

November 12, 2024

## **Toronto Occasional Teachers Local General Meeting Minutes**

5pm

Introduction (S. Kroesen VP)

-Kroesen did welcoming remarks and reminded members of voting procedures and requirements for Constitutional Motions versus General Meeting motions. Members were told they could have cameras on or off during the meeting, but should remain muted unless called on by the chair. She continued that the chat is for the speaker's list or tech team communication. Lastly, the chat is not to be used to chat, comment, or debate as this causes delays. Kroesen again thanked the members for attending and called for the Land Acknowledgement.

5:06pm Land Acknowledgement read by Gabrielle Blaise-Jones VP. in English with screening for members.

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5:08pm Human Rights Statement read by Gail James Executive Member in English with screening for members.

5:11 Point of Information by Member G. D. Is there quorum?

Chair—Thank you for the question. Yes, we need 50 for an Annual Meeting, but for a General Meeting it is not needed.

MOTION #1: Be it Resolved that the Agenda for the 2024 General Meeting be approved.

Mover: E. Sotiropoulos

Secunder: C. McCarrey

Results: Carried in favour

No speakers therefore call for the vote for the agenda.

All in favour. 24 and 1 opposed

Point of Privilege (Blaise-Jones VP) during the vote. Chair (Kroessen VP) reminded that this does not interrupt the vote.

Returned to Point and called on Blaise-Jones and this member passed.

5:17pm

MOTION #2: Be it Resolved That Part 1 and Part 2 of the May Annual Meeting be approved.

Mover: G. James

Secunder: J. Rajakulasingam

Results: carried 25 and 0 opposed

The Chair called for debate and none occurred. As such the Chair called for the vote for all in favour then all opposed.

Results: carried 25 and 0 opposed

5:18 Point of Inquiry Member G.D. Inquiry on the role of chair as prior meetings had a third party Chair. Is this not a conflict of interest? Why the change?

The Chair responded that the entire released officer team were serving the membership during this meeting. Chair Kroesen detailed that VP Barret and VP Blaise-Jones were part of the Tech-team, and that President Gallippi was overseeing and assisting in all roles as needed. The chair continued that The President can appoint and assign the role of chair as needed. This decision was made based on being very cognizant of cost effective measures for our membership and decreases in spending to rebuild reserves. The chair thanked the member for the inquiry.

5:22pm Intro of 2024-2025 Intro to Executive and President's Report

#### Marisa–President's Report

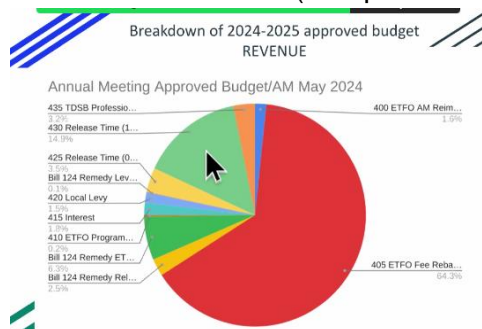
- Welcoming remarks and thanking the membership for attending the General Meeting.
- Introduction to released officer team and roles followed by thanking executive members for their service to the membership.
- The President continued that we know how hard you work and are a vital part of the education system.
- President Gallippi stated that the local executive is working hard on the member's behalf in many ways.
- The Annual Meeting in August involved 22 delegates and one motion that was highlighted was the Benevolent Fund which was approved.
- The workings of this funding is a confidential process where an application is brought to the Committee for approval of the fund. She continued that it is confidential and members may apply for a maximum of \$5000/lifetime and on a first come first served basis of approval.
- She noted that this motion is significant in recognizing O.T. members and to reach out to released officer team if anyone needed support with this application.
- The Executive Board is optimizing services while being committed to the financial wellbeing of the local.
- President Gallippi noted the change in Meal Allowances and Dependent Care that is not available this year as this is not possible with the current funding deficits.
- This was brought forward during Covid as a relief measure and was not intended to be sustained on an ongoing basis.
- In Collective bargaining it was noted that Derek Hulse retired in the fall of 2024 and has been invaluable to our local in past negotiations. She welcomed the new staffing officer positively and mentioned that she has worked closely with our local team.
- The Collective Bargaining team introductions including names and roles occurred.
- The Local has been instrumental in policy grievances for example the 2022-2023 Prep Issues that is now in arbitration). The 2023-2024 grievance is also in arbitration.
- A new grievance was filed yesterday as we feel the TDSB has breached our privacy. (It is in Step 1 and will continue to keep members updated on this new grievance.)
- Grievances are filed to uphold our rights and follow a process as outlined in the Collective Agreement.
- Tonight you will hear the Treasurer's Reports from Jeremy Bass who is working diligently to prepare and share initiatives from the local.
- Laura Barrett will share the upcoming Health and Safety Events and Local Safety and Committees statuses.
- Sophie Kroesen will update the members on negotiations and social events occurring.

- Gabrielle Blaise-Jones will update members on PD events.
- Our team will continue to work on virtual and in person events for our members.
- Oct 31, 2024, was the date that the physical office closed to save thousands of dollars. The local will be using the same phone number and a P.O. box for mailing correspondence.
- Additionally we are transitioning from ICA and we now have an ETFO official email address. Our goal is to serve our members best.
- We will be working with TDSB email to make sure local information is up to date. An email will be sent with a Google Form to update your current information.
- Reminder: Do not use TDSB email for union emails, questions, etc.
- President Gappillii is excited to announce the in person listening tour with President K. Brown on Nov 20 530-7pm. Here members will speak with ETFO Prov. (Details are on the website and email correspondence has been sent on constant contact.)
- Elizabeth So has been collaborative in ETT partnership toward grievances and cooperation with our sister local.
- Members were reminded of the importance of the No touch policy. As educators we have the ultimate responsibility to student safety and to follow this policy.
- The failure to fill OT shortages are of significant concern. Our concern is to hire to the cap. This continues to be in discussions of negotiations.
- Rise in violence in schools over the past few years have resulted in advocating for support to staff and the employer has a responsibility to keep all workers safe.
- Thank you for all the hard work our members do. Released officers are here to offer support, guidance, and advocate as needed. We look forward to working with you.

Chair: Thank you President Gallippii and welcome the Treasurer's Report as a timed event at 5:45pm, but it is next, so let's begin.

### 536pm Treasurer's Report J. Bass

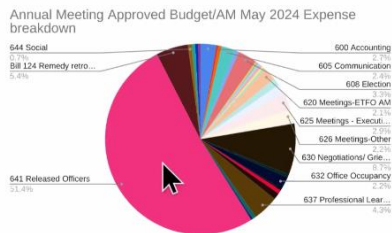
- Some technical difficulties with volume which were resolved.
- The Treasurer opened with welcoming remarks and gratitude for being elected.
- Treasurer Bass shared GIC Reports \$300,000 4.2% and is a floating rate which provides allowances for released officer credit cards and cash flow opportunities
- He continued to share the revenue breakdown and each section was read aloud to the members. (See photo attached.)



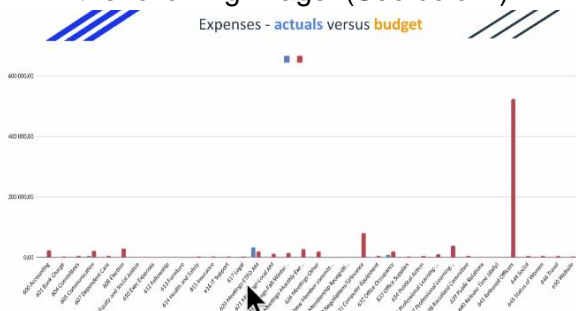
- He continued that the total budgeted expenses are \$922,220 which is about 117% of the budgeted revenue. This means the deficit budget is a loss of \$132,751.
- A brief discussion on OT Shortages and hiring under cap as well as limits with retired teacher members has resulted in less funding through member dues.

- He continued to outline that this is a deficit budgets and is not sustainable in the long run.
- Treasurer Bass outlined the budgeted expenses (See image below) and read out the entire graph for the members.

Breakdown of total budgeted expenses of \$922,220



- A reminder that the funding of released officers is how members are serviced, followed by members meetings, and negotiations.
- The Treasurer continued to discuss the actuals versus the expenses as outlined in the following image. (See below.)



- The Treasurer mentioned cost saving measures including a reduction from office expenses typically \$20,000 to about \$5,000. Likewise phones are now owned, all but one, which has a significant reduction in phone costs. All phones will be owned by April. Email costs are also reduced as using Gmail versus ICA. Additionally the in house creation of the calendar saved members significantly in costs. This all demonstrates the local's commitment to replenishing reserves while serving members.
- The Treasurer noted that a deficit budget has occurred for several years, but is no longer sustainable.
- Lastly he noted that member fee rebates and local levies are the primary source of income for the local.
- Treasurer Bass thanked the membership for their attentive listening and consideration of these findings.

555pm Chair–Thank you. Any questions that members have are to be added to the speaker's list. She directed members to state question in the chat and then you will be added to the list.

15 Minute Q&A Treasurer

- Question: Member was hearing the budgeting concerns and wondering if we need to raise fees. Can we only raise it in May? It feels helpful to raise it sooner.
  - Answer: Treasurer Bass responded that our constitution can only be modified in May and specifies what the local levy must be. It would need a

Constitutional Change to address released time and levy costs can only happen in May.

- Members might consider what the goals are. Is the goal to raise levies and reduce programming? Members can move this forward in May.
- Question: Treasurer great presentation and grateful for this visual presentation. I read that the CFO met with the executive last June and the minutes item 8 under executive meeting minutes have these details. The projections are significant to reserves and it is very concerning. What can you share about this?
  - Treasurer Bass noted that he was not on the executive at the June meeting mentioned. His understanding is the findings suggest an increased levy or to cut our local budgets. My calculations are 20 x levy or cut 1.0 VP position to have a sustainable budget moving forward.
  - Closing Remarks which stated that he appreciated membership and opportunity to serve.

Chair–Thanks for Report.

#### 602pm L. Barrett VP Report

- Welcoming Remarks and opening.
- Very happy with engagement and attention especially with reports and school night which we know is difficult.
- Health and Safety is the baseline of when we enter the premises till we leave it is employer's responsibility to provide safety to workers. Our role is to keep the learning environment safe for our students.
- They shared they are learning under the mentorship of Marisa Galippi and working in collaboration with the Health and Safety Rep J. Rajakulasingham who looks at issues board wide on a variety of topics.
- If you have any violent issues or workplace accidents submitted, he will receive your forms and be in communication. He and I are happy to support you if you need.
- Health and Safety Ad Hoc Committee has space, Please join to be part of the discussions for all of our members and affiliates in the building.
- Report, report, report! ETT reports seem higher due to OT members which suggests under reporting by our members.
- Ex. A cut could be infected or a tap on the head turns into something more significant. It is essential to report immediately. Please contact me directly for guidance on reporting.
- New this year each TDSB school from Jan - April will have one member per school encouraged to serve as an expert and advocate in Health and Safety.
- Communications is a team effort and appreciates working with the released officers with a strong start to the year.
- The Pocket Calendar is updated and online. (Screened how to find this and how to interact with it.)
- Likewise as mentioned there are new email addresses which allow for greater security and collaboration.
- Committees please join and get involved. The Elections Committee is seeking members and released officers and others elected cannot be involved in elections.

- Discussion on each committee and encouraged to have member engagement in this forum.
- VP Barrett thanked the membership for attending and listening.

Chair–Thank you.

610pm G. Blaise-Jones VP

- Professional Learning opportunities and workshops were hosted by the local which were well received and attended on IEP and Progress Reports topics.
- VP Blaise-Jones also mentioned that the PD Funding is on a two year cycle to distribute funds to all members. At this time \$2250 has been approved primarily for AQ completion.
- The role of VP includes attending and representing members at OTRs, meeting with Website designers, co-creating the pocket calendar, office pack up and moving, and processing storage needs for the local.
- Blaise-Jones discussed moving away from ICA and directed members to please check the website often for updates.
- There will be a workshop to discuss the forms and processes once it is live. Stay tuned.
- A workshop forum will be held before Feb and June as LTOs can start anytime.

Chair–Thank You!

S. Kroesen Chief Negotiator and VP

- The Social Committee is in my portfolio and the committee has been struck. This team will plan events for our members.
- The local is looking at a reduced budget and will reduce the number of events, but the events will be outstanding and have more folks attending.
- Watch your email for social events to come.
- As the Chief Negotiator, our negotiations are still in collective bargaining and have not ratified the agreement.
- We are one of the last locals without an agreement including our sister local of ETT who has not either.
- We are working collaboratively with ETT to get a fair deal for all elementary teachers.
- We are different locals, but it is exceptionally important to stand in solidarity as we negotiate with the board (ETT and OT).
- We are in a strike vote position as members voted in favour (Fall 2023) with ETT and OT. This is a tool in negotiations.
- Twice we have met in collaboration with an consolidator who cannot compel either side, but can listen and speak with both sides to move negotiations forward.
- We are hopeful that this will assist in moving negotiations forward for a fair deal for all in education.
- We are paving a path as we work with the board stating that we are serious about not having strips removed from the table and to add gains to our collective agreement,
- The team has committed to bringing the best deal forward to members.
- The Chief Negotiator reminded members of the contact information of the negotiating team to share grassroot experiences, ideas, and working conditions. The goal is not only a fair deal, but a good deal.

- Two more meetings have been noted with the Board, consolidator, and our team.

Chair–Ok I am not moving back to the chair role that I serve.

#### Election Officer Report

- Officer is unavailable for tonight's report.
- On Oct 31z 2024, the local was notified that the position of secretary was vacant.
- Discussion of the process of candidates who may be interested have occurred and communication has gone out via email.
- Note: If interested in this role, an application is due on November 13, 2024, by 4pm. A vote will happen on Nov 18, 2024. At this time no by-election will be needed.

#### 630-7pm Q&A Members

- Question to add a motion to the agenda: how might I do this? I am looking for your guidance.
- Chair: You have the floor and may bring it forward.

Motion 3: Be it Resolved That the General Meetings will be held in person for the duration of the 2024-2025 school year.

Mover L. G. Dietcher

Seconded: J. Bass

\*\*Failed as the meeting was adjourned prior to debate and vote.

- Discussion and debate on pricing of events and opportunities occurred.
- The Chair assisted a member with amending procedures to a motion.

Motion 3A (as Amended): Be It Resolved That at least one of the General Meetings of the Local will be held in person for the duration of the 2024-2025 school year.

Mover: S. Chintakunta Seconder: G. Blaise-Jones

\*\*Failed as the meeting was adjourned prior to debate and vote.

#### Opening Debate:

- Chair clearly reminded the members that this is an amendment
- Executive decided to make this meeting online because there was a questionnaire last year and the data was overwhelmingly in favour of online 53 members is really disenfranchising the larger portion of our members
- Debate continued

Motion 3B (Amendment to the Amendment): Be It Resolved That Motion #3 be postponed indefinitely, until after it is heard.

Mover: S. Boomhower Seconder: J. Rajakulasingam

\*\*Failed as the meeting was adjourned prior to debate and vote.

- Speakers spoke to the will of the membership
- Mover and seconder speak to the need to survey the membership as was done previously. They noted that the membership had significantly responded in favour of online meetings.

- A speaker mentioned that this survey was sent out during meal and child care reimbursements and yes, another survey should be sent out.
- Other speakers were opposed and mentioned that only members present at the meeting should vote on such matters.

7PM Chair

Motion 4: BIRT the debate be postponed until the Q&A is completed as a timed event.

Motion Carried: 23 Favour and 6 opposed

- The chair asked the members to vote on the motion using Zoom hands in favour and then opposed.
- A reminder was given to members to indicate in the chat question for the speaker's list and asked the technology team to screen the list.

7:05pm–30 minutes Q&A

- Question: New Member's Committee questions directed at Gail James regarding meeting details. The member was directed to check his email as the committee will be meeting.
- Question: For a Constitution change, do they need to involve lawyers?
  - President Gallippi: Our Constitution does not speak to virtual or in person meetings. It is up to the membership to make this decision. The executive sent a survey to the membership and was not required as they could have made this decision. It was brought up that specific wording could be brought to the May meeting. ETFO retains lawyers and our dues pay for those lawyers. Members are welcome to reach out to the released officer team and ETFO provincial regarding the Constitution.
- A member added that the survey was sent out when there were reimbursements. A survey should be sent out though.
- Question: A member asked why there were no more pocket calendars.
  - President Gallippi shared that much discussion had occurred regarding the pocket calendar and a motion to move toward a cost saving measure was brought forward. (\$0 budget) The calendar is available online and can be printed if desired.

Point of Information: A member called Orders of the Day as it is 7:31 to honour family responsibilities and the agenda's time marks.

The Chair acknowledged this and per Robert's Rules no debate would be held. The meeting would be concluded and thanked members for attending.

Closing Remarks–President Gallippi

Again the President thanked members for attending and shared open communication is vital. Every released officer is happy to serve you and be contacted by email or telephone as listed on the website.

Chair 7:32 meeting is adjourned thank you.