

# The Call Out

The Official Newsletter of the Occasional Teachers' Bargaining Unit

District 12

Election Issue

2024

## ELECTION ISSUE

Every two years, the members of the OTBU D12 elect the Executive which will lead us through the next term (2024-2026). In this issue, the candidates running for Executive positions have the opportunity to present themselves and their ideas to you, the members, for consideration. This issue contains information about how and when the vote will take place.

Our election system has been structured with two main principles in mind. First, that every member will have an opportunity to vote. Given the somewhat nomadic nature of our work and our membership, it is important that everyone be given the opportunity to cast a ballot.

The second important principle is

that every elector's vote shall be private and free. We are using a voting system which allows members to vote by internet or phone. **Union Technologies**, an Ontario company, is our voting system provider.

Our union can only remain strong if people take the time to read the campaign statements enclosed in this newsletter and make an informed choice. Only then can we continue to move forward with confidence that our leadership has been chosen democratically, and with the assurance that the membership has placed their trust in the elected executive leaders to speak and act on their behalf for the next two years.



**Annual General Meeting**  
**May 15th, 2024**  
**Old Mill**

Does the OTBU have a non-TDSB email address for you? It is needed to receive AGM related emails, the link to the AGM and any additional voting instructions.

Voting:  
May 15th  
8:00 p.m.  
to  
May 22nd  
11:59 pm

## OTBU Executive Elections

### Frank Cirone- Chief Returning Officer

### Voting Procedures

The 2019 AGM approved a change to our voting method. Members will only be able to vote one of two ways:

1. phone
2. internet

You should receive from our election provider UNION TECHNOLOGIES voting instructions with your name, I.D. number, and PIN between May 14th and May 18th. Should you have any questions about the process, call the OTBU Office at **416-423-3600** or for a more timely answer send your questions by email to: **otbu.office@d12.osstf.ca**

#### If you did NOT:

- a) receive a ballot by mail or email from UNION TECHNOLOGIES or
- b) your name is not on the list of voters or
- c) you lost your voting instructions but can prove you are an occasional teacher with the TDSB.  
Call the OTBU office: **416-423-3600** or, *for a quicker response*, email: **otbu.office@d12.osstf.ca**  
All queries will be handled by the Elections Committee.

**Electronic voting will be available 24 hours a day, 7 days a week from May 15th starting at 8:00 pm up to 11:59 p.m. on May 22nd.** Results will be posted on the OTBU website by May 24th.

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#### **You are voting to elect for the following position:**

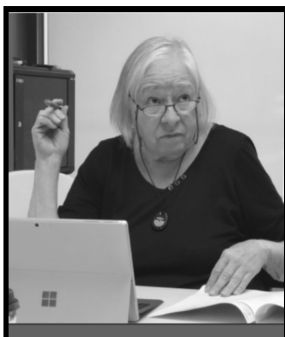
- ◆ President
- 

The **Election Committee** is responsible for running the election, the Election Newsletter and ensuring the security of the vote.

The OTBU D12 Election Committee members are:

**Frank Cirone (*Chief Returning Officer*)**  
**Bruce Garrett**  
**Stanley Treivus**

## Candidates for President— One to be Elected



**Re-Elect  
Linda Bartram**

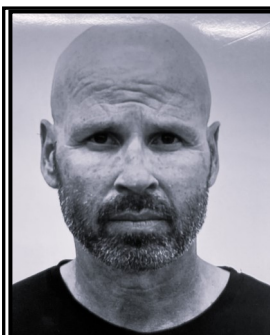
**EXPERIENCE:** OTBU President for the past 12 years, former Vice-President and Executive Officer. Member of the Collective Bargaining Committee, Vice-President, District 12 Executive Committee, D12 Constitution Committee, OSSTF Provincial Councilor, Secondary OT Consultation and Staffing Committee.

**DEDICATION:** During my 18 years on the OTBU Executive, I have met, talked with, and advocated for hundreds of OTBU members. I have worked hard to improve OT working conditions and resolve member issues with the TDSB.

**COMMITMENT:** I am proud of my proven record of success in fighting for members' rights at the Board and at the school level. I am proud to represent you as your President. I will continue to fight on your behalf to improve your working conditions at the TDSB and at the negotiations table. I ask for your continued support for me and my excellent, experienced Executive Team:

**Elaine Karroum, Jamie Whitaker, Michael Fraschetti, Lillian Speedie-Court, Sarah Giddens, Louise Baldacchino, Cassandra Kirchmeir-Gitt and Susy Taylor.**

**VOTE FOR PROVEN, EXPERIENCED LEADERSHIP**



**Elect  
Ray Tone**

My name is Raymond Tone. I have been a TDSB employee and OSSTF/OTBU member since 1999. As an Occasional Teacher and extracurricular leader I have visited nearly every secondary school in the TDSB family.

I have had the privilege to personally engage with so many OSSTF/OTBU members. I know the issues and concerns of this bargaining unit!

Unfortunately, in 2024, it has become clear to many of us that our rights and working conditions have come under increased attack by this Employer. We can no longer continue to rely on a status quo, ineffectual Executive that has forgotten why they were elected or worse, ignores its membership.

I have never run for Union office. I am beholden to no TDSB employee. I pledge only to relentlessly defend our Collective Agreement for we know, an attack on it is an attack on US!

It's time for a change, **VOTE TONE!**

Please direct any questions concerning the election to a member of the Elections Committee via the OTBU D12 office.

[www.otbu.office@d12.osstf.ca](mailto:www.otbu.office@d12.osstf.ca)

## Candidate for 1st Vice-President– One to be Elected



**Re-Elect  
Elaine Karroum**

**MY COMMITMENT TO YOU:**

to help with your questions & issues, during difficult times such as when an allegation has been made against you, to advocate for your rights, and to contribute to the operation of the OTBU  
to share my skills & passions to benefit you and the OTBU: planning, organization, communication, learning, social justice

**EXPERIENCE:**

5 years on the OTBU Executive; the last 3 as Vice President  
Planning of PA Day activities, GM & AGM, other OTBU member events  
Delegate to AMPA (Annual Meeting of the Provincial Assembly) numerous times  
Collective Bargaining Committee and negotiation team  
Alternate Health & Safety Inspector (4 years)  
On school's Branch Executive for 10 years, before retirement  
Daily OT & LTO jobs, post retirement  
PD & Conference attendance: Protective Services, Equity, Anti-Racism & Anti-Oppression Triennial Conference, Ontario Federation of Labour, Educational Services, Anti-Harassment Officer Training, WSIB Basics

**VOTE FOR PROVEN, EXPERIENCED LEADERSHIP**

## Candidate for 2nd Vice-President– One to be Elected



**Re-Elect  
Jamie Whitaker**

**EXPERIENCE:** Eleven years as an OTBU Executive officer, three years as 2nd Vice-President, three years as *The Call Out* newsletter editor, three years as OTBU website administrator and six years as OTBU Health and Safety inspector. In the past eleven years I have represented many of our members in their dealings with the TDSB. Over the years I have been Professional Development Representative, Branch President and AMPA delegate. I have been organizing meetings of OT's from across the province during AMPA, when in person, to work together for the interests of OTs at the provincial bargaining level.

**COMMITMENT:** I have been involved in union activities since my first year teaching. A two-month strike was my introduction to labour management relations. I am committed to working on behalf of the OTBU members to preserve and expand their rights. I am proud to be associated with all of the members of the current Executive.

**VOTE FOR PROVEN, EXPERIENCED LEADERSHIP**

### OTBU Services 2024 - 2025

Member Protection

Contact the OTBU office when you have issues at work.

Health and Safety

Represents OTBU on Health and Safety Committees & on school inspection teams.

Pregnancy & Adoption Leave

Assistance for members applying for parental leaves.

Benefits Rebate

Questions and concerns about eligibility and applying for health benefits rebates.

## Candidate for Treasurer– One to be Elected



**EXPERIENCE:** Currently OTBU Treasurer, Staffing Officer, and Chief Negotiator. District Finance Committee, Human Rights Committee, Member Protection, Toronto/York Labour Council Representative, Data Management, OTBU Equity Committee. Successfully helped negotiate contracts for CUPE 3903, CUPE 3904, and the OTBU. Conducting my PhD research on equitable hiring practices in the TDSB.

**DEDICATION:** I will continue to protect our members' rights and forward you all protections we have under the Collective Agreement. I will continue to reach out and appeal to members in our Bargaining Unit in an attempt to help strengthen our ranks.

**COMMITMENT:** I am very proud to associate myself with the current Executive because I am inspired by their dedication and savviness in making sure the OTBU runs smoothly so we can advocate for our members and make our employer accountable in its actions.

**Re-elect  
Michael Fraschetti**

**VOTE FOR PROVEN, EXPERIENCED LEADERSHIP**

## Candidate for Secretary– One to be Elected



I am currently serving the membership as the OTBU Secretary, with 12 years as OTBU Executive Officer, 24 years as an Occasional Teacher with the TDSB, and over 21 years previous union experience and as a current member of the Collective Bargaining Committee. I have experience with contract maintenance, workload and scheduling, grievance and arbitration, member representation and **contract negotiations, in addition to website maintenance.**

**I know what issues affect OTs and I have the knowledge and experience to advocate for policies which will benefit us in our daily working lives, even more critical in these strange and unprecedented times!** Increased OT representation within OSSTF, benefit packages, and increasing membership involvement are issues that I continue to advocate for, so I hope you will elect me as Secretary again so I can continue to work on your behalf.

My experience in the union movement over the past decades is a testament to my willingness put in hard work for you the members of D12 OTBU.

**Re-Elect  
Lillian Speedie-Court**

### OTBU Committees 2024 - 2025

Collective Bargaining Committee

Develops surveys and conducts research on bargaining issues; supports the negotiations table team.

Social & PD Committee

Organizes OTBU PD Days and social events, reviews funding for individual member PD.

**Other committees:** Communication and Political Action, Equi Health and Safety, Grievance Appeal, Election Committee.

*Interested in joining? Contact the OTBU office before the end of June.*

## Candidates for Executive Officer Four to be Elected



**Elect**  
**Louise**  
**Baldacchino**

I was appointed to the Executive as an EO last year and have been learning the ropes of this position since. Before retiring, I taught for nearly 30 years in Special Education and Guidance in collegiates, technical schools, section programs, and Safe Schools. My Guidance experience familiarized me with the many schools in which we all work. I was Branch President at Central Technical School and led the staff during the 2015 strike. I have experience addressing the varied concerns we all face in the largest school board in Canada. I appreciate your support.

**VOTE FOR PROVEN, EXPERIENCED LEADERSHIP**



**Re-Elect**  
**Cassandra**  
**Kirchmeir-Gitt**

Your vote will allow me to use the knowledge and skills gained during 20 years as a TBU Branch President and 2 Years as an Executive Officer for OTBU to work for you. I have experience supporting colleagues in discipline cases. I have built a strong foundation of knowledge through daily support for members. I have undertaken union training workshops for deeper understanding. I have represented you as an AMPA delegate for the OTBU team. I was part of the Collective Bargaining Team for our (tentative ) agreement that was presented to you this month.

My years of daily OT and LTO have been shaped by our shared experiences. Navigating challenging circumstances and changing TDSB requirements over this time has broadened my understanding of our Collective Agreement in action. I have benefitted from knowledgeable and committed OTBU Executives and I can be that person for you. The regular eNewsletters are an important part of my work to keep us all connected and informed and up to date.

I believe in the importance of a strong collective and I value each of our individual voices. I pledge to represent you to the best of my ability and to continue to expand my skills to support

**VOTE FOR PROVEN, EXPERIENCED LEADERSHIP**

### Don't forget to:

- Complete your **Annual Employee Offence Declaration**.
- Respond to the renewal notice, sent by the TDSB board email in June indicating your wish to stay on the OT roster. This must be done before the end of June or you **will** be dropped from the OT roster.
- If you are dropped from the list because of circumstances or never received a return confirmation email you can apply for re-instatement in July. After July you apply to "Recruiting" at the TDSB for re-instatement. In either case reinstatement is not automatic or guaranteed.



## Candidates for Executive Officer *continued*



**Elect**  
**Sarah Giddens**

**EXPERIENCE:** I was appointed to the OTBU executive in 2023. Prior to that I taught, was a Branch President, sat on a Provincial OSSTF committee and attended 16 AMPAs. I also served as the TTBU D12 Health and Safety Inspector for ten years.

**DEDICATION:** As a relatively new OT I am dedicated to bringing fresh perspectives to the OTBU Executive, speaking out on behalf of other members in my position. I seek to improve working conditions & hiring practices, and to create a stronger sense of unity amongst new members.

**COMMITMENT:** My commitment is to serve all members of the OTBU to the best of my ability. I will maintain professionalism and approach all issues through a lens of equity and intersectionality.

**VOTE FOR PROVEN, EXPERIENCED LEADERSHIP**



**Re-Elect**  
**Susy Taylor**

**EXPERIENCE:** Elected to the executive May, 2022, duties include serving and protecting members under investigation, providing support to members through emails and phone calls, assisting in organizing AGMs/GMs as well as committee work including Steering, Collective Bargaining Committee, and the Equity Committee. My knowledge of the issues critical to supporting our membership has been greatly enhanced by attending various conferences: the Protection Services Committee conferences, as well as the Equity, Anti-Racism and Anti-Oppression Triennial Conference, and the CPAC Conference.

**DEDICATION and COMMITMENT:** As a long-time union activist, I am proud to have dedicated my time to supporting members of the OTBU for the last two years. Attending AMPA as an OTBU delegate is a privilege I value and demonstrates my continued loyalty to OSSTF and the OTBU. Our members deserve strong, committed representatives whose compassion is prevalent in all they do. Your vote will allow me to serve you to the best of my ability, to support colleagues, and to continue to contribute to the success of the bargaining unit.

**VOTE FOR PROVEN, EXPERIENCED LEADERSHIP**

### NOTE: AGM and Voting Eligibility

The OSSTF Provincial Constitution states that a member who has not worked in the last 95 days is not an *Active Member*. You still remain our member should you need our support regarding violations of the collective agreement; however, only *Active Members* are eligible to participate in OSSTF GMs or AGMs. You will continue to receive our regular informational emails and be sent the AGM package. We are required to follow the Provincial OSSTF Constitution.

*From the OSSTF Provincial Constitution p. 18*

**Terms of Membership 2.2.1** The membership of Members who are employed on a casual basis shall continue for a period of ninety-five school days after the date of the last day employed. (A.15) 2.2.2 The membership of Members who are employed on a limited term basis shall continue for a period of sixty school days after the date of the last day employed. (A.15) 2.2.3 Notwithstanding 2.4.1 and 2.4.2, if a person qualifies for membership again during the same membership year, such membership shall be deemed to have been continuous. (A. 15)

# OTBU D12

## Annual General Meeting Old Mill

May 15th 2024

Registration 4:30

Meeting Start 5:00

Dinner 7:00

**Registration  
Details to follow.**

**Old Mill subway**

### Parking

A parking permit will  
be available before hand and on site.

Old Mill Rrestaurant, 21 Old Mill Rd, Toronto  
416-236-2641 Ex. 2

**M8X 1G5**

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