

**DISTRICT 26**  
**ANNUAL GENERAL MEETING**  
**Thursday, May 4, 2023**  
**North Grenville Municipal Centre, Kemptville, ON**  
**6:30 PM**

**AGENDA**

Pre-AGM

- District Awards Presentation
  - Ontario Health Coalition Presentation
1. Call to Order
  2. Welcome
  3. OSSTF Pledge / Motto
  4. Anti-Harassment Statement
  5. Land Acknowledgement
  6. Approval of Agenda [RES – PROC-2023-01]
  7. Approval of Appendix A - Minutes of the District AGM of May 5, 2022 [RES – PROC-2023-02]
  8. Business Arising from Minutes of the District AGM of May 5, 2022
  9. District Executive 2023-24
    - 9.1. Presentation of Acclaimed Candidates for District Executive
    - 9.2. Presentation of Contested Position – District Treasurer and Speeches
    - 9.3. Bargaining Unit Executives
  10. Report of Provincial Executive – Karen Littlewood
  11. Awards Presentation
    - 11.1. District Awards (if not completed prior to start of AGM)
    - 11.2. Roll call of retirees 2022-2023
    - 11.3. Roll call of 25-Year Service Pin recipients
  12. Constitutional Amendments & Other Resolutions
  13. Report of Treasurer and Presentation of the 2023-2024 Budget Appendix B [RES-BUDGET-2023-01]
  14. Reports of the Officers (Written reports - questions only):
    - 14.1. TBU President
    - 14.2. OTBU President
    - 14.3. PSSP President
    - 14.4. District Officer
    - 14.5. Health and Safety Officer
    - 14.6. Equity, Anti-Racism, and Anti-Oppression Officer
    - 14.7. Communication and Political Action Committee Chair
  15. Other Business
    - 15.1. New District Office Update
    - 15.2. Door Prize Draw
  16. Adjournment

## WORKING MINUTES

### 1 CALL TO ORDER

### 2 WELCOME

**Head Table:**

Steven Newstead, Executive Assistant, OSSTF (Chair)	Karen Littlewood, President, OSSTF
Crystal Watson, District President	Elaine Warner-Laxton, OTBU President
Adrienne McEwen, TBU President	Tanya Crosbie, District Officer
Kathryn Stewart, PSSP President <i>[absent]</i>	Naomi Safir, District Secretary
Louise Lanctot, District Treasurer	

**Other Executive Members:**

Kathi Poirier, District Vice-President	Susan Thorpe, Health & Safety Officer
Divina Hogan, CPAC Chair	Pamela Linklater, Education Services Chair
Lisa Elminowski, Equity, Anti-Racism, and Anti-Oppression Officer	

### 3 OSSTF PLEDGE/MOTTO

I solemnly dedicate myself to promote and advance the cause of education.

I will strive to achieve and maintain the highest degree of professional competence and will always uphold the honour, dignity and ethical standards of my profession.

I pledge my loyalty and support to the Ontario Secondary School Teachers' Federation and will comply with the Constitution, By-laws, Policies and established practices which govern its members.

**OSSTF MOTTO**

Let us not take thought for our separate interests, but let us help one another.

### 4 ANTI-HARASSMENT STATEMENT

A member of OSSTF/FEESO 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/FEESO, our goal must be to protect human rights, to promote mutual respect and trust, and to foster inclusion.

OSSTF/FEESO 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/FEESO 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 District 26 Anti-Harassment Complaints and Resolution Policy and Procedure.

The designated Anti-Harassment Officer for OSSTF, District 26, 2022-2023 is Tanya Crosbie, cell phone 613-802-9818.

## WORKING MINUTES

### 5 LAND ACKNOWLEDGEMENT

OSSTF District 26 acknowledges and thanks the Haudenosaunee and Anishinabek people of this territory, and the other First Nations, Métis, and Inuit peoples residing on this land, for sharing your ways so that we may come together in a good way. Beyond a land acknowledgement, we encourage all non-Indigenous peoples on these lands to learn the treaties & their stories, to support the struggles of the peoples whose lands we are on, and to celebrate the achievements of the various First Nations, Métis, and Inuit peoples.

A HOYANEH (ho-YA-ne), meaning “Caretaker of the Peace,” is the chief of his clan and it is his duty to represent his clan in the Haudenosaunee government and to help make decisions that affect the Six Nations. A hoyaneh is selected for life, and not for a defined segment of time. A hoyaneh is not a paid position and no one can run for office. Traditionally, clan mothers watched young boys as they grew. They chose men to serve as the clan’s hoyaneh after years of observation. It is important that a hoyaneh has the nation’s best interest at heart when he serves. If the hoyaneh does not represent the nation well, the clan mothers have the authority to remove him from power.

### 6 APPROVAL OF THE AGENDA

BIRT the agenda be approved.

Moved by:

**PROC-2023-01**

Seconded by:

### 7 APPROVAL OF APPENDIX A - Minutes of the District AGM of May 5, 2022

BIRT the minutes of May 5, 2023 be approved.

Moved by:

**PROC-2023-02**

Seconded by:

### 8 BUSINESS ARISING FROM THE MINUTES OF THE DISTRICT AGM OF MAY 5, 2022

## WORKING MINUTES

### 9 DISTRICT EXECUTIVE 2023-24

#### 9.1 Presentation of Candidates Acclaimed to District Executive Positions

*As per Bylaw 4.4.11 of the District Constitution, the following District nominees have been elected by acclamation:*

District Executive	
President	Alison Dennis
Vice President	Kathi Poirier
District Officer	Tanya Crosbie
Secretary	Louise Lanctot
Treasurer	<b>Contested</b>
Educational Services Committee Chair	Pamela Linklater
Equity, Anti-Racism, and Anti-Oppression Officer	<b>Vacant</b>
Communications and Political Action Chair	Divina Hogan
District Health and Safety Officer	Susan Thorpe

#### 9.2 Presentation of Contested Position – District Treasurer and Speeches

*4.4.7 All candidates nominated in accordance with the Bylaws and standing for election shall have the opportunity for a brief speech at the Annual General Meeting, if multiple candidates exist for a position*

*4.4.7.1 When multiple candidates exist for one position, the order of speeches shall be determined by lot*

*4.4.7.2 Speeches shall not exceed five (5) minutes in duration*

District Treasurer Candidates	<b>Naomi Safir</b> <b>Thomas Hopkins</b>
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#### 9.3 Bargaining Unit Executives for 2023-2024, as reported by the Bargaining Units:

Teacher Bargaining Unit	
President	<b>Contested</b>
Vice President (2 positions)	Alison Dennis Brandon Coleman
Secretary	Jesse Langevin
Treasurer	Erin Thibodeau
Chief Negotiator/Contract Maintenance Officer	Elpis Law
Grievance Officer	Elpis Law
TBU CBC Chair  <i>Bylaw 15.2.1: The Chair of Collective Bargaining, who shall be elected from among the members of the Collective Bargaining Committee at the first meeting of the Committee in each Federation year.</i>	<b>TBD</b>
TBU Council Representative  <i>Bylaw 19.4.11: The Bargaining Unit Council shall elect, at its first council meeting of each Federation years, the Bargaining Unit Council representative who will be a member of the Bargaining Unit Executive and will perform duties as assigned by the Bargaining Unit Executive.</i>	<b>TBD</b>

## WORKING MINUTES

<b>Occasional Teacher Bargaining Unit</b>	
President	Elaine Warner-Laxton
Vice President	Susan Thorpe
Secretary	Thomas Hopkins
Treasurer	Louise Lanctot
Chief Negotiator	Louise Lanctot
Grievance Officer	Louise Lanctot
Health & Safety Representative	Susan Thorpe
Education Services Representative	<b><i>Vacant</i></b>
Communications & Political Action Representative	Ralph Wightman
Equity, Anti-Racism, and Anti-Oppression Officer	Becky Clarke

<b>Professional Student Services Personnel</b>	
President	<b><i>Vacant</i></b>
Vice President	Kathryn Stewart
Secretary	<b><i>Vacant</i></b>
Treasurer	Pam Thompson
Chief Negotiator	<b><i>Vacant</i></b>
Grievance Officer	<b><i>Vacant</i></b>
Health & Safety	Lise Walker
Equity, Anti-Racism, and Anti-Oppression Officer	<b><i>Vacant</i></b>
PSSP Members-At-Large	Kim Matte Sheri McMullen Carrie White <b><i>Vacant</i></b>

### 10 REPORT OF PROVINCIAL EXECUTIVE – KAREN LITTLEWOOD

### 11 AWARDS PRESENTATION

#### 11.1 Awards

- Marjorie Laphen Award of Merit:
- Inclusive Educator Award:
- Gordie Award:
- The Volunteer Recognition Award:
- New Member Award:
- Rhonda Kimberley-Young Award:
- Kris Ross Award:
- Unsung Hero of Upper Canada Award:
- Award of Merit:

## WORKING MINUTES

### 11.2 Roll Call of Retirees 2022-23

Greg Anderson <i>Perth DCI</i>	Kathryn Goodwin <i>TR Leger – Akwesasne</i>	Anita Mitra <i>Smiths Falls DCI</i>
Raymond Bougie <i>North Dundas DHS</i>	Robert Hammond <i>Tagwi SS</i>	David Mowat <i>TR Leger - Kemptville</i>
Sharon Bourque <i>Perth DCI</i>	George Hart <i>Perth DCI</i>	Georgette Reid <i>North Grenville DHS</i>
Darlene Burningham <i>Brockville CI</i>	Rosemarie Hughes-Dendy <i>Thousand Islands SS</i>	Merike Reiman <i>TR Leger – Cornwall</i>
Brian Carnduff <i>North Grenville DHS</i>	Kimberly Lalonde <i>Seaway DHS</i>	Moyra Riley <i>South Grenville DHS</i>
Fran Collard <i>Vankleek Hill CI</i>	Alain Lecerte <i>North Grenville DHS</i>	Cindy Rotar <i>Perth DCI</i>
Kevin Devaney <i>South Grenville DHS</i>	Catriona Mackenzie-Gray <i>Gananoque SS</i>	Shawn Saunders <i>South Grenville DHS</i>
Diane Foley <i>TR Leger – Smiths Falls</i>	Ann McParland <i>South Grenville DHS</i>	Conrad Walpot <i>Thousand Islands SS</i>
Rhonda Foster <i>TR Leger – Prescott</i>	Natalie Menard-Jeaurond <i>Glengarry DHS</i>	Andrea Ward <i>TR Leger - Kemptville</i>

### 11.3 25-Year Service Pin Recipients

Angeline Campeau <i>Char-Lan DHS</i>	Kurt Fernetich <i>Thousand Islands SS</i>	Carrie-Lynne Masse <i>Cornwall CVS</i>
Thomas Dumbrille <i>Thousand Islands SS</i>	David Firlotte <i>Rideau DHS</i>	Scott McDonald <i>Tagwi SS</i>
Jennifer Durant <i>North Grenville DHS</i>	Cara Fleming <i>Perth DCI</i>	Shawn Saunders <i>South Grenville DHS</i>
Michelle Edgar-Labelle <i>St. Lawrence SS</i>	Natalie Gravel-Groulx <i>North Dundas DHS</i>	Troy Smith <i>Carleton Place HS</i>
John Edwards <i>Vankleek Hill CI</i>	Bryan Kearney <i>TR Leger - Rockland</i>	Jeffrey Swanson <i>Rockland DHS</i>
Andrea Eyre <i>Thousand Islands SS</i>	Kimberly Lalonde <i>Seaway DHS</i>	Rebecca Turk <i>South Grenville DHS</i>

## WORKING MINUTES

### 12 CONSTITUTIONAL AMENDMENTS & OTHER RESOLUTIONS

#### 12.1 Constitutional Amendments Motions

**BIRT** Article 10.1 be amended by the addition of “and Bylaws”.

Article 10: Rules of Order

10.1 The rules of order, which govern the District, shall be the Rules of Order contained in the current edition of the Provincial OSSTF Constitution **and Bylaws**.

**Rationale:** *Language to align with all the appropriate document.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

**CON-2023-01**

**BIRT** Bylaw 19.4 be amended by the substitution of “A quorum at a General District Meeting shall consist of twenty (20) members from at least eight (8) Branches.” for “A quorum at a General District Meeting shall be a simple majority of the number of members present and announced when the meeting is called to order.”

Bylaw 19: General District Meetings

19.4 ~~A quorum at a General District Meeting shall consist of at least twenty (20) members from eight (8) Branches or work sites.~~

**A quorum at a General District Meeting shall be the greater of:**

- a) twenty (20) members from at least five (5) worksites, OR**
- b) a simple majority of the numbers of members present from five (5) or more worksites and announced when the meeting is called.**

**NOTE: Worksite is defined as a school, member of the PSSP bargaining unit, or member of the OTBU.**

**Rationale:** *The current quorum language presents issues to the Chair for a number of reasons. First of all, an AGM that starts at 200 members can dwindle down to 20 members and still pass motions even though the majority of people who were in attendance have left. It is also difficult for a Chair to determine if 8 worksites are present throughout the meeting. There is also difficulty with the wording of “branches” or “worksites” as some of our members do not belong to a branch or worksite, yet should count towards quorum. The new language proposed maintains a minimum of 20 members from five worksites and allows for quorum to be higher if more than 20 members attend an AGM, which ensures more integrity to completing the business of the house.*

**Endorsed by District Executive**

Moved by: Crystal Watson

Seconded by: Kathi Poirier

**BYL-2023-01**

## WORKING MINUTES

**NOTE: This motion is out of order of BYL-2023-01 is not carried.**

**BIRT** Bylaw 20.2 be amended by the substitution of “A quorum at a District Annual General Meeting shall consist of twenty (20) members from at least eight (8) Branches.” for “A quorum at a District Annual General Meeting shall be a simple majority of the number of members present and announced when the meeting is called to order.”

Bylaw 20: District Annual General Meetings

20.2 ~~A quorum at a District Annual General Meeting shall consist of at least twenty (20) members from eight (8) Branches or work sites.~~

**A quorum at a District Annual General Meeting shall be the greater of:**

**a) twenty (20) members from at least five (5) worksites, OR**

**b) a simple majority of the numbers of members present from five (5) or more worksites and announced when the meeting is called.**

**NOTE: Worksite is defined as a school, member of the PSSP bargaining unit, or member of the OTBU.**

***Rationale:** The current quorum language presents issues to the Chair for a number of reasons. First of all, an AGM that starts at 200 members can dwindle down to 20 members and still pass motions even though the majority of people who were in attendance have left. It is also difficult for a Chair to determine if 8 worksites are present throughout the meeting. There is also difficulty with the wording of “branches” or “worksites” as some of our members do not belong to a branch or worksite, yet should count towards quorum. The new language proposed maintains a minimum of 20 members from five worksites and allows for quorum to be higher if more than 20 members attend an AGM, which ensures more integrity to completing the business of the house.*

***Endorsed by District Executive***

Moved by: Crystal Watson

Seconded by: Kathi Poirier

**BYL-2023-02**

**BIRT** Bylaw 10.1: Duties of a District Treasurer be amended by the addition of sub-section “10.1.X On a monthly basis, during the school year, review district expenses with the District Office Manager.”

Bylaw 10: Duties of a District Treasurer

**10.1.X On a monthly basis, during the school year, review district expenses with the District Office Manager.**

***Rationale:** To facilitate ongoing review and awareness of district expenses and income sources to allow better communication with the District Executive.*

Moved by: Crystal Watson

Seconded by: Kathi Poirier

**BYL-2023-03**



## WORKING MINUTES

**BIRT** Bylaw 3.5 be amended by the:

- Substitution of “fifty” with “one hundred” and
- Substitution of “\$50,000” with “\$100,000”

Bylaw 3: District Finances

3.5 Where the total surplus funds available at the end of any Federation year exceeds ~~five~~ **One hundred** thousand dollars (~~\$50,000~~) (**\$100,000.00**) of retained earnings, the surplus funds over ~~\$50,000.00~~ **\$100,000** shall be transferred into the Operating Reserve Fund within one hundred and twenty (120) days following the end of the Federation year. (A.15)

**Rationale:** *Upon the advice of the Provincial OSSTF finance department, we wish to increase the allowed retained earnings to \$100,000. This better reflects what truly occurs with our finances in that up to \$100,000 can be used for the daily operation of our district as there are times that we must have on-hand this amount of money to repay the board for release officer salaries or repayment of release days. When retained earnings goes beyond \$100,000, the surplus will be put into the Operating Reserve Fund.*

Moved by: Tanya Crosbie

Seconded by: Crystal Watson

**BYL-2023-04**

**BIRT** the Strike Contingency Fund policy be amended by the substitution of “\$50,000” with \$100,000.

### STRIKE CONTINGENCY FUND

This fund is to provide for the continued operation of the District in the event that revenues are lost due to a prolonged strike action. Expenditures from this fund must be approved by a motion from the District Executive. The strike fund shall not exceed ~~\$50,000~~ **\$100,000**. A year end surplus in the District operating budget of up to \$5,000 may be allocated by the District Executive to the Strike Fund.

**Rationale:** *In the event that a local strike did occur where we did not receive sufficient or any Provincial funding for the strike action, we would be able to access a more realistic amount to provide strike relief to our members.*

Moved by: Louise Lanctot

Seconded by: Crystal Watson

**CON-2023-02**

## WORKING MINUTES

**BIRT** Bylaw 4.1 and Bylaw 4.2 be amended by the following:

- Bylaw 4.1 with the deletion of “in each year” and substituted with “every two years (two-year term), on even years,”
- Bylaw 4.2 with the deletion of “one” and substituted with “two”

Bylaw 4: District Elections

4.1 The following shall be elected prior to May 15th ~~in each year~~ **every two years (two-year term), on even years**, and shall assume office at the beginning of the next Federation Year (July 1);

4.1.1 the District President;

4.1.2 the District Vice President,

4.1.3 the District Secretary,

4.1.4 the District Treasurer,

4.1.5 the District Officer,

4.1.6 the Communication / Political Action Officer,

4.1.7 the Educational Services Officer,

4.1.8 the District Health and Safety Officer,

4.1.9 the Equity, Anti-Racism and Anti-Oppression Officer. (A.22)

4.2 The term of office for all positions in Bylaw 4.1 shall be ~~one~~ **two** years.

**Rationale:** *The learning curve for any member to take on a new position on the Executive, especially a Release Officer position is extremely steep and takes the average person at least a year to begin to understand the major aspects of their role. Providing the member a second year, free from the distraction of the election process, would allow the member the opportunity to show proficiencies and more in-depth learning into their area of expertise before having their position potentially challenged. Allowing a two-year period also allows all executives to build momentum with projects/tasks connected to their role without having to go “on hold” every spring for elections. This is to build a stronger and more cohesive executive. Lastly, having an election every two years, allows our Office Manager/Election Officer to spend that time on other tasks for our district, as well as saves our Branch Stewards from holding polling stations on an annual basis.*

Moved by: Tanya Crosbie

Seconded by: Crystal Watson

**BYL-2023-05**

**BIRT** BYL-2023-06, BYL-2023-07, BYL-2023-08 and BYL-2023-09 to be considered en bloc.

Moved by: Tanya Crosbie

Seconded by: Alison Dennis

**PROC-2023-03**

**BIRT** the motions contained in the bloc in PROC-2023-03 are approved.

Moved by: Tanya Crosbie

Seconded by: Alison Dennis

**PROC-2023-04**

## WORKING MINUTES

**NOTE: This motion is out of order of BYL-2023-05 is not carried.**

**BIRT** Bylaw 17.1 be amended by the substitution of “current federation year” for “term”.

Bylaw 17: Vacancies in Office

17.1 Where the post of District President is vacant during the term of office, the District Vice-President shall occupy the post for the remainder of the ~~term~~ **current federation year**. If the District Vice-President is unable to occupy the post, the District Executive shall solicit nominations from the membership at large and appoint, by simple majority of the District Executive, a member to serve the remainder of the current ~~term~~ **federation year**.

***Rationale:** The intent of this language is to be able to replace the president when they are unable to fulfil their role. The addition of current federation year allows for members to elect a new president if they step down in the first year of their term at the AGM.*

Moved by: Tanya Crosbie

Seconded by: Alison Dennis

**BYL-2023-06**

**NOTE: This motion is out of order of BYL-2023-05 is not carried.**

**BIRT** Bylaw 17.2 be amended by the substitution of “current federation year” for “term”.

Bylaw 17: Vacancies in Office

17.2 Where the post of District Officer is vacant during the term of office, the District Executive shall solicit nominations from the membership at large and appoint, by simple majority of the District Executive, a member to serve the remainder of the current ~~term~~ **federation year**.

***Rationale:** The intent of this language is to be able to replace the District Officer when they are unable to fulfil their role. The addition of current federation year allows for members to elect a new District Officer if they step down in the first year of their term at the AGM.*

Moved by: Tanya Crosbie

Seconded by: Alison Dennis

**BYL-2023-07**

## WORKING MINUTES

**NOTE: This motion is out of order of BYL-2023-05 is not carried.**

**BIRT** Bylaw 17.3 be amended by the substitution of “current federation year” for “term”.

Bylaw 17: Vacancies in Office

17.3 For all other vacancies, or vacancies arising from filling the positions outlined in bylaw 17.1 and 17.2, the District Executive shall solicit nominations from the membership at large and appoint, by simple majority of the District Executive, a member to serve the remainder of the current ~~term~~ **federation year**.

***Rationale:** The intent of this language is to be able to replace the Executive Member when they are unable to fulfil their role. The addition of current federation year allows for members to elect a new Executive Member if they step down in the first year of their term at the AGM.*

Moved by: Tanya Crosbie

Seconded by: Alison Dennis

**BYL-2023-08**

**NOTE: This motion is out of order of BYL-2023-05 is not carried.**

**BIRT** Bylaw 17 be amended by the addition of a new sub-article “17.4 When a vacancy occurs within year one of the two-year term, the second year of the term will be filled by election as per Bylaws 4.3 and 4.4. The elected member will serve a one-year term in that position. Year one of the vacancy will be filled according to Bylaw 17.1, 17.2 or 17.3.”

Bylaw 17: Vacancies in Office

**17.4 When a vacancy occurs within year one of the two-year term, the second year of the term will be filled by election as per Bylaws 4.3 and 4.4. The elected member will serve a one-year term in that position. Year one of the vacancy will be filled according to Bylaw 17.1, 17.2 or 17.3.**

***Rationale:** This language is being added to clarify that a mid-term elected member would hold the position for the one year, and then need to run for re-election, if interested, on the even year cycle the same as all other positions. This allows for all positions to be available every two years.*

Moved by: Tanya Crosbie

Seconded by: Alison Dennis

**BYL-2023-09**

## WORKING MINUTES

**BIRT** the roles of Human Rights Officer and Status of Women Officer be reinstated in addition to the role of Equity, Anti-Racism, & Anti-Oppression Officer as determined by OSSTF Provincial as separate equity-based officer positions.

***Rationale:** These positions are created at the district executive level to bring an equity lens to all district discussions and decisions. They represent a diverse set of needs and perspectives, and they deserve to each have an autonomous seat and vote at the executive table. While there is a lot of overlap in their goals (and historically, their committee membership), by combining these roles into one for efficiency, D26 is minimizing the voices of the very groups the positions are meant to amplify; re-dividing the roles will restore the intended purpose of these representatives.*

Moved by: Lisa Elminowski

Seconded by: Adrienne McEwen

**MAC-2023-01**

**NOTE: This motion is out of order of MAC-2023-01 is not carried.**

**BIRT** CON-2023-03, BYL-2023-10, BYL-2023-11, BYL-2023-12 and BYL-2023-13 to be considered en bloc.

Moved by: Lisa Elminowski

Seconded by: Adrienne McEwen

**PROC-2023-05**

**BIRT** the motions contained in the bloc in PROC-2023-05 are approved.

Moved by: Lisa Elminowski

Seconded by: Adrienne McEwen

**PROC-2023-06**

**NOTE: This motion is out of order of MAC-2023-01 is not carried.**

**BIRT** Article 6.2 be amended with the addition of, "6.2.5 the Status of Women Officer, 6.2.6 the Human Rights Officer."

Article 6: District Organization

6.2 The District Committee Officers shall be:

6.2.1 the Communications / Political Action Officer,

6.2.2 the Educational Services Officer,

6.2.3 the District Health and Safety Officer,

6.2.4 Equity, Anti-Racism and Anti-Oppression Officer (A.22)

**6.2.5 the Status of Women Officer**

**6.2.6 The Human Rights Officer.**

***Rationale:** These positions are created at the district executive level to bring an equity lens to all district discussions and decisions. They represent a diverse set of needs and perspectives, and they deserve to each have an autonomous seat and vote at the executive table. While there is a lot of overlap in their goals (and historically, their committee membership), by combining these roles into one for efficiency, D26 is minimizing the voices of the very groups the positions are meant to amplify; re-dividing the roles will restore the intended purpose of these representatives.*

## WORKING MINUTES

Moved by: Lisa Elminowski

Seconded by: Adrienne McEwen

**CON-2023-03**

**NOTE: This motion is out of order of MAC-2023-01 is not carried. This motion will also reflect the changes proposed by BYL-2023-05 if carried.**

**BIRT** Bylaw 4.1 be amended with the addition of, “4.1.10 the Status of Women Officer” and “4.1.11 the Human Rights Officer.”

Bylaw 4: District Elections

4.1 The following shall be elected prior to May 15th in each year, and shall assume office at the beginning of the next Federation Year (July 1);

4.1.1 the District President;

4.1.2 the District Vice President,

4.1.3 the District Secretary,

4.1.4 the District Treasurer,

4.1.5 the District Officer,

4.1.6 the Communication / Political Action Officer,

4.1.7 the Educational Services Officer,

4.1.8 the District Health and Safety Officer,

4.1.9 the Equity, Anti-Racism and Anti-Oppression Officer. (A.22)

**4.1.10 the Status of Women Officer,**

**4.1.11 the Human Rights Officer.**

***Rationale:** These positions are created at the district executive level to bring an equity lens to all district discussions and decisions. They represent a diverse set of needs and perspectives, and they deserve to each have an autonomous seat and vote at the executive table. While there is a lot of overlap in their goals (and historically, their committee membership), by combining these roles into one for efficiency, D26 is minimizing the voices of the very groups the positions are meant to amplify; re-dividing the roles will restore the intended purpose of these representatives.*

Moved by: Lisa Elminowski

Seconded by: Adrienne McEwen

**BYL-2023-10**

## WORKING MINUTES

**NOTE: This motion is out of order of MAC-2023-01 is not carried.**

**BIRT** Bylaw 12 be amended as follows:

- The addition of “12.1.5 the Status of Women Officer”
- The addition of “12.1.6 the Human Rights Officer”
- The deletion of sub-article 12.3.2.

Bylaw 12: Duties of the District Committee Officers

12.1 The duties outlined in this bylaw shall apply to the following officers:

12.1.1 the Communication / Political Action Officer;

12.1.2 the Educational Services Officer;

12.1.3 the District Health and Safety Officer;

12.1.4 the Equity, Anti-Racism and Anti-Oppression Officer. (A.22)

**12.1.5 the Status of Women Officer,**

**12.1.5 the Human Rights Officer.**

~~12.3.2 The Equity, Anti-Racism and Anti-Oppression Officer shall fulfill the duties of the District Status of Women Officer and the District Human Rights Officer, as required in the bylaws of OSSTF. (A.22)~~

*Rationale: Each officer position now has its own representation.*

Moved by: Lisa Elminowski

Seconded by: Adrienne McEwen

**BYL-2023-11**

**NOTE: This motion is out of order of MAC-2023-01 is not carried.**

**BIRT** Bylaw 13.2 by amended with the addition of, “13.2.1 the Equity, Anti-Racism, & Anti-Oppression, Status of Women, and Human Rights Officers shall co-chair the standing committee on Equity, Anti-Racism, & Anti-Oppression.”

Bylaw 13: Duties of District Committees

13.2 The respective Officer of each committee shall convene and chair meetings of the committee for which they are responsible, with the exception of the Finance Committee. (A.22)

**13.2.1 the Equity, Anti-Racism, & Anti-Oppression, Status of Women, and Human Rights Officers shall co-chair the standing committee on Equity, Anti-Racism, & Anti-Oppression.**

*Rationale: How duties are subdivided can be determined annually by the committee according to the group’s dynamics.*

Moved by: Lisa Elminowski

Seconded by: Adrienne McEwen

**BYL-2023-12**

## WORKING MINUTES

**NOTE: This motion is out of order of MAC-2023-01 is not carried.**

**BIRT** Bylaw 27.1.6 be amended by substitution of “Co-chair all meetings of the Equity, Anti-Racism, & Anti-Oppression committee along with the Status of Women and Human Rights Officers” for “Chair all Committee for Equity & Diversity and/or Equity, Anti-Racism, and Anti-Oppression Committee meetings.”

Bylaw 27: Duties of the Equity, Anti-Racism, and Anti-Oppression Officer

27.1 The Equity, Anti-Racism, and Anti-Oppression Officer shall:

- 27.1.1 act as a resource person in the District, which may include reviewing local OSSTF/FEESO policies, bylaws, events, communications, and processes from an equity perspective to advance equity and remove barriers to participation at the local level.
- 27.1.2 assist Members to navigate and access OSSTF/FEESO spaces.
- 27.1.3 co-ordinate and participate in training on equity and related matters.
- 27.1.4 actively seek member engagement of First Nations, Métis, Inuit, Black, racialized, and/or other equity-seeking members.
- 27.1.5 liaise with Bargaining Units’ EARA Officers to collaborate and share resources.
- 27.1.6 **Co-chair all meetings of the Equity, Anti-Racism, & Anti-Oppression committee along with the Status of Women and Human Rights Officers.**  
~~Chair all Committee for Equity & Diversity and/or Equity, Anti-Racism, and Anti-Oppression Committee meetings.~~
- 27.1.7 support and amplify members of First Nations, Métis, Inuit, and equity-seeking groups within the District.

*Rationale: How duties are subdivided can be determined annually by the committee according to the group’s dynamics.*

Moved by: Lisa Elminowski

Seconded by: Adrienne McEwen

**BYL-2023-13**

### 13 REPORT OF THE TREASURER AND PRESENTATION OF THE 2023-2024 BUDGET

See Appendix B.

**BIRT** the budget for 2023-2024 be approved.

Moved by:

Louise Lanctot

Seconded by:

Tanya Crosbie

**BUDG-2023-01**



## WORKING MINUTES

### 14 REPORTS OF OFFICERS

- 14.1 TBU President Report – Adrienne McEwen – *Page 17*
- 14.2 Occasional Teachers’ President Report - Elaine Warner-Laxton – *Page 18*
- 14.3 PSSP President Report – Kathryn Stewart – *Page 18*
- 14.4 District Officer Report – Tanya Crosbie – *Page 19*
- 14.5 Health and Safety Chair Report – Susan Thorpe – *Pages 20-21*
- 14.6 Equity, Anti-Racism and Anti-Oppression Officer Report – Lisa Elminowski – *Page 22-23*
- 14.7 Communication and Political Action Chair Report – Divina Hogan – *Page 24-25*

### 15 OTHER BUSINESS

- 15.1 New District Office Update
- 15.2 Door Prize Draw

### 16 ADJOURNMENT

## WORKING MINUTES

### REPORTS

#### 14.1 TBU PRESIDENT REPORT – ADRIENNE MCEWEN

##### **Thank You**

Thank you to this year's TBU executive members, without whom the critical decisions regarding direction with this school board could not be made. Thank you to our Branch Stewards and CBC representatives, who put your collective agreement interests in the forefront daily, making sure that contract violations are addressed and through whom you have a confidential and caring voice to listen to your concerns. Thank you to our Health and Safety representatives who have been addressing teacher mental health concerns and address physical hazards in the workplace through their monthly safety inspections. Together, we support each other. Together, we are strong.

##### **Contract Issues**

This year has been extraordinary for responding to contract issues. Some of the key issues addressed include ASLE, PLAR outside of Con Ed, cameras in the teaching areas, baseline testing, PD after school, denials of unpaid leaves, unreasonable splits, IA's overstepping into teacher work at TR, TR Leger restructuring, continued violations of the Cummings SST/LNR Award, and class sizes for new 'W' classes and de-streamed academic Grade 9 classes. The UCDSB continues to drive forward with new proposals and projects with little to no collaboration or consultation with OSSTF and other stakeholders.

##### **Final Thoughts**

The school board has put the professionalism and extraordinary efforts made by teachers during the last few years in their rearview mirror. This is demonstrated by the numerous grievances, continued violations of arbitrations, and lack of support for teachers when dealing with student discipline. Never has this office heard so many voices telling us that their administrators do not have their backs, resulting in many schools with toxic work environments.

Remember that you are the backbone of this school board, and your students appreciate all that you do every day to make them feel valued.

As OSSTF, we appreciate each other and what we can do when we stand together. This is more important now to remember than ever before, as we face a Conservative government that is determined to break down public education and undermine it by underfunding and prioritizing partnerships with private corporations.

We must unite and move forward together.

*Let us not take thought for our separate interests but let us help one another.*

## WORKING MINUTES

### 14.2 OTBU PRESIDENT REPORT – ELAINE WARNER-LAXTON

This year seems to have flown by. Your executive has been busy with bargaining but alas has gotten virtually nowhere. The Board wants to strip our contract of clauses that we feel are important and that serve to ensure work for our members. Please look to see some emails about bargaining both at the Central (Toronto) and Local (Upper Canada) levels. This government is determined to strip public education of its internationally-recognised excellence. We may, as CUPE was, be forced to push the government to agree to wages and working conditions that reflect the work we do.

Hiring of LTO's and Permanent Teachers is another area of concern for me. I feel our Board and its principals have used the lack of Reg 274 to hire teachers with no concern for seniority or service. I have spoken to many other OT Presidents and have found some possible solutions to encourage our Board to honour long-serving members. More to come!

I encourage all of you to take advantage of PD funds, to get to know our collective agreement, and to get involved with our union. If we work together, we can improve our working conditions and get what we deserve.

Please feel free to contact me either by email ([elaine.warner-laxton@d26.osstf.ca](mailto:elaine.warner-laxton@d26.osstf.ca)) or by phone (613 532 2264). I am open to hearing all of your concerns, questions, and suggestions, and I will always treat your comments confidentially.

Respectfully submitted, Elaine Warner-Laxton

### 14.3 PSSP PRESIDENT REPORT – KATHRYN STEWART

PSSP Bargaining Update - PSSP has been at the bargaining table five times since November 2022, and our next bargaining dates are May 18 and June 5. I'm very thankful for all the PSSP members who have been part of writing the bargaining brief, to the members at the bargaining table and the back table.

Pay Equity arbitration dates are set for June 15 and 27. PSSP and Labour Management have been meeting about salary grid placement for new hires, changes to TR Leger and impacts on PSSP members.

PSSP Exec needs new members to fill current vacancies, as well as, increase members engagement. PSSP Exec decided to keep the PSSP position at one-year terms.

Thank you to everyone who supported me in this President position this past year, and big thank you to Tanya - could not have done this without your ongoing support and efforts.

~Kathryn Stewart

## WORKING MINUTES

### 14.4 DISTRICT OFFICER REPORT – TANYA CROSBIE

#### Sick Leave and Accommodations

Accessing of sick leave has returned to pre-COVID levels. Most sick leaves are for physical illness and/or surgeries. Some members are accessing partial sick leave for their illnesses as a way of maintaining their connection to work yet allowing them to address their health concerns.

The main issue that has arisen is the board not tracking sick leave correctly. Either they are: 1) Not deducting sick leave properly, 2) Not deducting the 10% when they should, and/or 3) Not notifying the member that their sick leave has expired or they have reached the 90% sick leave days. These issues have been brought to the board's attention and they consider them "one-offs", however, it has happened with increased occurrences this school year. The TBU Negotiating team is discussing this issue at the bargaining table.

As for accommodations, the board continues their approach of only providing accommodations that don't cost anything and don't inconvenience the school/board. Recently one of our cases was brought to the Ontario Human Rights Commission for mediation to see if the OHRC will hold the board accountable for this lack of accommodation and their treatment of people with disabilities. Even at this level of theoretical accountability, the board was not willing to provide a true accommodation for the member or accept any form of wrongdoing.

#### LTD

We currently have 13 members accessing LTD. There has been one new approval, and I'm happy to report that it was easily obtained which was very much needed for the member. There are two members who have recently applied for LTD. Two other members are appealing their denials, however, one is again experiencing delay tactics from OTIP. Three members have reached their "Change of Definition" point over the last two months, and OTIP has maintained one person on LTD, ended LTD for another person and the third person has received an extension while OTIP finalizes their decision.

As of January 1, 2023, OTIP is insisting that confirmation of retirement be provided to cancel LTD premiums for retirees. Due to the inconsistency and inefficiency of our board at times, this greatly delays the process. I spoke with HR to see if we could agree on a turnaround time and format of confirmation. Even after providing a reasonable rationale for this, the board was unwilling to commit to a time frame or format. The TBU negotiating team is discussing this issue at the bargaining table. At present, the board has been efficient in responding to retirement letters, but the onus has fallen on the member/me to follow up with HR if a response is not given within a week or two.

#### TBU/OTBU PD Funding Applications

There is still lots of money remaining for funding professional development opportunities for TBU and OTBU members. If you did attend some form of PD this school year (not paid for by UCDSB) or completed a non-credit, AQ or ABQ course, please consider putting in an application before June 9, 2023. Details can be found on our website, [www.osstf26.com](http://www.osstf26.com). If a course/workshop/conference occurs in the summer that it will be considered part of the 2023-24 school year.

## WORKING MINUTES

### 14.5 HEALTH AND SAFETY OFFICER REPORT – SUSAN THORPE

*Respectfully submitted by: Susan Thorpe, District Health and Safety Officer*

“Ontario’s Occupational Health and Safety Act sets out the rights and duties for occupational health and safety of all parties in the workplace. The act provides for enforcement of the law in cases where compliance has not been voluntarily achieved. The requirements for violence and harassment in the workplace establish minimum standards and set out the rights and duties of all those who have a role in dealing with workplace violence and workplace harassment. One of the primary purposes of the Occupational Health and Safety Act is to facilitate a strong Internal Responsibility System (IRS) in the workplace. The IRS means that everyone in the workplace has a role to play in keeping workplaces safe and healthy. Workers in the workplace who see a health and safety problem such as a hazard or contravention of the Act in the workplace have a duty to report the situation to the employer or a supervisor. Employers and supervisors are, in turn, required to address those situations.”

*-MOL Website Workplace Violence (2017)*

**Dual reporting requirement:** Both the school board's workplace violence reporting form and the Safe Schools Incident Reporting Forms (available on INSITE) must be completed if:

- the incident meets the definition of workplace violence (OHSA); and
- the alleged assailant is a student; and
- the student may also have engaged in a serious student incident.

A reminder that there is a debriefing chart to be used immediately (within 5-30 mins) after a violent incident occurs to help administrators to better assist employees in the aftermath of an incident. All incidents, including workplace violence, are to be reported using the Online Incident Reporting, accessible under Useful Links on the “My Site” page of INSITE.

Continue to do the exceptional work you do in a safe manner and report things when you see general hazards that pose a risk. OSSTF Health and Safety Site Reps are available to assist and their continued dedication and direction to members at each site is appreciated.

As previous year’s reports have indicated, slips, trips and falls continue to be a contributing issue of lost time or injury to our membership and the staff of UCDSB. Please monitor your areas for all hazards (water, uneven rugs/floors, ice or un-cleared snow during the winter months) and report it to your supervisor as a Health & Safety issue that you want addressed. Just a reminder, for your own health and safety, be mindful in choosing appropriate footwear for the season and conditions as this could be a contributing factor as to why people slip, trip or fall.

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We are continually providing our input to worker safety in partnership with the other affiliates through the Joint Health and Safety Committee. This year has seen an increase in violence reports to the union at some workplaces. We would encourage all members to report all incidents to your supervisor or principal, including the completion of the online incident reporting forms (on Insite). If you encounter any resistance from admin, please contact OSSTF. Though COVID-19 is becoming less of a factor (the UCDSB COVID-19 guidelines were rescinded earlier this year), we would still encourage you to follow safety precautions and provincial screening if you or your colleagues become ill.

You may have noticed a visit from the Ministry of Labour, Immigration, Training and Skills Development. Inspectors have been visiting education workplaces as part of the Compliance Initiative Focused on Workplace Violence.

Along with other affiliates, we continue to advocate for your health and safety at work through the various avenues available to us with the board.

Tanya Crosbie and I will be joined in May by several of our Health and Safety Site Reps at the OSSTF/FEESO HS/WSIAC Regional Training to be held in Brockville.

If you have any suggestions that you would like to see as part of ongoing Health and Safety PD contact the District Office.

I would like to acknowledge David Firlotte and Tanya Crosbie who represent our members on our JHSC and their time and effort in keeping our members safe in the workplace, whether that be in a school board building or at home.

Please, feel free to contact me or the District Office regarding Health and Safety matters.

## WORKING MINUTES

### 14.6 EQUITY, ANTI-RACISM, AND ANTI-OPPRESSION OFFICER REPORT – LISA ELMINOWSKI



#### Committee Members:

Lisa Elminowski, chair  
Becky Clarke, Status of Women rep  
Divina Hogan, Human Rights rep  
Carol-Ann Fox  
Rachel Héту  
Louise Lanctot

Adrienne McEwen  
Kathi Poirier  
Jane Witte  
Tanya Crosbie, ex-officio District Officer  
Alison Dennis, ex-officio Provincial Status of Women rep

#### GOALS:

- To center the voices and increase the representation of minority groups within our membership.
- To provide an equity lens in developing policies and procedures, both for all members at large in the board.
- To build the capacity and confidence of our members in applying an anti-oppression lens to themselves, their workplace, and their teachings.

#### Main Projects:

- a. Created a network with other union equity reps (OSSTF OTBU, PSSPBU, HR, SW; CUPE, ETFO, & ETFO-OT) to collaborate on board-wide initiatives and co-support during negotiations.
- b. Appointed Status of Women and Human Rights reps within the committee to maintain focus and subdivide the workload: Becky Clarke (OTBU) as Status of Women, and Divina Hogan (TBU) as Human Rights.

## WORKING MINUTES

- c. Piloted the first equity-based book club for D26 executive and committee members, reading Layla F. Saad's "Me & White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor." The goal is to challenge our perspectives, understand unconscious bias, bring better representation of all members to District leadership.
- d. **STILL TO COME:** Coordinated 2 Dr. ABC virtual workshops for all members, May 8 & 15<sup>th</sup> (see flyers for details!)
- e. Shifting to focus on engaging, supporting, promoting, and making intentional space for equity-seeking members' voices.

*Are you interested in participating in an equity-based book club next year? Have a good resource to suggest? Please contact Lisa (EARAO Officer) at [elminowski@gmail.com](mailto:elminowski@gmail.com).*

**HOW CAN WE DO THIS BETTER?** Please send feedback and suggestions to [elminowski@gmail.com](mailto:elminowski@gmail.com)

### Training for Committee Members:

- a. Harmony Movement's Educator's Anti-Racism Conference in February offered a series of speakers and workshops to educators at various levels and in a variety of roles within schools. (Adrienne & Divina)
- b. Attended AMPA as EARAO Officer to participate specifically with an equity lens, to network with other newly established EARAO Officers (from all bargaining units), and to bring Provincial equity opportunities and resources back to District.
- c. Racial Equity Facilitator Training completed virtually with the Equity Training Institute throughout March. This "train-the-trainer" model program was designed to teach how to teach others about equity work at all levels. (Lisa)
- d. First EARAO Officer's training by OSSTF Provincial April 5<sup>th</sup>. to establish role guidelines, central funding available, regional and affinity group networks, and common future directions. (Lisa & Becky)
- e. Status of Women Provincial Conference held in-person for the first time since the pandemic. (Alison, Becky, Kathi Poirier, & Amy Huang)
- f. Becky was selected to attend the upcoming CTF National Women's Symposium in May.

### Community Campaigns Supported:

- a. CUPE job actions
- b. Gananoque Pride Alliance
- c. Cornwall Labour Council's International Women's Day dinner
- d. Maison Baldwin House (women's shelter)
- e. What Now Lanark County (addressing intimate partner violence)
- f. CLC's Tampon Tuesday Campaign with the United Way

**STILL TO COME:** North Grenville Pride (Join us **June 3<sup>rd</sup>**! Contact Kathi Poirier for details)



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### 14.7 COMMUNICATION AND POLITICAL ACTION OFFICER REPORT – DIVINA HOGAN

Greetings from the D26 Communications & Political Action Committee 2022-23! Your dedicated CPAC members, have remained busy with achieving some of our key goals: keeping all forms of communication open, relevant and accessible for all our members; helping people to stay informed about dialogues on education-based issues and workplace concerns that affect them; and supporting and engaging our members within our Union work and with educational activism.

This past Fall, our committee had the privilege of receiving and judging our District 26 students' work for our Annual D26--Provincial OSSTF Student Achievement Awards. This year's theme of *"I am Everything They Say I am Not"* was wonderfully reflected in our students' artwork, writing, videos, and multi-media works. All fourteen student entries received certificates, and our six local District winners that were sent to the next level, also received gift card prizes. We would also like to especially acknowledge Dean Comtois' entry, "I'm Human too." from Seaway DHS supported by their teacher, Pamela Linklater. They won in their category and they were able to go to the OSSTF Annual Meeting of the Provincial Assembly (AMPA) in Toronto to receive their award. Bravo to all our participants and winners for all of their creative and inspiring work, and a special thank you to all their teacher mentors for all of their time and support!

Over the past few months, our CPAC members have: actively participated in Provincial Lobby Day at Queen's Park; attended the Provincial OSSTF CPAC Conference; held online Meet-Ups for local candidates and trustees in the Provincial & Municipal elections; supported formational planning for our district STEP representatives on Parent/School Councils; continue to speak up at rallies and work with the local chapters of the Ontario Health Coalition; represented us and supported the work of many of our local area Labour Councils; continued with Social Media posts to maintain our District 26 presence; shown solidarity and support for other area CUPE and other Unions' members at rallies; will be attending the Canadian Labour Congress Convention in May; and continue to actively engage in the Ontario Federation of Labour's campaign, "Enough is Enough" to galvanize workers across Ontario over the months to come.

Our committee was also able to attain Provincial funding for our two main Member Engagement Events: for members and their families at Countryside Adventures OSSTF Skating Trails Day Out (February 12<sup>th</sup>), and, for Members-Only at our OSSTF Absolute Comedy Night Out (April 22<sup>nd</sup>). They were both wonderful opportunities for our members and their families to see each other, get out, have some fun, and have a great time learning more about our OSSTF District people and our Union too!

In conclusion, I would like to express my sincere appreciation to District Officer Tanya Crosbie for her continued dedication and hard work with both our local and Provincial committees; to Louise Lanctot, Kathi Poirier, Ralph Wightman, Amber Reid, Crystal Watson and Pamela Linklater for their energy, their

## WORKING MINUTES

voices, and solid support that made this committee a fun and active group that was a great pleasure to work with this year.

I encourage each of you to consider speaking up and coming out to join our Communications & Political Action Committee. You will not only get to meet some awesome people from around the District, but you will be able to gather and work together in solidarity to achieve many of our common goals of keeping members informed and getting them engaged in our Union and society.

Here is the link to join any of our District Committees: <https://forms.office.com/r/xtEFXbHc7F>

In the year to come, we look towards continuing to work with CPAC in engaging and supporting our members with moving our education platforms forward.

