Should this workshop not be available, any other workshops on this topic must be approved by the local Executive.

Moved: Boomhower/Rajakulasingam

Carried

9. TIMED ITEM - 3:35-4:00 PM - Committee Reports

Budget Committee–Bass–Meeting to be held in person.

Constitution Committee - Kroesen-next meeting TBD

Equity and Social Justice Committee - President shared that this was previously discussed in Motion 4.

New Members Committee - James coordinating ETFO event dates TBA.

- Discussion on committee members, waitlists, and number of meetings.
- Online meetings and future event “Tips and Tricks for New Members”

Political Action Committee- Rajakulasingam

- Meeting mid January and need Labour Council Members to be registered

January Motion 5

BIRT the January Executive Meeting will be extended till 4:10pm to conclude the agenda.

**Mover: Blais-Jones/Boomhower
Carried**

Professional Development Committee Gabrielle

- January 14th event rescheduled due to low registrations.
- January 21st Professional Boundaries workshop

Racialized Members Committee- Chintakunta

- Movie Event in person in Feb. with lottery for predicted high interest.
- March 20/25 ETFO Name it, Understanding Anti-Black Racism

French Teacher Committee Blais-Jones

- Gathering Jan. 9th well received.

Health and Safety - meeting January 15, 2025-update: Jeishan/Marisa

Action on Violence workshop Dec. 5 Kroesen

- Meeting Jan 21st for the Committee to plan future events etc.
- Potential workshop Psycho-Social Hazards at the workshop

Retired Teacher Committee -James

- Jan. 9 Meeting Online well attended and eager to plan events and collaborate.
- Discussion on retired teacher experiences, needs, days, etc.
- VP Kroesen–No cost opportunity, for AI Zoom which provides a summary of the meeting
- Discussion on AI with minutes as a support which this committee has used.

Social Committee-Kroesen

- Meeting on Jan. 28 and planning events

Status of Women –Blais-Jones Nothing to report at this time.

10. Procedural Housekeeping President Gallippi

- To be discussed in the future due to time.
- Discussion on payment of expenses by Treasurer for the local and signing officers due to approved leave and constitution.
- Discussion-Special Constitutional Meeting (levy increase to 0.2, elections, etc) - Released Officers - Date TBD

January Motion 6.

BIRT the January Executive Meeting will be extended till 4:30pm to conclude the agenda.

**Mover: Blais-Jones/Boomhower
Carried**

January Motion 7

BIRT the treasurer e-sign the ETFO Toronto Occasional Local electronic documents to have Sophie Kroesen become a signing officer no later than January 22, 2025, by 3:30pm.

**Mover: Gallippi /Blais-Jones
Carried**

Adjournment 4:20pm

Important Upcoming Dates:

- **Tentative Agreement Ratification/Retro Pay date-TBD** ●
- **General Member TownHall online meetings: TBD** ●
- **Spring Newsletter -TBD**