

The Call Out

The Official Newsletter of the Occasional Teachers' Bargaining Unit

District 12

Volume 19, Issue 2/3

Spring 2021

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The five stages of trying to contact someone at the TDSB during COVID-19



1. Expectation
2. Hope
3. Pleading
4. Melancholy
5. Acceptance

OTBU D12
Annual General Meeting
May 19, 2021

Equity & Inclusion



Newly Retired Member Information Night

March 25, 2021

The OTBU Equity Committee delayed hosting The Newly Retired Member Information Night in the hopes that it could be an in-person event. But when it became clear that was not going to be possible, we shifted like everything else to a virtual event which was held after the work day on March 25th. More than 25 new retirees attended the session, and the presenters were well prepared for any questions that arose during the session.

While retired members have been employees of the TDSB and members of the OSSTF family for decades, the change in employment status from contract teacher to occasional teacher brings with it a new learning curve with a new set of employment rules with which members must comply. Topics at the

information session ranged from maximizing usage of SmartFind Express to making sure employment status requirements are maintained on an annual basis such as the minimum and maximum number of days to be worked. Learning how to maintain one's health and safety during Covid 19 was also covered.

Delivering our event with on-screen captioning is just one of the ways the Equity Committee looks at how the OTBU can deliver events with an inclusive lens. And since the Equity Committee also identified that the needs of newly hired versus newly retired members are unique to each group, these events will continue to be held separately each year going forward. Whether or not you were able to attend this informative session, always know the OTBU can be reached at any time to answer your questions.

CALL TO MEMBERS

Would you like to join the OTBU Equity Committee?

Do you have a personal story involving equity and inclusion? We would like to hear from you!

Contact us at: equity@d12.osstf.ca

President's Report

Linda Bartram

linda.bartram@d12.osstf.ca



Negotiations continue! Our chief negotiator, Paul Bocking has a full update on their current status.

At a labour-management meeting this month, the OTBU again urged the board to waive the minimum required 20 days of work for this school year. We emphasized that this would give peace of mind to many Occasional Teachers unable to work in-person this year due to the pandemic. The board is unwilling to

waive the 20 days at this time, but they suggested we return to the issue at a subsequent meeting.

Following advocacy by the OTBU, the board has amended its policies to ensure all teacher absences at the Virtual Secondary School are covered by Occasional Teachers.

Stay safe.

Another Successful PA Day: February 12, 2021

ONE HUNDRED AND FORTY OF YOU ATTENDED !

For many years, the OTBU has planned professional development opportunities for our roster of teachers. Usually the event in February takes place at Victoria College U. of T. and includes a catered breakfast and lunch. You can guess "where" it took place this year!

Provincial OSSTF offers a variety of workshops for members throughout the province, and again this year we secured their expert presenters. The 3 three workshops were: **Racial Justice, The Science of Learning, and Cultivating Resilience**. The online ver-

sions of the workshops were professional, interesting, included audience interaction, and were of equal quality to those delivered in person.

The morning started with a general information session to update members on the progress of local bargaining, staff safety during the pandemic, and other bargaining unit issues of concern. A few technical glitches occurred, but we have all come to accept them as part of our online world, and simply aim to do better next time . . . just like teaching from home!

Chief Negotiator's Report

Paul Bocking, OTBU VP & Chief Negotiator
paul.bocking@d12.osstf.ca



At our last negotiations meeting with the TDSB in mid March, the Board's representatives declined our proposal to continue discussions, claiming we were heading towards an impasse. As was previously reported, the Board suggested both sides hire a private mediator. The OTBU team responded that we would file for conciliation with the Ministry of Labour. Both other OSSTF units at the TDSB, the PSSP and TTBU were in conciliation, and this step moves us closer towards a legal strike position, should it be necessary. The board representatives warned that it could take months to schedule conciliation meetings. This didn't seem credible, as the other OSSTF bargaining units obtained meetings within a couple weeks of entering conciliation. Yet it appears the board has had the last laugh on this. When the conciliator circulated possible meeting dates, the board team simply claimed they were unavailable until some of the later dates offered: May 13 and 25. It appears the board pushed us to the back of the line in response to our insistence on addressing significant issues relating to the pandemic, among other areas.

The OTBU negotiations team, Collective Bargaining Committee and Executive, strongly believe that a better deal is needed to address the issues of our members. Bargaining issues that are still outstanding include:

- Compensation during quarantine
- Usage of paid miscellaneous leave days for

- LTOs (e.g. for pregnancy and adoption)
- OT coverage of virtual/remote teaching
- A new hiring policy for LTOs and permanent positions to replace Reg. 274 which was rescinded by the government
- Union consultation in the development of board plans in the context of a state of emergency (e.g. a pandemic)
- Increased flexibility in reaching LTO status

At the OTBU AGM on May 19, there will be an update on the first day of conciliation. We will continue to negotiate in good faith. We will also make it clear that if the board is not prepared to make significant improvements during these sessions, we will take the next step, which is to request a 'no board report' from the conciliator, placing us in a legal position to take job action.

This has been a difficult year for many Occasional Teachers, with among other issues, the risks of working in classrooms during the pandemic, loss of income due to canceled jobs, insufficient access to preparation time for some LTOs, and the many challenges associated with adapting to a virtual world of teaching and learning. OTs have contributed enormously to keeping the whole system afloat. We deserve more than emails of 'gratitude' from the board.

We also continue to have a provincial government whose credibility on public health is undercut on a

Continued on page 5

Chief Negotiator's Report *continued*...

daily basis. It was only in response to sustained outcry over months from health experts, labour activists and community leaders from across the political spectrum insisting that access to paid sick days all workers was essential to reduce the spread of the pandemic, that Premier Ford appears to have dropped his opposition. Meanwhile, the hostility of the Ford government to public education continues, with plans to centralize the development and management of K-12 e-learning courses into TVO/TFO, with potential opportunities for privatization through outsourcing.

But a province-wide movement titled 'Justice for Workers: Decent Work for All' is launching on May 1, by a coalition led by the Workers' Action Centre. OSSTF Toronto's Communications and Political Action Committee is bringing together members in support of this important campaign. Organizing is also beginning with an eye to the next provincial election, with OSSTF members joining work groups to assess the political landscape in various regions of the city. If you are interested in joining either initiative, please email paul.bocking@d12.osstf.ca.

Annual General Meeting (Virtual Meeting)

December 9th, 2020 (postponed from May 22, 2020)

The postponed May 2020 OTBU D12 AGM was held virtually on December 9, 2020. Sarah Kamalzadeh, OTBU executive officer, looked after the logistics of the meeting and Rob Dubyk from the Provincial OSSTF was the chair. Elaine Karroum, Jamie Whitaker and Vince Zambrano, from the OTBU executive, worked as greeters, question takers and timers.

To everyone's relief there were only a few minor glitches with the technology. *Small mercies.*

This AGM had two important items to decide. First is the passing of a budget. **"We cannot not pass a budget"** is the mantra at all AGMs. Michael Frascetti, OTBU D12 treasurer, was very thorough in his budget presentation outlining the OTBU's revenue and expenses. Despite the setbacks caused by COVID 19 the union is in good financial shape, thanks in part to some very timely and cautious investment

decisions made by our treasurer (go Michael!). The budget passed with 98% approval.

The second important part of the meeting was the election of delegates to the 2021 Annual Meeting of the Provincial Assembly (AMPA) that was held in March over three days.

The OTBU D12 is allocated 11 delegates to AMPA. Linda Bartram, OTBU president, and Paul Bocking, OTBU 1st vice-president and chief negotiator, are automatically delegates. There were 13 people running for the remaining 9 positions. This is a sign of a healthy union as some districts have difficulty finding enough delegates to attend AMPA. *More of AMPA 2021 in the next issue.*

Martha Hradoway from the Provincial OSSTF gave an update of the status of public education and education workers. Dark days are ahead if the Conservatives win a second majority as Ontario's governing party.

Do you feel unsafe going to work due to COVID-19 and/or the new Variants of Concern?

From the OTBU and OSSTF Toronto

As this issue goes to print and COVID-19 positivity rates continue to rise in Toronto, no information is known on when all schools in the TDSB will reopen to in-person learning. If we do return to in-person learning later this school year, members are reminded that individual workers who believe their working conditions are unsafe have the right to refuse that unsafe work. This information is especially important for OTs and LTOs working in Special Education congregated sites or in DD programs.

This is not something the union can direct or suggest members to undertake as a collective action, but must be done by individual workers based on whether the worker believes that, in this case for example, the COVID-19 protocols in your school are creating a safe work environment for you.

You do not have to prove your work is unsafe – you only need a “reason to believe” it is unsafe in order to initiate the work refusal process.

Examples of some questions to consider when assessing whether or not you feel safe:

- Do your classroom windows open? Are they open and kept open?
- Have you asked to switch to a classroom where the windows do open, and had that request denied?
- Does your school have windows in the hallways and stairwells? Do they open? Are they open and kept open?
- Are ventilation systems running 24h/day? Is your ventilation system purged before and after school? If you don't know, ask your principal to ask the head caretaker.
- Have portable HEPA filter machines been deployed to your classroom?
- Do the masks provided by the employer fit you, snugly, without gaps, per TPH recommendation? Has the employer provided you with information about how to ensure your ill-fitting mask can be made to fit snugly? Are there mask clips available? Are instructions about how to create a snug fit posted where you obtain your masks at work?
- Do the masks provided by the employer contain graphene or biomass graphene? If you aren't sure, ask your principal, if they don't know, that may be reason enough for you to ask for an investigation, depending on whether or not you believe you are safe.
- Has your principal issued you face shields? If so, are they functional, i.e. do not fog up? Or do they fog up, catching droplets and aerosols on the inside of the surface?
- Are your students still allowed to wear home made masks (scarves, pieces of cloth), or are they required to wear certified medical grade masks?
- Do your students keep their masks on at all times? ...continued on the next page

- Are there any issues at your worksite with the enforcement of mask wearing?
- At any time, are you required to be in your classroom while students have their masks off for any reason, e.g. nutrition, mask break?
- Are you required to teach in a classroom that was used as a nutrition break room for maskless students without sufficient time for that classroom to be properly ventilated and sanitised?
- Are rooms for nutrition breaks set up so that there is at least 2 metres/6 feet between students?
- Do you have students in your class who have an accommodation allowing them not to wear a mask? If so, has management ensured you have the ability to maintain at least 2 metres/6 feet distance from that student? Do you feel there are adequate health and safety protections in place for you including rigorous adherence to screening requirements for these students, additional ventilation measures, and additional appropriate PPE?
- Do you have concerns about the ability to maintain at least 2 metres/6 feet physical distance, crowding in common areas such as during self-assessment verification screening, hallways, stairwells and other non-classroom spaces?
- Are you concerned about non-compliance with physical distancing requirements in your classroom or in common areas of your school?
- Is your admin. effectively managing students who refuse to comply with physical distancing protocols?
- Are there any concerns with maintaining physi-

cal distancing between students and/or between students and yourself in your classroom?

- Do you have regular and ongoing access to soap/hand sanitiser?

If your answer to one or more of these questions leads you to believe that you are unsafe at work, then you may choose to exercise your right of refusal.

The work refusal process

For teachers, the process for the exercise of that right is unique. Under Regulation 857 Teachers already at work must first ensure the safety of students in their care first before refusing unsafe work, or refuse that work prior to starting your classes for the day.

Please see *Right to Refuse Work – For Teacher Members Only*. Email: otbu.office@d12.osstf.ca or the OTBU Health and Safety Officer at: todd.prescott@d12.osstf.ca.

First Stage

Either before you go to your classroom, or if already in class, after you have ensured your students are safe, report the health and/or safety issue to your Principal, and state the following:

"I have ensured the safety of my students. I have reason to believe that by performing the work which I am required to do, I am likely to endanger myself. Therefore, I am refusing to work, as permitted by the Occupational Health and Safety Act, for the following reasons (state the issues that you have identified that lead you to believe your work is unsafe)...Please investigate my concerns in the presence of my OSSTF health and safety representative on the Joint Health and Safety Committee".

...continued on the next page

Remain in a safe place. In the presence of your OSSTF health and safety officer, your principal must investigate “forthwith” (i.e. without delay), in accordance with the OHSA.

Upon completion of the investigation, if you agree that it is now safe, you will return to work. If you do not agree it is safe, you will move to the next stage.

Second Stage

At this stage, you must have reasonable grounds to still believe the work is dangerous. This means you have objective information that causes you to believe the work is still unsafe.

Remain in a safe place or accept reasonable alternative work.

Call the local Ministry of Labour office to indicate you are initiating Stage Two of a Work Refusal. (Either you, the principal or your OSSTF/FEESO health and safety inspector can do this). An Inspector will be appointed and sent to your work site if available.

The Ministry of Labour inspector will inspect the situation in the presence of your OSSTF health and safety officer and your presence, if you wish.

The inspector will make a report in writing. The report may include orders for making the workplace safe, or it may deem the workplace safe.

If the inspector deems it safe, you must return to work.

Appeal

Appeal of the inspector’s decision can be made by any of the parties involved. If you wish to launch an appeal the OTBU will provide you with continued support through that process.

Other steps you can take to report/ resolve unsafe working conditions:

At any time, should you see evidence of a health or safety issue at your worksite, it is your legal obligation to report it using the **Health and Safety Concern Form**. This is true whether you are reporting ice in the parking lot, or an issue related to COVID-19. Go to otbud12.com, click on 'Health and Safety' on the top menu bar, and then download the form.

Once you have completed and submitted the form to your principal, it sets a process in place which includes a required response from the employer within 5 days in accordance with the Occupational Health and Safety Act. We recommend that you notify the OTBU health and safety officer at todd.prescott@d12.osstf.ca once you have submitted a **Health and Safety Concern Form** to your principal.

If you need immediate assistance with a health and safety issue, contact the OTBU office or the OTBU health and safety officer.

Call the Ministry of Labour

Any worker can call the Ministry of Labour (1-877-202-0008) to register a health and safety concern or complaint about the duties assigned to them or their worksite.

Please retain a brief written record of the date and time of the call, the name of the Ministry official you spoke with, and a summary of the contents of the call, including the details of your health and safety concern, and the Ministry’s response.

Take Action

Over the past year the OSSTF Toronto executive has urged members to add their voices to the ongoing advocacy of the executive. Specifically, members are encouraged to continue to:

...continued on the next page

- Make deputations about COVID concerns to TDSB Trustees
- Write to your Trustee, the TDSB Chair and/or all Trustees about your concerns
- Write to your MPP, copied to the education critic, about your concerns
- Phone and leave a message for your MPP, demanding a return call

If there are other actions you feel would be both safe and effective in raising the voice of frontline education workers, please feel free to share those ideas by emailing the otbu.office@d12.osstf.ca for consideration by the OTBU executive.

Update on requirement of teachers to remain in the school building in the afternoon

Since the beginning of this school year, the OTBU and OSSTF Toronto have advocated on behalf of members to address the Board's requirement that teaching staff remain in buildings and be available during afternoons. While their initial position was that all in-person teaching staff had to be available in the building in the afternoon, we successfully negotiated this to a requirement of 25%, and then further negotiated this to a requirement of 15%.

After months of continued advocacy by OSSTF, senior management have agreed to our position

that there is no need for teachers and LTOs to remain on-site in the afternoon. Members who wish to remain on-site to work in the afternoon may continue to do so.

It is not yet clear how this policy affects daily OTs. The OTBU is advocating that daily OTs should not be required to remain in the building in the afternoon (unless they are teaching students in-person, as with a Special Education DD or congregated class). If you are required to remain in the building in the afternoon, contact the OTBU office.

OSSTF Anti Harassment Statement: Let us not take thought for our separate interests, but let us help one another.

A member of OSSTF has the right to a workplace and union environment free from harassment and bullying. Harassment and discrimination are not joking matters. They have a destructive effect on the workplace environment, individual well-being, and union solidarity. Such actions are always unacceptable. As members of OSSTF, our goal must be to protect human rights, to promote mutual respect

and trust and to foster inclusion. OSSTF is committed to strengthening member solidarity and takes seriously its own responsibility to ensure that members are treated with respect and dignity at all provincially sponsored OSSTF events and meetings.

Any member who feels targeted by harassment or discrimination must be able to speak up and know their concerns will be responded to immediately in accordance with OSSTF Policies and Bylaws and the Resolution and Complaint Procedure, as approved by AMPA.

OTBU

District 12 OSSTF

Annual General Meeting

(This will be a Virtual Meeting)

Wednesday, May 19, 2021

4:30 -7:30 p.m.

Members will be required to use their real name when accessing the AGM.

More information will be provided on the OTBU website and by email to those members who have provided the Bargaining Unit with a non-TDSB email address. The AGM will be voting on proposed amendments to the OTBU Constitution and other related business of the Bargaining Unit.

The **Annual General Meeting** minutes from December 9, 2020 are available on the OTBU website in the *Members* section, and will be sent by email from the OTBU OSSTF a few days before the meeting.



Sign in starts at 4:00.
Live music between 4:00 and 4:30 pm.

Note: Look for an email sent from the OTBU to your non-TDSB email address the morning of the AGM with the link and the final AGM package. This issue of The Call Out contains on-time motions only. The final AGM package will be available on the OTBU website the day of the meeting: www.otbud12.com There will be a \$25 dinner rebate.

The OTBU reserves the right to make changes to the agenda without notice.

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(Tentative) AGENDA – OTBU Annual General (Virtual) Meeting
OSSTF District 12 Toronto Occasional Teachers’ Bargaining Unit
Wednesday May 19, 2021

4:00-4:30 Registration/Live Music- **Check your non-TDSB email for registration instructions.**

4:30

1. Call to Order: Announcements—Chair
2. Land Acknowledgement Statement: We acknowledge our privilege to meet on the traditional territories of the Wendat (wen-dat), Anishinabek (ah-nish-nah-bek) Nation, the Haudenosaunee (ho-den-oh-sho-nee) Confederacy, the Mississaugas of the New Credit First Nations, and the Métis (may-tee) Nation. We also recognize the enduring presence of all First Nations, Métis and Inuit peoples. In recognizing that this space occupies colonized First Nations territories and the ensuing inequitable power dynamic between settlers and Indigenous peoples, out of respect for the rights of Indigenous peoples, it is the obligation of settlers, including our organization, to work to redress this inequity whenever and wherever possible.
3. Pledge & In Memoriam: President
4. Anti-Harassment Policy: Chair
5. Anti-Harassment Anti-Bullying Officer(s) introduced: (page 9. Full statement in the AGM package.)
6. Approval of the Agenda: **PROC 101-2021 MAY**
7. Adoption of the Rules of Order for 2021-22: **PROC 102-2021 MAY**
8. Appointment of the Steering Committee: **PROC 103-2021 MAY**
9. Adoption of the Minutes of December 9, 2020: **PROC 104-2021 MAY** (available on the OTBUD12 website *Members Section* or in an email sent from the OTBU OSSTF).
10. OTBU President’s Report: Introduction of the front table and guests
11. Treasurer’s Report: **Budg 201-2021 May**
12. OTBU Chief Negotiator’s Report
13. Provincial OSSTF Executive Report
14. Questions for OTBU and Provincial Executive
15. On time motions **TIMED ITEM 6:00 pm**
16. Late Motions
17. New Business

NOTE: A more detailed AGM package will be available on the website and in the email sent to you with registration instructions.

Occasional Teachers' Bargaining Unit D12 OSSTF
Annual General Meeting May 19, 2021

(Tentative numbering and order)

ON TIME MOTIONS

Procedural Motions

Proc 101-21-May ½ EXECUTIVE
BIRT the Agenda, be approved.

Proc 102-21-May ½ EXECUTIVE
BIRT the Rules of Order and Procedures for Debate be approved .

Proc 103-21-May ½ EXECUTIVE
BIRT the appointment of the Steering Committee be approved. Steering Committee consists of:

Proc 104-21-May ½ EXECUTIVE
BIRT the Minutes of the AGM of Wednesday December 9, 2020, be approved.

Budg 201-2021 May
BIRT the budget for 2021 2022 be approved. ½ EXECUTIVE

Constitution and Bylaw Motions

CON 101-21-May OTBU Constitution and Steering Committee 2/3
BIRT the OTBU Constitution and Bylaws be edited to use gender neutral language.

Rationale: To ensure inclusivity.

CON 102-21- May OTBU Constitution and Steering Committee 2/3

BIRT Article 7 be amended by addition of a new section to read:

7.1.1 General and Annual General Meetings of the Bargaining Unit may be held electronically/virtually.

Under no circumstances can any part of the electronic meeting be recorded except for the use of the OTBU Secretary to ensure accuracy of the minutes.

Rationale: To accord with the Provincial OSSTF of November 26, 2020- DBU #080 and #178 of April 1, 2021.

CON 103-21-May

Mover: Eunice O'Mahony Seconded: Sinthiya Sooriyaganthan

BIRT Article 6 be amended by addition of a new section to read:

6.3.4 Equity Committee

Current Article 6.3 reads: The Bargaining Unit shall have the following standing committees:

Should Con 103-21-May be defeated the Steering Committee will recommend that Byl 101-1May, CON 104-21-May, BYL 102-21-May, BYL 103-21-May be declared Out of Order.

BYL 101-1-May

Mover: Eunice O'Mahony Seconder: Sinthiya Sooriyaganthan

BIRT a new Bylaw be created to read:

Bylaw x – Equity Committee

x.1 Openings for membership on the Committee shall be posted on the OTBU website.

x.1.1 If more than twelve (12) Members indicate their willingness to serve on the Committee, the Executive will appoint up to twelve (12) members on recommendation of the Liaison of the Equity Committee.

x.1.2 The chairperson shall be elected internally by members of the Equity Committee, subject to ratification by the OTBU Executive. The Committee chairperson shall be elected annually, at the first meeting of the committee, and hold office until the following June 30th.

x.2 The terms of reference of this Committee shall be to:

x.2.1 Identify and eliminate unfair biases and systemic barriers that limit full participation in the OTBU.

x.2.2 Promote marginalized members to be leaders, mentors, and role models who value and respect

diversity, and endeavour to create a safe and inclusive workspace for all members.

x.2.3 Inform OTBU members of available equity related training, resources and supports.

CON 104-21-May

Mover: Eunice O'Mahony Seconded: Sinthiya Sooriyaganthan

BIRT Article 6.1.1.6 be amended by addition after the word "Officers," and before the word "and" to read:

one of which will be designated the Liaison to the Equity Committee,

Current Article 6.1.1.6 reads: Four (4) Executive Officers, and

BYL 102-21-May

Mover: Eunice O'Mahony Seconder: Sinthiya Sooriyaganthan

BIRT Bylaw 2.4.1 be amended by addition of a new section to read:

2.4.1.x Designate one (1) of the four (4) Executive Officers to be Liaison to the Equity Committee.

Current Bylaw 2.4.1 reads: It is the duty of the Executive to

BYL 103-21-May

Mover: Eunice O'Mahony Seconder: Sinthiya Sooriyaganthan

BIRT Bylaw 2.5.6 be amended to read:

It shall be the duty of an Executive Officer holding the role of Liaison to the Equity Committee to:

2.5.6.1 Call and facilitate the first meeting of the Equity Committee.

2.5.6.2 Attend meetings of the OTBU Equity Committee unless otherwise requested by respective chairpersons.

2.5.6.3 Liaise with the OTBU Equity Committee, the OTBU Executive/Officers, and the OSSTF/FEESO Provincial Equity Officer to support growth and change through anti-racist and diversity-oriented initiatives.

Current Bylaw 2.5.6 reads:

It shall be the duty of an Executive Officer to perform duties as assigned by the Executive. (AGM05)

CON 105-21- May OTBU Constitution and Steering Committee 2/3

BIRT Article 2.3 be amended by addition, after the word "Unit":

... employed by district school boards or other educational institutions, or agencies which provide services to educational institutions within the province of Ontario, and who pay active member dues to OSSTF/FEESO in accordance with the Constitution and Bylaws. 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.

2.3 "Member" shall mean an active member of the Bargaining Unit

Rationale: The wording conforms to the definition in the Provincial OSSTF Constitution. Current OSSTF Provincial Constitution (Bylaw 2 Membership) reads:

2.1 Types of Membership 2.1.1 Active Members

2.1.1.1 Definition 2.1.1.1.1 Members employed by district school boards or other educational institutions, or agencies which provide services to educational institutions within the province of Ontario, and who pay active member dues to OSSTF/FEESO in accordance with the Constitution and Bylaws. (A.15)

2.2 Term 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)

BYL 104-21 May OTBU Constitution and Steering Committee 1/2

BIRT bylaw 2.5.1.7 be amended by deletion :

2.5.1.7 serve on the Teacher/Occasional Teacher Provincial Council work group(s)
(AGM12)

Rationale: Housekeeping item. This structure no longer exists.

BYL 105-21 May OTBU Constitution and Steering Committee 1/2

BIRT bylaw 4.1.2 be amended by deletion of "10" and addition of "12" to read:

4.1.2 If more than **twelve (12)** Members indicate their willingness to serve on the Committee, the Executive will appoint up to **12 members**.

Rationale: Increases the number on the Collective Bargaining Committee.

BYL 106-21 May OTBU Constitution and Steering Committee ½

BIRT Bylaw 3 be amended by addition of new section to read:

3.7.3 Resolutions with an associated cost, must be accompanied by a reasonable cost estimate.

Rationale: Provide an idea of the potential cost of resolutions presented at the GM or AGM.

BYL 107-21 May OTBU Constitution and Steering Committee ½

BIRT Bylaw 3 be amended by addition of a new sections to read:

3.9.10 The General Meeting and the Annual General Meeting may be held via electronic/virtual means using simultaneous aural and/or visual communications among all participating members, equivalent to those meetings held in one room or area. Motions may be made, debated and voted on by electronic means. The platform in which these electronic meetings can be held is designated by the President.

3.9.10.1 The designated platform must support anonymous balloting and, where feasible, support visible displays identifying those participating; identify those seeking to speak; show the text of pending motions; show results of balloting.

3.9.10.1.1 The OSSTF Provincial Membership Database shall be the official list for verification of meeting participants.

3.9.10.2 Meeting participants must pre-register using their OSSTF membership number to attend the electronic/virtual meeting as delegates, and will be authenticated, via the pre-registration information, prior to being admitted into the meeting itself.

3.9.10.3 During balloting at a virtual General Meeting or Annual General Meeting only those authenticated as delegates and present in the meeting at the moment of balloting shall have the ability to vote on resolutions and motions.

3.9.10.3.1 A vote conducted through the designated platform shall be deemed a ballot vote, if it is a requirement of the Constitution and Bylaws that a vote be conducted by ballot. When required, other methods of voting can be used.

3.9.10.4 Following the official announcement of results for each ballot during balloting at an electronic/virtual General Meeting or electronic/virtual Annual General Meeting, in the absence of an immediate call for a recount within 15 minutes, the ballots shall be destroyed.

3.9.10.5 The OSSTF Provincial voting site "My Vote" will be the official voting site/process for Elections of the BU Executive and for election of the Delegates to AMPA where these elections are held at an electronic/virtual General Meeting or electronic/virtual Annual General Meeting

3.9.10.6 The use/non-use of the communication features of a platform such as "chat"; " formal

debate process"; "presentation of motions"; " asking questions"; "speaking" etc. will be outlined and formulated by the Chair and Steering Committee, based on the requirements of the platform to be used for the electronic/virtual meeting, and must not contravene Bylaw 3.9, Procedures for Debate, of the OTBU Constitution, nor the OSSTF Provincial Constitution and Bylaws

Rationale: This outlines the process that the Provincial OSSTF requires BU to implement to accord with the November 26, 2020- DBU #080 and #178 of April 1, 2021.

BYL 108-21 May OTBU Constitution and Steering Committee ½

BIRT bylaw 14, Duties of Members, be amended by the addition of a new section to read:

14.1.1 "All matters discussed in Executive Session shall remain absolutely confidential to those members present during the Executive Session."

Rationale: This aligns with procedures now in place but not stated in OTBU Constitution.

BYL 109 -21 May OTBU Constitution and Steering Committee ½

BIRT bylaw 2.4.1.8.2 be amended by addition of "who is not a member of the current Executive " after the word "Committee".

2.4.1.8.2 an additional member of the Grievance Appeal Committee

Rationale: To ensure wider involvement of the membership in the functioning of the BU.

BYL 110-21 May OTBU Constitution and Steering Committee ½

BIRT bylaw 2.4.1.11 be amended to read in the plural "officers":

2.4.1.11 appoint an anti-harassment and anti-bullying officer for each OTBU meeting. (AGMo8)

BYL 111-21 May OTBU Constitution and Steering Committee ½

BIRT bylaw 2.1.1 be amended by insertion of the word "active" after the word Any:

2.1.1 Any active Member may be nominated to stand for election upon providing to the Election Committee their name and the signature of a supporting Member in good standing, twenty (20) Days prior to the Annual General Meeting. (AGM 2014)

Rationale: Conforms to the Provincial OSSTF Constitution and to Article 2.3 of the OTBU Constitution.

Bylaw 2 Membership

2.1 Types of Membership 2.1.1 Active Members

2.1.1.1 Definition 2.1.1.1.1 Members employed by district school boards or other educational institutions, or agencies which provide services to educational institutions within the province of Ontario, and who pay active member dues to OSSTF/FEESO in accordance with the Constitution and Bylaws. (A.15)

BYL 112-21 May OTBU Constitution and Steering Committee ½

BIRT Bylaw 5.3 be amended by replacing the number 10 with the number 3 to read :

5.3 The Executive shall select up to 3 of those eligible Members who apply, before the end of February, and call a meeting of the Election Committee in March.

Rationale: The move to electronic elections does not require the number of people who at one time were required to pass around the ballot box and then physically count the ballots

BYL 113-21 May OTBU Constitution and Steering Committee ½

BIRT Bylaw 2.1.5 be amended by deletion of "OTBU Secretary" and replacement by "Chief Returning Officer" to read:

2.1.5 Candidates who submit their nominations to the Election Committee, through the Chief Returning Officer, on the official OTBU nomination forms, at least twenty (20) Days prior to the Annual General Meeting shall be provided...

Rationale: The CRO and the Election Committee responsible body for all aspects of the OTBU Executive Elections.

BYL 114-21 May OTBU Constitution and Steering Committee ½

BIRT Bylaw 2.1.13 be amended by deletion and addition to read :

The results of the election shall be first provided, by the third party firm administering the election, to the Chief Returning Officer who will authorize the OTBU Secretary to post the results on the OTBU Website within two (2) Days following the deadline set by the Election Committee.

2.1.13 The results of the election shall be posted on the OTBU Website within two (2) Days following the deadline set by the Elections Committee. (AGM 2019)

Rationale: The CRO and the Election Committee is the responsible body for all aspects of the OTBU Executive Elections.

**Should BYL 114-21 May, be defeated, Steering Committee will recommend that
BYL 115-21 Ma, be declared Out of Order.**

BYL 115-21 May OTBU Constitution and Steering Committee ½

BIRT Bylaw 5.6.6 be amended by deletion and addition to read:

The Chief Returning Officer and the Election Committee will conduct the election according to the bylaws and authorize the OTBU Secretary to post the results on the OTBU Website within two (2) Days following the deadline set by the Election Committee.

5.6.6. conduct the election according to the bylaws and deliver the results of the vote to the Secretary

Rationale: To align with the new role of the CRO and the Election Committee as per new 2.1.13

BYL 116-21 May OTBU Constitution and Steering Committee ½

BIRT Bylaw 5.6.1.1 be amended by addition of the words "as per bylaw 2.1 of the OTBU Constitution" after the word "elections", to read

5.6.1.1 publishing the rules governing OTBU elections as per Bylaw 2.1 of the OTBU Constitution.

Rationale: The CRO and the Election Committee were, in practice, empowered by Bylaw 2.1 and this establishes the fact in the OTBU Constitution.

BYL 117-21 May OTBU Constitution and Steering Committee ½

BIRT bylaw 2.1.5.2.2 be amended by deletion of:

2.1.5.2.2 the advertisement to be no bigger than one-quarter (1/4) of a page for all candidates (8.5 inches by 11 inches) in total format and size (AGM12)

and substitution by:

2.1.5.2.2 the advertisement to be no bigger than 2 3/8 inches by 6.3/4 inches which may be edited by the Election Committee to adhere to a standard format if necessary.

Rationale: To ensure that all candidate profiles are equitably dealt with and allows the Election Committee to edit for size and format.

BYL 118-21 May OTBU Constitution and Steering Committee 1/2

BIRT Bylaw 2.1.10.1 be amended by replacement of the word “witness” with the word “verify”:

2.1.10.1 Each candidate shall be allowed one scrutineer to verify the counting process

Rationale: The process of voting will be by phone or computer. There are no longer physical ballot boxes or paper ballots and the Third Party facilitating the election will provide the scrutineer with the opportunity to verify the counting process.

BIRT: means “Be It Resolved That”...

Proc: Refers to a procedural motion which is designed to allow for the smooth transaction of business during a meeting.

1/2: means that a 50% vote is required for the motion to pass.

2/3 means that a 67% vote is required for the motion to pass.

Executive: The motion is moved by the OTBU executive. Moved: L. Bartram, Seconded: P. Bocking in all cases.

And AMPA continues...

On March 15, 2021, President Harvey Bischof, as the Presiding Officer, adjourned the 2021 Annual Meeting of the Provincial Assembly .

The meeting will continue the business of the house on June 5-6, 2021.

As per OSSTF/FEESO Bylaw 11.1.1.1, “Any Member of OSSTF/FEESO may attend a meeting of the Provincial Assembly.”

Any member not attending the extension of Remote AMPA as a delegate or alternate but who is interest-

ed in attending as an observer must pre-register by forwarding their request to the AMPA Coordinator at ampa@osstf.ca, indicating their interest in attending no later than **May 28, 2021**.

Please include the following in your request for observer credentials: full name, membership number, district, bargaining unit and email address

Please note, you must pre-register as an observer to have access to the virtual meeting. Any questions should be directed to ampa@osstf.ca.

Rules of Order

There shall be a sixty second time limit for questions.

Speakers must go to the end of the line to ask additional or supplemental questions.

3.9 Procedures for Debate

3.9.1 Each speaker shall have a ninety second time limit.

3.9.2 The mover of a resolution shall be heard first on a White Card (PRO).

3.9.3 If present, the next speaker to be heard is in opposition, on a Blue Card (CON).

3.9.4 If present, the next speaker to be heard, on a Yellow Card (OTHER), may

3.9.4.1 Make a parliamentary inquiry or

3.9.4.2 Propose an amendment, a referral, a postponement, or a tabling or

3.9.4.3 Make a resolution to call the question.

3.9.5 Subsequent debaters shall be recognized by the Chair in the order PRO, CON, OTHER.

3.9.6 If at least four debaters have been heard and all the remaining debaters are identified as PRO or as CON, the Chair shall judge the debate exhausted.

3.9.7 Upon recognition by the Chair, a speaker with a Red Card (STOPPAGE) may interrupt the regular order of debate only for a Point of Order or a Question of Personal Privilege.

3.9.8 Notwithstanding 3.9.1 a speaker on a Yellow Card making a parliamentary inquiry has a time limit of thirty seconds and the answer has a time limit of ninety seconds.

3.9.9 Except for the mover of a resolution, debaters may speak only once on a White Card (PRO) or a Blue Card (CON). (AGMo6)

- **The information contained in pages 10-21 is subject to change.**
- Call out by Smart Find Express will be delayed by 30 minutes this evening, May 19, 2021.
- This is a closed union meeting for members only, therefore please do not record, broadcast or publish the proceedings of this meeting. You must use your real name when logging into the meeting.
- The structure of the meeting is subject to change. Look for an email sent from the OTBU OSSTF a few days before the meeting or go to the *Members Section* of the OTBU d12 website for final details.
- This meeting will be recorded for the benefit of the OTBU secretary to help ensure accuracy of the minutes .

Notice:

Your OTBU Executive invites applications for the following Bargaining Unit positions for the 2021 - 2022 Federation year:

Chief Negotiator, one (1)

The Chief Negotiator's duties will be to attend and chair Bargaining Unit collective bargaining committee meetings, attend provincial and regional CBC meetings when invited, report to the Provincial CBC liaison, to the OTBU Executive and carry out other appropriate assignments from the Executive.

Members of the OTBU Health and Safety Committee, four (4)

The Member's duties include representation of the OTBU through attendance at the meetings of the Joint Health and Safety Committee, the meetings of the workers' caucus, site inspections, and appropriate assignments from the Executive.

The applicant should already hold the Basic Health and Safety Qualification.

Health and Safety Officer, one (1)

The Officer's duties include representation of the OTBU in matters of Health and Safety other than at District 12 and the JHSC's, participation, as required, in OSSTF provincial Health and Safety issues and other appropriate assignments from the Executive.

Educational Services Officer, one (1)

The Officer's duties include promotion of the growth of the members through educational services initiatives. To act as a link and consult with the Provincial Educational Services Committee and other appropriate assignments from the Executive.

Member of the Grievance Appeal Committee, one (1)

The Member's duty is to attend meetings of the Grievance Appeal Committee, called whenever a Member appeals the decision of the Grievance Officer not to grieve an issue for that Member.

Members to the Collective Bargaining Committee up to ten (10)

The Member's duties include soliciting input from Members regarding Collective Agreement issues and preparing a negotiating brief.

Anti-Harassment and Anti-Bullying Appeals Committee, five (5)

The Member's duties include hearing the appeal against the decision of the Anti-Harassment Officer.

Communications and Political Action Officer, one (1)

The Officer's duties include the promotion and co-ordination of the growth of the members through Communication and Political Action initiatives. To act as a link and consult with the Provincial Communications/Political Action Committee. To implement political action activities approved by Provincial OSSTF or the Executive. To attend the provincial Communications and Political Action Conferences and regional meetings and other appropriate assignments from the Executive.

Constitution Officer, one (1)

It shall be the duty of the Constitution Officer to be Chair of the Constitution and Steering Committee and carry out the duties as per Bylaw 6 of the OTBU Constitution and as directed by the OTBU Executive.

The normal term for the above appointments made by the Executive is from July 1, 2021 until June 30, 2022. Applicants with an interest in the above offices must send a notice of application along with a rationale for appointment. Please send application to the OTBU secretary at:

otbu.office@d12.osstf.ca or by mail to

1708 - 95, Thorncliffe Park Drive, Toronto, Ontario, M4H 1L7

Applications to be received by 5 pm, on May 31, 2021.

Only the successful applicants will be notified of the appointments.



Does the OTBU have a non-TDSB email address for you? The OTBU does not contact or send emails to members via the TDSB email system.

New to the OT roster? Do not hesitate to call the OTBU office if you have any questions.

Contact the OTBU D12 Office Immediately and Do NOT Discuss the Matter With Anyone *If:*

- You believe you might be disciplined by administration.
- You receive notice from the College of Teachers that you are being investigated.
- You are questioned or might be investigated by police.

If any of these situations apply to you indicate that you will be happy to cooperate, but that you must seek counsel before meeting or answering.

Call the OTBU office at 416-423-3600.

otbud12.com

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**Images from Front Cover/
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1. *The Awakening Conscience*. William Holman Hunt, Tate Gallery, London. www.tate.org.uk
2. *Hope*. George Frederic Watts, Tate Gallery London. www.tate.org.uk
3. *St. Francis in Prayer*. Francisco de Zubaran, Norton Simon Museum, www.nortonsimon.org
4. *Venus Lamenting the Death of Adonis*. Benjamin West, Museum of Art, Carnegie Institute Pittsburgh www.cmoa.org
5. *Melancholy*. Dominico Fetti, Louvre Museum. www.louvre.fr