

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

	Total
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 ERP.

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
Efsthia 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
Efsthia 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