

DISTRICT AGM 2021 – APPENDIX A

DISTRICT 26
ANNUAL GENERAL MEETING
Thursday, May 9, 2019
North Grenville Municipal Centre
6:30PM
UNAPPROVED MINUTES

NOTE: *Original minutes taken at the meeting were lost. Members were given from October 21, 2020 to May 6, 2021 to provide details as their personal notes reflected. The minutes below reflect what was gathered.*

1. Call to Order
2. Welcome
3. OSSTF Pledge / Motto
4. Anti-Harassment Statement
5. Approval of Agenda (Resolution – Procedure 01)
6. Approval of Minutes of the District AGM of May 2, 2018 (Resolution – Procedure 02)
7. Awards Presentation
 - 7.1 District Awards
 - 7.2 Roll call of retirees 2018-2019
 - 7.3 Roll call of 25 year pin recipients
8. District Executive
 - 8.1 Presentation of Acclaimed Candidates for District Executive
 - 8.2 Vacant Positions
 - 8.3 Candidates for Contested Positions and Speeches (maximum 5 minutes)
 - 8.4 Other Executive
9. Provincial Executive Report (Appendix A)
10. New Business
 - 10.1 Report of Treasurer and presentation of the 2019-2020 Budget
 - 10.2 Constitution Amendments
11. Reports of the Officers. (Written reports- questions only):
 - 11.1 President
 - 11.2 Bargaining Unit Presidents
 - 11.2.1 TBU
 - 11.2.2 OTBU
 - 11.2.3 PSSP
 - 11.3 District Officer
 - 11.4 Committee for Equity and Diversity Officer
 - 11.5 Communications and Political Action Officer

11.6 Education Services Officer

11.7 District Health and Safety Officer

12. Other Business

13. Adjournment

1. Call to Order

2. Welcome

The Ontario Secondary School Teachers' Federation acknowledges and thanks the Haudenosaune People of this territory and other Indigenous Peoples for sharing this land so that we may come together today in a good way.

Head Table:

Paul Caccamo, Executive Officer (soon to be Vice-President), OSSTF

Steven Newstead, Executive Assistant, OSSTF

Crystal Watson, Acting District President

Danny Thomas, TBU President

Jim Mulville, PSSP President

Elaine Warner-Laxton, OTBU President

Adrienne McEwen, District Officer

Richard Scharf, District Treasurer

Paula Jones, District Secretary

Other Executive Members:

Health & Safety Officer, Shelley Bulloch

CPAC Chair, Tanya Crosbie

Educational Services Chair, Pamela Linklater

Equity and Diversity Chair, Lisa Elminowski

District President, Elpis Law

3. OSSTF Pledge

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-HARRASMENT 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 OSSTF/FEESO Policies and Bylaws and the Resolution and Complaint Procedure, as approved by AMPA.

The designated Anti-Harassment Officer for OSSTF, District 26, 2017-2018 is Adrienne McEwen, cell phone 613-246-4472

5. APPROVAL OF AGENDA (RESOLUTION – PROCEDURE 01)

BIRT the agenda be approved.

Moved by; *Unknown*

Seconded by; *Unknown*

Procedure 2019-01

CARRIED

6. APPROVAL OF MINUTES OF THE DISTRICT AGM OF MAY 2, 2018 (RESOLUTION – PROCEDURE 02)

**DISTRICT 26
ANNUAL GENERAL MEETING
Wednesday, May 2, 2018
North Grenville Municipal Centre
6:30PM**

Unapproved Minutes

A member of OSSTF has the right to an equitable work and union environment free from the destructive effects of discrimination and harassment. The designated Anti-Harassment Officer for OSSTF, District 26, 2017-2018 is Adrienne McEwen, cell phone 613-246-4472 The Ontario Secondary School Teachers' Federation acknowledges and thanks the Haudenosaune People of this territory and other Indigenous Peoples for sharing this land so that we may come together today in a good way.

1. Call to Order
2. Welcome
3. OSSTF Pledge / Motto
4. Anti-Harassment Statement
5. Presentation of District Awards
 - Elpis Law and Adrienne McEwen presented the following awards:

Rhonda Kimberly-Young award: Pamela Linklater

Gordie Award: Louise Lanctot

New Member Award: Crystal Embleton

Branch Steward Award: Jason Wright

Voluntary Recognition plaque: Murray Tait

Voluntary Recognition plaque: Stu Prevost

- Pamela Linklater and Adrienne McEwen presented the **Unsung Hero** awards to: Marilyn MacGregor, Heather Grant, Jamie Christie, Christine Campbell, Meaghan MacPherson, Sharon Bourque, Lucie Lefebvre

6. Roll Call of Retirees/25-year Service Pins

Roll call of retirees 2017-18: Danny Thomas

Al Howard (SFDCl), Paul Cauley (SFDCl), Richard Hughes (NGDHS), Clair Sadler (NGDHS), William Treusch (Almonte DHS), Paul Davison (GSS), Murray Tait (BCI), Harold Mix (TR Leger), Monique Lacombe (Tagwi), Thomas Joron (CPHS), Lori Carlisle (Char-Lan DHS), Craig Carlisle (Char-Lan DHS), Wayne Lee (VCI), Gordon Poole (PDCI), Edward Bryant (PDCI), Judith Belanger (GSS), Charlene de Wit (Athens), Stuart Prevost (CCVS), Kevin Korpinen (PSSP).

Roll call of 25 year pin recipients: Danny Thomas

Jennifer Murdock (NGDHS), Thomas Joron (CPHS), David Black (TISS), Kelly Blair (Rideau DHS), Craig Carlisle (Char-Lan DHS), Brian Dickie (CPHS), Kelly Durant (NDDHS), Robert Goodbun (Char-Lan DHS), Barry Brown (CCVS), Kimberly Lawless (TR Leger), Jeffrey Wilson (CCVS), Alain Lacerte (NGDHS), Ian Ross (SGDHS), and Donna Carr (Rockland DHS).

7. Approval of Agenda (Resolution – Procedure 01)

BIRT the agenda be approved

Moved by; R. Shaheen

Seconded by;

G. Elliott

PROCEDURE 2018-01

CARRIED

8. Approval of Minutes of the District AGM of May 11, 2017 (Resolution – Procedure 02)

BIRT the Minutes of May 11, 2017 be approved

Moved by; K. Ross

Seconded by;

J. Gilbert

PROCEDURE 2018-02

CARRIED

9.

Presentation of Candidates Acclaimed to Executive Positions:

District Executive	
President	Elpis Law
Vice President	Crystal Watson
District Officer	Adrienne McEwen
Secretary	vacant
Treasurer	Richard Scharf
Committee for Equity & Diversity Officer	Sarah Snelling
Educational Services Officer	Pamela Linklater
District Health & Safety Officer	Shelley Bulloch
Communication & Political Action Officer	Tanya Crosbie

Other Executive for 2018/2019, as reported by the Bargaining Units:

Teacher Bargaining Unit	
President	Danny Thomas
Vice President	Crystal Watson/Pamela Linklater
Secretary	Alison Dennis
Treasurer	Tanya Crosbie
Chief Negotiator/Contract Maintenance Officer	Rob Shaheen
Grievance Officer	Rob Shaheen
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>	To Be Determined
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>	To Be Determined

Occasional Teacher Bargaining Unit	
President	Elaine Warner-Laxton
Vice President	Eric Rylands
Secretary	Sarah Snelling
Treasurer	Louise Lanctot
Chief Negotiator	Melanie Barclay-Wood
Grievance Officer	Melanie Barclay-Wood
Health & Safety Representative	Susan Thorpe
Education Services Representative	John Bouwers
Communications & Political Action Representative	Louise Lanctot
Equity & Diversity Representative	Ralph Wightman

Professional Student Services Personnel	
President	Jim Mulville
Vice President	Shelley Bulloch
Secretary	Shelley Bulloch
Treasurer	Shelley Bulloch
Chief Negotiator	Mandy Steele
Grievance Officer	Mandy Steele
PSSP Members-At-Large	Crystal Embleton Valerie Corbin Stephanie Scheeler Vacant

10. Report of Provincial Executive – Karen Littlewood
11. New Business
 - 11.1. Report of the Treasurer and presentation of the 2018-19 Budget
 - 11.2. Constitutional Amendments & other resolutions

BIRT Article 2.2 Name be amended to add “**2.2.4 OSSTF D26**”

Proposed Language:

2.2 Acceptable short names of the District shall be as follows:

2.2.1 District 26 OSSTF;

2.2.2 Upper Canada District 26 OSSTF;

2.2.3 District 26;

2.2.4 OSSTF D26

Moved by; Pamela Linklater

Seconded by;

Elaine Warner-Laxton

CON 2018-01

CARRIED

BIRT Bylaw 4.4.9 Elections at the Annual General Meeting be amended by the substitution of the word “majority” with the word “plurality”.

Proposed Language:

4.4.9 Election shall be by ~~majority~~ **plurality** vote by secret ballot, by those eligible to vote and voting, in all work sites within one week of the District Annual General Meeting.

Moved by; Danny Thomas

Seconded by;

Jim Mulville

BYLAW 2018-01

CARRIED

BIRT Bylaw 14.2.1 be changed to: "No fewer than five (5), but no more than twenty-six (26) voting representatives, inclusive of the chair."

Proposed Language:

14.2 The Communication/Political Action Committee, Educational Services Committee, and Committee for Equity and Diversity shall consist of: (A.12)

14.2.1 no fewer than ~~eight (8)~~ **five (5)** but no more than twenty-six (26) voting representatives, inclusive of the Chair;

14.2.2 The District shall solicit nominations for each committee in May for the following school year. The District Executive shall appoint from the nominations received, ensuring that priority be given to one representative per secondary school and one representative from each Eastern and Western non-school branch from the Teacher Bargaining Unit, one representative of the PSSP Bargaining Unit and one representative of the Occasional Teachers' Bargaining Unit;

14.2.3 The size of each committee shall be established by September 30, after appointments have been made. (A.16)

Moved by; Crystal Watson

Seconded by; Tanya Crosbie

BYLAW 2018-02

CARRIED

BIRT that CON 2018-06, BYLAW 2018-08, BYLAW 2018-09, BYLAW 2018-10, and BYLAW 2018-11 be considered en bloc.

Moved by; Adrienne McEwen

Seconded by; Elaine Warner-Laxton

PROCEDURE 2018-04

CARRIED

BIRT that the motions contained in the bloc in PROCEDURE 2018-04 are approved.

Moved by; Kris Ross

Seconded by; Adrienne McEwen

PROCEDURE 2018-05

CARRIED

BIRT Article 9 District Committees be amended by deleting "9.1.5 Services Review Committee"

Proposed Language:

9.1 The Executive shall establish the following standing committees to carry out the objects of the District:

9.1.1 Communication /Political Action,

9.1.2 Educational Services,

9.1.3 Health & Safety,

9.1.4 Committee for Equity and Diversity, (A.12)

~~9.1.5 Services Review Committee,~~

Moved by; Kris Ross

Seconded by; Adrienne McEwen

CON 2018-06

CARRIED

BIRT Bylaw 15.1 Services Review Committee be amended by

- the addition of “, **when it deems so necessary**,” after the word "shall" and before the word "provide".
- the deletion of "a **standing**" and the addition of "**an ad hoc**" before the word "committee"
- the insertion of, “or when requested by resolution of any committee or bargaining unit within the district” after “when it deems so necessary”.

Proposed Language:

15.1 The District Executive shall, **when it deems so necessary, or when requested by resolution of any committee or bargaining unit within the district** provide for ~~a standing~~ **an ad hoc** committee known as the “Services Review Committee.”

Moved by; Kris Ross

Seconded by;

Adrienne McEwen

BYLAW 2018-07

CARRIED

BIRT BYLAW 2018-07 be amended by the insertion of, “or when requested by resolution of any committee or bargaining unit within the district” after “when it deems so necessary”.

Proposed Language:

15.1 The District Executive shall, **when it deems so necessary or when requested by resolution of any committee or bargaining unit within the district**, provide for ~~a standing~~ **an ad hoc** committee known as the “Services Review Committee.”

Moved by; Richard Scharf

Seconded by;

Del Jones

BYLAW 2018-07 Amendment #1

CARRIED

BIRT Bylaw 15.3.2 Services Review Committee be amended by the deletion of “**in each Federation year.**”

Proposed Language:

15.3.2 The committee shall elect a chair from amongst its voting members at their first meeting ~~in each Federation year.~~

Moved by; Kris Ross

Seconded by;

Adrienne McEwen

BYLAW 2018-08

CARRIED

BIRT Bylaw 15.4 Services Review Committee be amended by

- the addition of the word “**or**” after 15.4.1.1, 15.4.1.2, 15.4.1.3, 15.4.2, 15.4.3, 15.4.4.
- the deletion of the words “**from time to time**” and “**any committee, body or board or unit within**”

Proposed Language:

- 15.4 The Services Review Committee shall examine and make recommendations on: (A.16)
- 15.4.1 the level and type of services District 26 offers its members, including
- 15.4.1.1 ways of encouraging members to work at the District or within its committees; **or**
- 15.4.1.2 meeting mechanisms (conference call, day release, evening meeting, etc.); **or**
- 15.4.1.3 level of financial assistance available; **or**
- 15.4.2 any efficiencies that could be found within the current District 26 structure; **or**
- 15.4.3 system of time release for officers of the District; **or**
- 15.4.4 level of remuneration, including travel remuneration, paid to officers, employees, and members of the District; **or**
- 15.4.5 Issues forwarded to the committee, ~~from time to time, from any committee, body, or board or unit within~~ the District

Moved by; Kris Ross

Seconded by;

Adrienne McEwen

BYLAW 2018-09

CARRIED

BIRT Bylaw 15.5 Services Review Committee be amended by the following additions and deletion as follows:

- Bylaw 15.5.1 with the deletion “**at least twice each Federation year**” and with the addition of “**as required**”.
- Bylaw 15.5.2 with the deletion “**as the committee deems appropriate**”
- Bylaw 15.5.3 with the deletion of “**an annual**”, “**and**”, and “**to**” and the addition of “**a**”, “**on these**” and “**at**” respectively
- Bylaw 15.5.4 to be deleted.

Proposed Language:

- 15.5 The Committee shall
- 15.5.1 ~~meet at least twice each Federation year~~ **as required**;
- 15.5.2 make interim reports and recommendations, through its chair, to the District Executive ~~as the committee deems appropriate~~;
- 15.5.3 make ~~an annual~~ **a** report ~~and on these~~ recommendations, through its chair, ~~to at~~ the District Annual General Meeting;
- 15.5.4 ~~prepare a budget for the committee.~~

Moved by; Kris Ross

Seconded by;

Adrienne McEwen

BYLAW 2018-10

CARRIED

BIRT Bylaw 15.7 Services Review Committee be amended by the following additions and deletion as follows:

- Bylaw 15.7.1 with the deletion of **“prior to March 31st in each year”** and the addition of **“when it deems so necessary”** and deletion of **“through the distribution of an application form to all work sites”**
- Bylaw 15.7.2 to be deleted.
- Bylaw 15.7.3 to be deleted.
- Bylaw 15.7.4 to be amended by the deletion of **“Services Review Committee shall review the “on time” applications and make recommendations to the”** and the addition of **“shall appoint”** and the deletion of **“on”** and **“to be appointed”**.

Proposed Language:

15.7 Selection of Committee Members

15.7.1 The President of the District shall, ~~prior to March 31st in each year~~ **when it deems so necessary**, invite all members of the District to apply for membership on this committee ~~through the distribution of an application form to all work sites.~~

15.7.2 — In order to be selected to this committee, the candidate(s) for membership must complete an application form and return it to the District President.

~~15.7.3 Applications for positions shall be considered “on time” if they are received prior to the conclusion of the District Annual General Meeting.~~

15.7.4 The Services Review Committee shall review the “on-time” applications and make recommendations to the District Executive ~~shall appoint~~ **on** members to be appointed to the committee.

Moved by;

Rob Shaheen

Seconded by;

Adrienne McEwen

BYLAW 2018-11

CARRIED

BIRT District Executive strike an ad hoc committee to review and recommend a voting system for District elections.

Moved by; Del Jones

Seconded by;

Aaron Banford

PROCEDURE 2018-06

CARRIED

11.3. Budget (Resolution- Budget 01 with any amendments)

Proposed Budget for 2018-2019 Year

	Acct. #	ACCOUNT NAME	2017	2017-2018		2018-2019
			30-Jun	BUDGET	FORECAST 2017-2018	Proposed Budget
REVENUE						
1	4100	Rebate - OSSTF PRO'V'L OFFICE	240,962.00	235,749	235,749	231,018
2	4300	Summer Leadership BM Reduction	-690.00	(1,000)	(1,250)	(1,250)
3	4500	Levy	123,020.21	130,000	130,000	87,750

District AGM Documents and Working Minutes May 9, 2019

4	4501	E I Rebate	56,156.08	56,000	56,000	56,000
5	4504	2010 PD Account	11,553.00	11,270	10904	10,904
6	4800	Interest from reserves	30,967.29	10,000	12,000	10,000
7	4900	Operational Reserve Fund Transfer	-		1,866	47,347
8	4905	Office Furn./Equip. Reserve Fund	-			
9	4906	Training & Succession Fund			700	
10	4905	OTBU PD	3,000.00	3,000	3,000	3,000
11	4506	OTIP Sponsorship	19,000.00	19,000	19,000	19,000
TOTAL REVENUE			483,969	464,019	467,969	463,769

EXPENSES

DISTRICT EXPENSES						
12	5050	Executive Travel (Day)	2,146.00	2,000	2,000	2,000
13	5051	Travel Allowance Bylaw (Commute)	5,625.00	5,625	5,625	5,625
14	5100	Executive Meals	721.05	550	550	550
15	5125	Executive Conference Calls	350.52	400	400	400
16	5150	Executive Meetings	4,304.58	4,000	4,000	4,000
17	5215	District Officer Salaries & Benefits	70,563.76	61,227	61,227	67,227
18	5245	Pre-AMPA meeting/call	107.76	110	910	110
19	5250	AMPA	6,531.18	7,000	6,200	7,000
20	5310	Retirement Gifts	2,182.78	1,100	2,000	1,500
21	5315	Donations	2,500.00	1,000	1,000	1,600
22	5322	Conferences	10,769.69	10,000	10,000	10,000
23	5327	Health & Safety Committee	93.55	1,200	1,200	1,200
24	5330	Worksite Special Events Fund	1,590.89	3,500	3,500	3,500
25	5340	Membership Involvement	3,192.80	1,500	1,500	1,500
26	5350	AGM Awards	916.10	1,400	1,400	1,400
27	5360	AGM	8,500.90	8,000	8,000	8,000
28	5370	School Graduation Bursaries	13,000.00	13,500	13,500	13,500
29	5400	CPAC	5,332.39	7,300	7,300	7,300
30	5405	Coalition Memberships	387.50	400	395	400
31	5410	Committee for Equity & Diversity	759.46	4,400	2,500	3,000
32	5425	Services Review Committee	279.95	350	100	350
33	5426	Pension & Benefits	520.00	600	800	800
34	5430	Education Services	6,284.02	7,500	7,500	7,370

District AGM Documents and Working Minutes May 9, 2019

35	5438	Reserve Fund Committee	221.48	227	100	227
36	5480	Strike fund donations	-	250	290	250
	SUB-TOTAL DISTRICT EXPENSES		146,881	143,139	141,997	148,809

	OFFICE EXPENSES					
37	5510	Office Rent	46,551.17	47,740	48,000	47,740
38	5520	Office Supplies	2,110.70	2,500	2,500	2,500
39	5530	Office Phone	6,593.48	6,600	7,200	7,200
40	5535	Office Internet	310.75	325	-	325
41	5540	Office Services	5,173.44	6,000	6,000	6,000
42	5550	Office Subscriptions	0.00	-	-	-
43	5560	Office Equipment	2,185.36	4,700	4,700	2,200
44	5570	Office Library	514.59	474	474	474
45	5580	Office Misc	0.00			
	SUB-TOTAL OFFICE EXPENSES		63,439	68,339	68,874	66,439

	TBU EXPENSES					
46	5610	TBU Meals	2,869.15	2,000	2,000	2,000
47	5615	TBU Exec Conference Calls /Mtgs	883.35	500	500	500
48	5620	TBU Travel (Day)	7,976.58	5,000	5,000	5,500
49	5625	TBU Branch Rep Training	3,289.18	3,300	3,950	3,300
50	5630	TBU Council	2,693.60	4,000	4,000	3,900
51	5635	TBU Pres/Ch. Neg. Travel (Commute)	11,250.00	11,250	11,250	11,250
52	5640	TBU Misc. expenses	-3,345.57	-		-
53	5645	TBU Branch Steward Release Time	3,060.46	2,750	2,750	2,750
54	5650	TBU Pres. Release Cost	71,929.25	66,101	66,101	72,172
55	5320	TBU Chief Negotiator salary/benefits	70,563.75	66,101	66,101	72,172
56	5321	TBU Grievances	1,153.53	1,000	1,000	1,000
57	5323	TBU CBC Meetings	4,992.26	4,000	4,000	4,000
58	5324	TBU Negotiations	902.75	1,000	1,000	3,500
	SUB-TOTAL TBU EXPENSES		178,218	167,002	167,652	182,044

	PSSP EXPENSES					
59	5325	PSSP Negotiations / Grievances	153.45	1,000	1,000	1,000
60	5710	PSSP Executive Conference Calls	113.74	300	300	300
61	5711	PSSP Meals	905.62	1,500	1,000	1,500

District AGM Documents and Working Minutes May 9, 2019

62	5712	PSSP Travel	1,297.35	2,000	2,000	2,500
63	5713	PSSP Meetings Other	255.07		100	400
64	5715	PSSP AGM	0.00			
65	5720	PSSP Conferences / Workshops	0.00	1,000	-	1,000
	SUB-TOTAL PSSP EXPENSES		2,725	5,800	4,400	6,700
	SALARY EXPENSES					
66	5810	Office Manager Wages	54,625.90	50,460	50,460	38,548
67	5820	Office Manager CPP	2,226.81	2,413	2,413	1,845
68	5830	Office Manager EI	1,002.76	791	791	605
69	5835	Office Manager Pension	5,040.80	4,540	4,540	3,200
70	5840	Office OTIP/ Benefits	6,960.41	7,473	3,661	1,040
71	5841	Office WSIB employee cost	420.23	378	378	289
72	5845	Office Mngr. Sick Leave Grat. Ben.	283.16	401	401	
	SUB-TOTAL OFFICE EXPENSES		70,560	66,456	62,644	45,527
	OTBU EXPENSES					
73	5326	OT Negotiations	990.00	1,000	1,000	1,300
74	5910	OT Meetings	2,153.07	3,000	3,000	2,200
75	5911	OT Communications	0.00			
76	5912	OT Executive Release Days	6,666.21	5,600	13,600	6,600
77	5913	OT Sector Council Rep	0.00		-	
78	5914	OT Travel	558.00	500	100	850
79	5915	OT Miscellaneous	0.00	-	700	-
80	5916	OT PD	3,000.00	3,000	3,000	3,000
81	5917	OT Conference Calls	265.10	300	300	300
	SUB-TOTAL OCCASIONAL EXPENSES		13,632	13,400	21,700	14,250
TOTAL EXPENSES NET INCOME			475,457	464,136	467,266	463,769
			\$ 8,512	\$ (117)	\$ 703	\$ -

BIRT line 5 of the budget (2010 PD Account, Account#4501) be updated to \$10904, and that Line 8 (Operational Reserve Fund, Acct\$4900) be increased by \$366 to rebalance the budget.

Moved by; Richard Scharf

Seconded by; Elpis Law

BUDGET 2018-03 Amendment #1

CARRIED

BIRT the budget be amended such that \$600 be transferred from line 21 of the budget to line 76, \$350 be transferred from line 32 of the budget to line 76, \$300 be transferred from line 29 of the budget to line 76, and \$370 be transferred from line 34 of the budget to line 76.

Moved by; Melanie Barclay-Wood

Seconded by; Elaine Warner-Laxton

BUDGET 2018-04 Amendment #2

DEFEATED

BIRT the budget be amended such that \$625 be transferred from line 13 of the budget to line 76 and \$1250 be transferred from line 51 of the budget to line 76.

Moved by; Melanie Barclay-Wood

Seconded by; Elaine Warner-Laxton

BUDGET 2018-05 Amendment #3

DEFEATED

BIRT \$2000 be transferred from Reserve to line 76.

Moved by; Elaine Warner-Laxton

Seconded by; Melanie Barclay-Wood

BUDGET 2018-05 Amendment #3

DEFEATED

BIRT the District Levy rate be temporarily reduced from 0.2% to 0.135% for the 2018-2019 school year, reverting back to 0.2% thereafter, subject to bylaw 6.2.

Moved by; Richard Scharf

Seconded by; Adrienne McEwen

BUDGET 2018-01

CARRIED

BIRT the budget for 2017-18 be approved.

Moved by; Richard Scharf

Seconded by; Adrienne McEwen

BUDGET 2018-01

CARRIED

End of May 2, 2018 Minutes

BIRT, the minutes of May 2, 2018 be approved.

Moved by; *Unknown*

Seconded by; *Unknown*

Procedure 2019 - 02

CARRIED

7. AWARDS PRESENTATION

7.1 Awards

Rhonda Kimberly-Young award: Kris Ross

Marjorie Laphen award: Gord Zubyc

7.2 Roll call of retirees 2018-19

Mary Bellemare

Marilyn MacGregor

Paul Chapman

Walter McWilliams

Heather Churchill

Pat Messner

Deanna Corbett-White

Paul Murray

Jan de Pater

Marilyn Parkinson

Ann Drummond

Cynthia Smith

Morley Dulmage

Robert St. Onge

Carol Fortune

Sharon Taugher

Muriel Franklin

Danny Thomas

Bryna Lewis

Patty West

Gary Lotz

7.3 25 year pin recipients:

Ronald Kevin Bell	Angela Marie Jones
Sharon Bourque	Judy Ann Lamarche
Derrick Scott Byrd	Kimberley Ann Merkley
Christine Campbell-Sauve	Scott Gordon Reaney
John Gennaro Ciampaglia	Lawrence Neil Smith
Steven Garry Dalgity	Voula Stavroula Strachan
Jevon August Groves	Patty West
Rosemarie Hughes-Dendy	

8. DISTRICT EXECUTIVE

8.1 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:

President – Crystal Watson
Vice President – Elpis Law
Treasurer – Richard Scharf
Educational Services Committee Chair – Pamela Linklater
District Health and Safety Officer – Shelley Bulloch
Committee for Equity and Diversity Chair – Lisa Elminowski
Communications and Political Action Chair – Tanya Crosbie

8.2 Vacant Positions

As per Bylaw 4.4.13 In the event that no nominations are received for a position in accordance with Bylaw 4.4.3, the District Executive shall solicit nominations and appoint to the available position. This process shall begin after the results of all pending ballots, as described in bylaw 4.4.9, have been made public.

Secretary – *Vacant*

8.3 Candidates for Contested Positions and Speeches (maximum 5 minutes):

As per the following bylaws:

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 Officer Position (listed alphabetically by last name):

Speech Order
TBD

- Tanya Crosbie
- Alison Dennis
- Del Jones
- Pamela Linklater
- Mandy Steele
- Crystal Watson

8.4 Other Executive for 2018/2019, as reported by the Bargaining Units:

Teacher Bargaining Unit	
President	Adrienne McEwen
Vice President	Pamela Linklater/Elpis Law
Secretary	Alison Dennis
Treasurer	Tanya Crosbie
Chief Negotiator/Contract Maintenance Officer	Rob Shaheen
Grievance Officer	Rob Shaheen
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>	To Be Determined
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>	To Be Determined

Occasional Teacher Bargaining Unit	
President	Elaine Warner-Laxton
Vice President	Eric Rylands
Secretary	<i>vacant</i>
Treasurer	Louise Lanctot
Chief Negotiator	<i>contested</i>
Grievance Officer	<i>contested</i>
Health & Safety Representative	Susan Thorpe
Education Services Representative	John Bouwers
Communications & Political Action Representative	<i>contested</i>
Equity & Diversity Representative	Ralph Wightman

Professional Student Services Personnel	
President	Jim Mulville
Vice President	Shelley Bulloch
Secretary	Shelley Bulloch
Treasurer	Shelley Bulloch
Chief Negotiator	Mandy Steele
Grievance Officer	Mandy Steele
Health & Safety	Shelley Bulloch
PSSP Members-At-Large	Crystal Embleton Stephanie Sheeler <i>Vacant (2)</i>

9. REPORT OF PROVINCIAL EXECUTIVE

D26 Appendix A AGM

10. NEW BUSINESS

10.1 Report of the Treasurer and presentation of the 2019-2020 Budget

District 26 OSSTF

Comparative Balance Sheet - Comparative Balance Sheet (amounts)

	As at 07/01/2018	As at 04/30/2019	Difference
ASSET			
CURRENT ASSETS			
CIBC	21,326.45	52,294.03	30,967.58
CIBC Savings account	0.00	0.00	0.00
LTD OTIP	0.00	0.00	0.00
GIC Deposits	333,456.62	383,561.24	50,104.62
Investments	324,760.25	326,800.69	-2,040.44
Petty Cash	200.00	200.00	0.00
Rebates Receivable (Yr End)	18,340.87	-14,071.51	32,412.38
TOTAL CURRENT ASSETS	<u>698,084.19</u>	<u>748,784.45</u>	50,700.26
Fixed Assets			
Office Equipment	1.00	1.00	0.00
TOTAL FIXED ASSETS	<u>1.00</u>	<u>1.00</u>	0.00
TOTAL ASSET	<u><u>698,085.19</u></u>	<u><u>748,785.45</u></u>	50,700.26
LIABILITY			

CURRENT LIABILITIES

Salaries Payable	5,785.30	0.00	5,785.30
Other payable	12,244.04	6,451.62	5,792.42
E I Payable	0.00	0.00	0.00
Pension Payable	0.00	0.00	0.00
Income Tax Payable	0.00	0.00	0.00
CPP Payable	<u>0.00</u>	<u>0.00</u>	0.00
TOTAL CURRENT LIABILITIES	<u>18,029.34</u>	<u>6,451.62</u>	11,577.72

TOTAL LIABILITY	<u>18,029.34</u>	<u>6,451.62</u>	11,577.72
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EQUITY

EARNINGS

Operating Reserve Fund	371,382.16	349,445.98	21,936.18
Strike Contingency Fund	50,000.00	50,000.00	0.00
Extraordinary Exp. Contingency Fund	50,000.00	50,000.00	0.00
Succession & Training Res Fund	100,000.00	97,274.10	2,725.90
Furniture & Equip. Reserve Fund	9,338.20	50,000.00	40,661.80
LTD OTIP Reserve	0.00	0.00	0.00
TBU Reserves	20,396.32	20,396.32	0.00
Sick Leave Gratuity Reserve	0.00	0.00	0.00
TBU 512 Account Reserve	0.00	0.00	0.00
PSSP PD Funds (Reserves)	6,203.03	6,005.28	197.75
OTBU Reserve	5,309.60	8,657.75	-3,348.15
Retained Earnings	67,426.54	48,700.92	18,725.62
Current Earnings	<u>0.00</u>	<u>61,853.48</u>	61,853.48
TOTAL EARNINGS	<u>680,055.85</u>	<u>742,333.83</u>	62,277.98

TOTAL EQUITY	<u>680,055.85</u>	<u>742,333.83</u>	62,277.98
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LIABILITIES AND EQUITY	<u>698,085.19</u>	<u>748,785.45</u>	50,700.26
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Generated On: 04/30/2019

Comparative Gross Margin Income Statement - Comparative Income Statement

	<u>Actual 07/01/2018 to 04/30/2019</u>	<u>Budget 07/01/2018 to 06/30/2019</u>	<u>Percent</u>
OPERATING REVENUE			
REVENUE			

District AGM Documents and Working Minutes May 9, 2019

Rebate - OSSTF PROVINCIAL OFFICE	194,051.00	231,018.00	-16.00
Summer Leadership BM Reduction	0.00	-1,250.00	-100.00
Levy	75,675.39	87,750.00	-13.76
EI Rebate (FTE based)	58,185.91	56,000.00	3.90
TBU PD Account	0.00	0.00	0.00
2010 PD Account	0.00	11,270.00	-100.00
OTBU PD Account	3,000.00	3,000.00	0.00
OTIP Sponsorship	0.00	19,000.00	-100.00
CPAC Elections	0.00	0.00	0.00
Interest	7,627.56	10,000.00	-23.72
tsf from Operating Reserve Fund	0.00	46,981.00	-100.00
Furniture & Equipment Reserve Fund	0.00	0.00	0.00
TOTAL REVENUE	<u>338,539.86</u>	<u>463,769.00</u>	-27.00
 TOTAL OPERATING REVENUE	 <u>338,539.86</u>	 <u>463,769.00</u>	 -27.00

COST OF GOODS SOLD

Pension & Benefits Workshops	778.85	800.00	-2.64
2010 PD Fund Expense	0.00	0.00	0.00
60 Mobile #2045	2,737.28	0.00	0.00
60 Mobile #2056	0.00	0.00	0.00
60 Mobile #2080	1,186.96	0.00	0.00
PSSP Takeover	0.00	0.00	0.00
Takeover OT	0.00	0.00	0.00
Building Fund Transfer	0.00	0.00	0.00
TOTAL COST OF GOODS SOLD	<u>4,703.09</u>	<u>800.00</u>	487.89
 GROSS MARGIN	 <u>333,836.77</u>	 <u>462,969.00</u>	 -27.89

OPERATING EXPENSE

EXPENSES

DE Pres & Officer Business travel	1,527.03	2,000.00	-23.65
DE Officer Travel Allowance			
Bylaw	0.00	5,625.00	-100.00
Provincial Councillor Expenses	0.00	0.00	0.00
D26 Pres & Officer Business Meals	396.14	550.00	-27.97
District Exec Conference Calls	0.00	400.00	-100.00
District Exec Meetings kms & meal	3,350.62	4,000.00	-16.23
District Officer Salary & Benefits	32,417.25	67,227.00	-51.78
Pre-Ampa Meeting or Call	0.00	110.00	-100.00

District AGM Documents and Working Minutes May 9, 2019

AMPA	1,423.33	7,000.00	-79.67
Retirement Gifts	700.32	1,500.00	-53.31
Donations	833.84	1,600.00	-47.89
TBU Ch. Negotiator salary/benefits	32,417.35	72,172.00	-55.08
TBU Grievances	878.89	1,000.00	-12.11
Conferences (CBC - L'ship)	7,134.43	10,000.00	-28.66
TBU CBC Meetings	1,407.22	4,000.00	-64.82
TBU Negotiations	590.02	3,500.00	-83.14
PSSP Negotiations	934.59	1,000.00	-6.54
OT Negotiations	135.80	1,300.00	-89.55
Health & Safety	922.04	1,200.00	-23.16
Total Contract & Negotiations	44,420.34	94,172.00	-52.83
Worksite Events \$ 4.50/member/yr	1,406.13	3,500.00	-59.82
Membership Involvement (fund 2045)	532.77	1,500.00	-64.48
AGM Awards	0.00	1,400.00	-100.00
AGM	0.00	8,000.00	-100.00
SS Grad Bursaries (26 x 500)	12,500.00	13,500.00	-7.41
CPAC	3,445.70	7,300.00	-52.80
Coalition Memberships	369.50	400.00	-7.63
CfED Committee Equity & Diversity	834.23	3,000.00	-72.19
Services Review Committee	0.00	350.00	-100.00
ESC - Education Services	5,864.67	7,370.00	-20.43
Reserve Fund Committee	8.10	227.00	-96.43
60 Mobile - OSSTF Prov	18,900.03	0.00	0.00
Takeover Teacher BU	0.00	0.00	0.00
strike fund donations	250.00	250.00	0.00
Office Rent	42,226.98	47,740.00	-11.55
Office Supplies	2,015.88	2,500.00	-19.36
Office Phone (Rogers & Cogeco)	6,444.11	7,200.00	-10.50
Office Internet	0.00	325.00	-100.00
Office Services	5,948.97	6,000.00	-0.85
Office Subscriptions	0.00	0.00	0.00
Office Equipment	1,789.17	2,200.00	-18.67
Office Library	369.49	474.00	-22.05
Office Misc	0.00	0.00	0.00
Office Expenses	58,794.60	66,439.00	-11.51
TBU Meals	1,522.81	2,000.00	-23.86
TBU Exec Conference Calls	128.46	500.00	-74.31
TBU Travel (Board, PO, Schools etc)	2,848.72	5,500.00	-48.21
TBU Branch Rep Training	2,139.35	3,300.00	-35.17
TBU Council	2,339.88	3,900.00	-40.00
TBU Pres & Chief Neg. Commute bylaw	2,407.00	11,250.00	-78.60
TBU Misc. expenses	0.00	0.00	0.00

District AGM Documents and Working Minutes May 9, 2019

TBU Branch Steward Release Time	0.00	2,750.00	-100.00
TBU Pres. Release Cost /no benefits	32,417.36	72,172.00	-55.08
PSSP Exec Conference Calls	116.95	300.00	-61.02
PSSP Meals	1,495.64	1,500.00	-0.29
PSSP Travel	1,300.20	2,500.00	-47.99
PSSP Meetings-Other	0.00	400.00	-100.00
PSSP AGM	0.00	0.00	0.00
PSSP Conferences/Workshops	0.00	1,000.00	-100.00
Office Manager Wages	26,221.31	38,548.00	-31.98
Office Manager CPP	1,212.62	1,845.00	-34.28
Office Manager EI	603.47	605.00	-0.25
Office Manager Pension	2,375.44	3,200.00	-25.77
Office Manger OTIP/ Benefits	2,763.96	1,040.00	165.77
WSIB Office Manager cost	529.43	289.00	83.19
Office Man. Sick Leave Gratuity	0.00	0.00	0.00
OT Meetings	2,451.05	2,200.00	11.41
OT Communications	0.00	0.00	0.00
OT Executive Release Days	0.00	6,600.00	-100.00
OT Travel	448.04	850.00	-47.29
OT Miscellaneous	0.00	3,000.00	-100.00
OTBU PD Fund	687.00	3,000.00	-77.10
OT Conference Calls	0.00	300.00	-100.00
TOTAL EXPENSES	<u>271,983.29</u>	<u>465,969.00</u>	-41.63
 TOTAL OPERATING EXPENSE	 <u>271,983.29</u>	 <u>465,969.00</u>	-41.63
 INCOME FROM OPERATIONS	 <u>61,853.48</u>	 <u>-3,000.00</u>	-2,161.78
 NET INCOME	 <u><u>61,853.48</u></u>	 <u><u>-3,000.00</u></u>	-2,161.78

Generated On: 04/30/2019

2018-2019 Forecasts and 2019-2020 Budget Proposal

Acct. #	ACCOUNT NAME	2018-2019		2019 - 2020	
		Budget	Actual	Forecast	Proposed Budget
REVENUE					
4100	Rebate - OSSTF PRO'VL OFFICE	231,018	194,051	231,018	231,299
4300	Summer Leadership BM Reduction	(1,250)		(1,250)	(1,250)

District AGM Documents and Working Minutes May 9, 2019

4500	Levy	87,750	62,270	87,750	130,000
4501	E I Rebate (FTE based)	56,000	58,186	58,186	55,859
4504	2010 PD Account	11,270		10,904	10,831
4800	Interest from Reserves	10,000	7,627.56	11,000.00	10,000
4900	TSF from Operating Reserve Fund	46,981		46,981	13,543
4905	Furniture & Equipment Reserve Fund				
4906	Training & Succession Fund				
4905	OTBU PD Account	3,000	3,000.00	3,000.00	3,000
4506	OTIP Sponsorship	19,000		19,000	19,000
TOTAL REVENUE		463,769	325,135	466,589	472,282

EXPENSE					
DISTRICT EXPENSES					
5050	DE Pres & Officer Business travel	2,000	1,527.03	2,000	2,000
5051	D26 Officer Travel Allowance Bylaw	5,625		5,625	5,625
5100	D26 Pres & Officer Business Meals	550	396.14	550	550
5125	District Exec Conference Calls	400		200	200
5150	District Exec Meetings, kms & meals	4,000	3,350.62	3,000	3,000
5215	DE District Officer Salary & Benefits	67,227	32,417.25	67,227	67,846
5245	Pre-AMPA meeting or call	110		-	110
5250	AMPA	7,000	1,423	6,200	6,200
5310	Retirement Gifts	1,500	700.32	850	850
5315	Donations	1,600	833.84	1,600	1,600
5322	Conferences (CBC local & Prov PSC, & L'ship)	10,000	7,134.43	10,000	10,000
5327	Health & Safety Committee	1,200	922	1,200	1,700
5330	Worksite Events (\$4.50 / member / yr)	3,500	1,406	2,500	2,500
5340	Membership Involvement	1,500	533	1,500	1,500

District AGM Documents and Working Minutes May 9, 2019

5350	AGM Awards	1,400	-	1,000	1,000
5360	AGM	8,000		8,000	8,000
5370	SS Grad Bursaries (25 x 500)	13,500	12,500	12,500	12,500
5400	CPAC	7,300	3,446	3,437	7,300
5405	Coalition Memberships	400	370	500	500
5410	CfED (Committee for Equity & Diversity)	3,000	834	1,000	3,000
5425	Services Review Committee	350			-
5426	Pension & Benefits Workshops	800	779	779	800
5430	ESC (Education Services)	7,370	5,865	6,000	7,370
5438	Reserve Fund Committee	227	8	8	200
5480	Strike fund donations	250	250	250	250
SUB-TOTAL DISTRICT EXPENSES		148,809	74,695	135,926	144,601

OFFICE EXPENSES					
5510	Office Rent	47,740	42,227	50,700	50,819
5520	Office Supplies	2,500	2,016	2,500	2,500
5530	Office Phone (Rogers & Cogeco)	7,200	6,444	5,990	7,200
5535	Office Internet (domain name hosting)	325	-	-	768
5540	Office Services	6,000	6,012	5,908	6,200
5550	Office Subscriptions	-	-	-	-
5560	Office Equipment	2,200	1,789	2,200	3,000
5570	Office Library	474	369	369	-
5580	Office Misc				
SUB-TOTAL OFFICE EXPENSES		66,439	58,858	67,667	70,487

TBU EXPENSES					
5610	TBU Meals (Board, PO & TBU Meetings)	2,000	1,523	2,000	2,000
5615	TBU Exec Conference Calls	500	128	200	500

District AGM Documents and Working Minutes May 9, 2019

5620	TBU Travel (Board, PO & TBU Meetings)	5,500	2,849	5,500	5,500
5625	TBU Branch Rep Training	3,300	2,139	3,300	3,300
5630	TBU Council	3,900	2,340	3,900	4,000
5635	TBU Pres/Ch. Neg. Commute bylaw	11,250	2,407	8,322	11,250
5640	TBU Misc. expenses	-	-		
5645	TBU Branch Steward Release Time	2,750	-	2,750	2,750
5650	TBU Pres. Release Cost/No benefits	72,172	32,417	72,172	69,104
5320	TBU Chief Neg. salary/ no benefits	72,172	32,417	70,009	69,104
5321	TBU Grievances	1,000	879	1,000	1,000
5323	TBU CBC Meetings	4,000	1,407	4,000	4,000
5324	TBU Negotiations	3,500	590	3,500	7,500
SUB-TOTAL TBU EXPENSES		182,044	79,096	176,653	180,008

PSSP EXPENSES					
5325	PSSP Negotiations / Grievances	1,000	935	1,000	5,000
5710	PSSP Executive Conference Calls	300	117	300	300
5711	PSSP Meals	1,500	1,496	1,604	1,700
5712	PSSP Travel	2,500	1,300	2,500	2,500
5713	PSSP Meetings Other	400		400	800
5715	PSSP AGM				
5720	PSSP Conferences / Workshops	1,000	-	1,000	1,000
SUB-TOTAL PSSP EXPENSES		6,700	3,848	6,804	11,300

SALARY EXPENSES					
5810	Office Manager Wages	38,548	26,221	38,136	38,136
5820	Office Manager CPP	1,845	1,213	1,845.00	1,845
5830	Office Manager EI	605	603	605.00	605
5835	Office Manager Pension	3,200	2,375	3,200	3,200
5840	Office Manager OTIP/ Benefits	1,040	2,764	4,000	4,000
5841	Office WSIB Office Manager cost	289	529	300.00	300

SUB-TOTAL OFFICE EXPENSES	45,527	33,704.96	48,086.00	48,086
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OT EXPENSES					
5326	OT Negotiations/Grievances	1,300	136	1,300	5,000
5910	OT Meetings	2,200	2,451	2,200.00	2,200
5911	OT Communications				
5912	OT Executive Release Days	6,600	-	6,600	6,600
5913	OT Sector Council Rep				
5914	OT Travel	850	448	850	850
5915	OT Miscellaneous		-	-	-
5916	OTBU PD Fund	3,000	687	3,000	3,000
5917	OT Conference Calls	300	-	-	150
SUB-TOTAL OCCASIONAL EXPENSES		14,250	3,722	13,950	17,800
TOTAL EXPENSES		463,769	253,924	449,086	472,282

NET INCOME	\$ -	\$ 71,211	\$ 17,503	\$ -
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BIRT that the 2019-2020 District Budget be approved.

Moved by;

Seconded by;

BUDG 2019 - 01 -01

10.2 Constitution Amendments:

11.1 Articles of the Constitution may be established, amended or rescinded at the District Annual General Meeting by a three-quarters vote of those members present, eligible to vote and voting.

11.2 Bylaws of the Constitution may be established, amended or rescinded at the District Annual General Meeting by a two-thirds vote of those members present, eligible to vote and voting.

BIRT that bylaw 4.4.9 be amended by the deletion and insertion of

Election shall be by ~~plurality~~ **ranked ballot** vote by secret ballot, by those eligible to vote and voting, in all work sites within one week of the District Annual General Meeting.

Moved by; Danny Thomas
CON 2019-01

Seconded by; Jim Mulville
CARRIED

Explanation of Ranked Ballot

FOLLOW YOUR BALLOT

Follow a ballot and learn what happens in a single-member and multi-member ranked ballot election.

SINGLE-MEMBER ELECTION: AN ELECTION WHERE ONE CANDIDATE IS ELECTED

In this election, you are being asked to vote on the kind of fruit that will be served as a snack.

Ranking the ballot



With ranked ballots you can rank your choices from your most preferred to least preferred option, as follows:

Cherry	1
Pear	2
Strawberry	3

Calculate the threshold

Thirty people voted, and only one fruit can be chosen. Sixteen votes are needed for a fruit to be elected (50 per cent of 30 votes is 15 votes, plus one makes it a majority).

COUNT THE FIRST CHOICE VOTES

After the ballots are distributed according to first choices, the vote count looks like this:

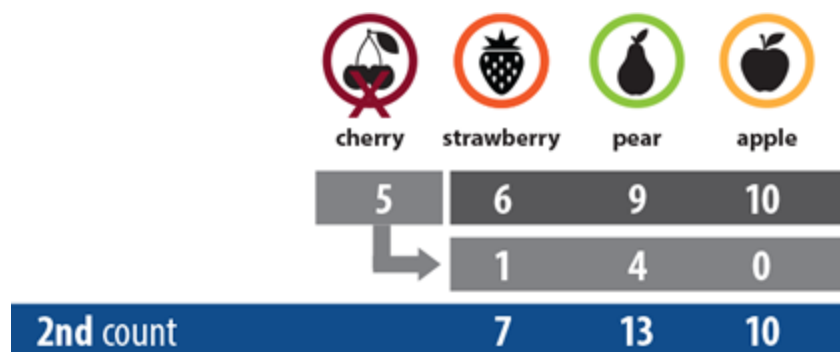


None of the fruits has received enough votes to be elected.

ELIMINATE THE OPTION IN LAST PLACE AND REDISTRIBUTE THOSE BALLOTS TO OTHER CANDIDATES

Your first choice, Cherry got the fewest votes. Your ballot will now be given to your second choice, Pear. (The ballots of everyone else who voted for Cherry as their first choice will also be redistributed to their second choices).

After the five Cherry ballots are distributed, the new vote count is:



After the second round of counting, none of the fruits has received enough votes to be elected.

DROP THE LAST PLACE AND REDISTRIBUTE THOSE BALLOTS

Strawberry now has the fewest votes. Your ballot stays with your second choice, Pear.

After the seven Strawberry ballots are redistributed, the new vote count is:



Pear is elected with 17 votes. Even though your first choice didn't get elected, your ballot helped your second choice to win.

11. REPORTS OF THE OFFICERS

11.1 District President Report - Crystal Watson

Stitt Feld Handy

This course focused on mediation as an alternative to litigation. The course also outlined and modelled useful and practical pre-negotiation strategies. The intention of the course is to teach participants a framework in which meaningful mediations and negotiations may occur while maintaining professional relationships.

AMPA

It was an election year at AMPA. First year for electronic voting. There was a lot of discussion on the floor and a lot of business accomplished. Great presenter who spoke on teaching in Northern Canada.

Treasurers Meeting with Jim Spray and Rob Dubyk

Great to have Jim and Rob provide advice and guidance to our Treasurer's and BU Presidents. The meeting was informative and prompted discussion.

Conferences

Protective Services Conference (Toronto)

The conference was well organized. I took workshops on Leaves, Negotiations: A Practical Guide and Chief Negotiators Financial guide.

OFL Conference

Protest, lobbying, and member engagement strategies discussed.

Protest in Toronto

April 6 Rally for Education. Great day! The rally was very well attended.

Brief Writing

The brief was presented and discussed in detail amongst the Brief Writing team.

11.2 BARGAINING UNIT PRESIDENTS

11.2.1 TBU President Report - Danny Thomas

2018-2019 TBU Executive and 2018-2019 TBU Council

Heartfelt thanks to the hard work and dedication put in by this year's TBU Executive: Tanya Crosby, Alison Dennis, Garth Elliott, Elpis Law, Pamela Linklater, Chantal Seguin, Rob Shaheen, and Crystal Watson.

Heartfelt thanks as well to the hard work and dedication put in by this year's TBU Council. Three TBU Council meetings were held this school year. What follows is a summary of some of the issues presented/discussed: Educators Financial Group; Election of Council Representative to TBU Executive; Communication Political Action Committee (CPAC); PAR Leader Positions for 2018-19 school year; In-School Staffing Committee; Teacher Workload; MSIP Schools Only – Expectations; Mandatory Prep Time and APAs; non-Day School Register Courses; Class Caps; Salary & past credited experience; Extension & Remedy Agreement between OSSTF and the Ministry; Teachers In Charge; Work prior to beginning of school year; District-Wide Timetabling; End of 1st semester; Branch Rep Training; February 7 Rally; D26 AGM; 2019-2020 School Year Calendar; Collection Data for SIPSAWs

Meetings with UCDSB

- I am invited to the Truth and Reconciliation ceremony put on by the Board next Wednesday in Maxville. This is the third year where ceremonies are held with local Indigenous leaders, Board Personnel, Teachers and Support Staff, as well as students.
- Collaborative Professionalism meetings with the Director and SOs on Sep 18 and May 3. Topics of discussion included: Tracking Training Project; Fundamental Mathematics 2018-19; Director's Work Plan and CREW directions; Communications Plan Project; UCDSB Budget Status; Federation Initiatives / Provincial Priorities for 2018-2019;
- Have met with the Director and the Chair of the Trustees for informal discussions on the proposed cuts to education.

AMPA 2019

AMPA was held at the Sheraton Centre Toronto Hotel in March. TBU members Danny Thomas, Allison Dennis, Chantal Seguin, Pamela Linklater, Divina Hogan, and Crystal Watson attended. This was an election year with significant changes to our provincial executive. Congrats to President Harvey Bischof; Vice Presidents Paul Caccamo, and Karen Littlewood; Treasurer Earl Burt; Executive Officers Martha Hradowy, Dave Warda, and Malini Leahy.

School Visits

School visits were conducted in late October/early November, and April. During the semester 1 visits we discussed Political Action; Inclement Weather; Remedy Agreement; 5-period Day Schools with repeat periods; Collective Agreement expiring August 31, 2019; Attending mandatory meetings; Remuneration; TBU Staffing Grievances; Accommodations; Pregnancy or Parental Leave; Sick Leave; Benefits; MSIP Schools. In April, the focus was on Staffing and the Ford cuts.

Provincial Council

Some of the more notable issues at Provincial Council were: Benefits and Eligibility, Professional Judgement; Annual Designated Charity; AMPA; Orange Shirt Day; Sustainable.TO Presentation for changes to 60 Mobile Drive property; 100th Year Anniversary Celebration Update; Bill 47; Bill 48; Moose Hide Campaign; No Cuts to Education Campaign; Education for Negotiations Videos; Workplace Sexual Violence, Assault and Harassment Survey

Retirement

I will be retiring on June 28, 2019. I want to thank you and the members for all the support in the past 14.5 years as TBU President. Serving as in this role has been an honour for me. I wish you all the best in your future endeavours.

11.2.2 Occasional Teachers' President Report - Elaine Warner-Laxton

It is hard to believe another year has slipped by!

I began the year quite optimistically, as so many of you were able to get lots of daily work, LTO's, and even some Contract work. And then Doug Ford and his budget was announced. Although we may not feel the full impact of that next year as the government funds the Boards at the usual levels minus the retirements, I know that many of the new-to-Contract will be back on our list. We did have many jobs unfilled this year, so perhaps there will be work for all of us. I live in hope....

I continue to struggle to come to terms with our Roster. We currently have 273 members on the Roster. However, when I compare the Roster to the members who actually paid dues since January, I find that only 100 people from the Roster worked as a daily or as an LTO. There are 100 others who worked and paid dues who are not on the Roster (emergency supply). I will continue to work with the Board to ensure that our Roster accurately reflects those willing to work. Currently, the Board is loath to add any more teachers to the Roster because of its numbers; I maintain that the Roster should reflect those who actually work. If you have any suggestions about this issue, please contact me.

This coming year will also be a negotiating year as our current contract expires on August 31. Melanie Barclay-Wood (your Chief Negotiator), Louise Lancot, Eric Rylands, Susan Thorpe, and I have met and will meet again to create our brief and to discuss strategies. Soon, if not already sent, a survey will be coming out to you. Please respond with honest answers and feel free to offer suggestions for our local contract. All the big money items are settled at the Central Table in Toronto, but we can certainly change some things locally if you have suggestions for how jobs are allocated, what happens on snow days, etc.

As always, I encourage you to contact me with concerns, questions, and problems. Email me at elaine.warner-laxton@d26.osstf.ca or phone me at 613-272-2631 or 613-532-2264.

Respectfully submitted,

Elaine Warner Laxton

OSSTF District 26, OTBU President

11.2.3 PSSP President Report - Jim Mulville

I would like to thank this year's PSSP Executive: Shelley Bulloch, Mandy Steele, Stephanie Sheeler, and Crystal Embleton. They bring passion, commitment, and a drive to be better in their roles on the executive. They have attended many workshops and meetings that help us serve and protect our membership. Our District Officer, Adrienne McEwen, has once again this year been an invaluable resource for all our PSSP union business.

With the announcements by the Ford government regarding cuts to publicly funded education, it is apparent that we as PSSP members, and as all education workers, are in for a difficult year. Although the Grant for Student Needs funding (GSNs) was released on Friday April 26th, the Board has not informed the PSSP Executive what our employment numbers will look like. Although the Ford government has said no frontline workers will lose their jobs, at this point all we can do is wait. Your PSSP Executive is working closely with our District and Provincial union executives to advocate for our members during this difficult time. Please follow OSSTF on Twitter, Facebook, and Instagram to keep informed about important announcements. Our district will update members as needed.

The Bargaining Unit is still waiting for the final report on Joint Job Evaluation for the Autism Therapist, Student Support Partner, and Parent Partner positions. The job evaluations for two of these positions have been ongoing for a long time. Our provincial pay equity/job evaluation liaison Steve Newstead has been instrumental in pushing this process forward. I feel confident that we shall have achieved pay equity/job evaluation by the end of this school year.

The PSSP Brief Writing team has met a couple of times and in the process of finalizing our local brief. Mandy Steele and I attended two meetings where the central brief was presented to local leaders and then voted on. The Central Brief has some great job security language, as well as cost of living wage increase.

We have a number of grievances with the Board that our District office is helping us to work through. We have two *Failure to Adhere to Protocol on External Agencies* that have moved to arbitration and a *Failure to Recognize Professional Experience*.

The Board tried to outsource the *Kids Gotta Move* program, which has run for the last two years as a Board initiative. PSSP has an external agencies agreement with the Board for this program and was able to successfully argue the merits of keeping the program a board initiative. The program is running in two schools in the board. This is an example of the board and union working collaboratively around external agencies.

The PSSP Executive hosted a "Meet and Greet" at the Hard Stones Grill in Kemptville on September 20th. We had 12 members take advantage and even more who thought the idea of pairing PD outings with a meet and greet afterwards was a fabulous idea. We will look to take advantage of large numbers of our members in one location for future gatherings.

Yours in Solidarity,

Jim Mulville, District 26 PSSP President

11.3 District Officer Report - Adrienne McEwen

LTD

Much of my time is spent assisting members with Long-Term Disability claims. We currently have 21 members on LTD. We have 3 members appealing their LTD denial and I assist with that process. Our LTD premiums will remain the same for next year.

Return to Work

Many members are receiving return to work accommodations. Your District Officer is your advocate for accommodations in the workplace and you are entitled to this advocacy during the entire accommodation implementation.

SEB plans

Any members on maternity or parental leave have been advised to ask for a pay calculation sheet and to forward that sheet to this office if they wish us to review it.

AMPA

We had 10 members attending this year's 100th anniversary of OSSTF at the OSSTF Annual Meeting of the Provincial Assembly 2019. We had a successful Pre-AMPA meeting at the D25 office with Districts 25, 26, 27, 28, and 35 in attendance. The District will consider inter-district meetings regarding AMPA in future.

Liaison to District Committees

I take pride in the part I play in District Committees, whether it include attending meetings, helping to coordinate workshops, helping to plan events, arranging meetings, etc.

Liaison to Bargaining Units

Much of my time is spent assisting other bargaining units with inquiries from their members. As well, I assist with grievances, pay equity implementation, staffing, and performance appraisals.

Board Committees and Meetings

Living Well Focus Group - The Board has initiated a focus group made up of a variety of stakeholders to discuss and plan for student wellness. There have been several meetings so far, and with increased pressure by union leaders, the Board has included staff wellness as part of its responsibility of this group.

Accessibility Committee - OSSTF D26 participates in this committee, along with other union partners and various Board staff. Its purpose is to ensure AODA accessibility compliance by 2025.

Special Education Consultation - Your union presidents and I consulted with the Board on Special Education needs in our schools. Our focus was to reinforce staff safety and proper supports for students.

11.4 Committee for Equity & Diversity – Lisa Elminowski

- Human rights awareness packages were compiled and distributed to all worksites in November, including multicultural calendars, UN Human Rights Day buttons, National Day of Remembrance and Action on Violence against Women posters (Dec.6), and locally made flyers on women's rights, indigenous rights, and queer rights.
- Sarah Snelling resigned as chair; Lisa Elminowski was acclaimed to the position for the remainder of this school year. The CfED no longer had quorum, therefore all further actions were approved by District Executive (DE).
- Lisa Elminowski attended the CCGSD Ontario Educator's Conference in Toronto on 2SLGBTQ+ issues and identities to bring knowledge and resources back to the district.
- Lisa Elminowski, Jason King, and Leon MacIntyre from will attend the OSSTF Status of Women Provincial Conference on May 10 & 11 as D26 delegates.
- CfED will be hosting a PD session on Thursday, May 30th, from 4:30-6:30pm on "Integrating 2SLGBTQ+ Identities into Classrooms and Curricula." Stay tuned!

11.5 Communications and Political Action Committee – Tanya Crosbie

To begin, a big thank you to the committee for all their work this year. It has been another very busy and involved year for CPAC with the various events and actions, and it couldn't have been accomplished without these dedicated members.

One of our major foci for this year has been our political action. Our committee has been lobbying MPPs from the 4 ridings, organizing rallies, working with other local education unions and labour councils, and distributing information and awareness of education issues as it arises to keep our membership informed. We will be holding local education rallies tomorrow, May 10, in Cornwall starting at 4:00 pm outside of MPP Jim McDonnell's office, and on Tuesday May 21 in Brockville starting at 4:00 pm outside of MPP Steve Clark's office. Our political action work will be ongoing throughout the next few months, over the summer, and into next year as our collective agreements expire. Please monitor our FaceBook and/or Twitter pages for current information and events.

Another big undertaking this year has been revising our communication strategies and developing a member mapping strategic plan for the district. This work will allow us to communicate better with all our members and better meet your needs. Thank you to all the members who completed our "Member

Engagement Survey” as it is a crucial step forward for our strategic plan. If you have not completed, please do so now at <https://www.surveymonkey.com/r/73QSPMV>.

Back in the fall, we had the privilege of receiving and judging your students’ work for the OSSTF Student Achievement Awards. This year’s theme was “Ahead by a Century.” All student entries received a certificate of participation and our local winners in each category received a certificate and gift card. Next year’s theme is “Power of Women.” I encourage all members to promote this opportunity to their students NOW, as this would make an excellent summer project for students.

On December 1, 2018, we hosted this year’s member engagement event at Upper Canada Village. Our members and their families got to enjoy the “Alight at Night” presentation, free train, carousel and horse rides. As a new addition this year, we offered a children’s holiday party, where families could have pictures taken with Santa, participate in games and activities and enjoy a light snack and refreshments. Overall, it was a huge success with over 300 people attending.

Again this year, OSSTF sponsored the “Coldest Night of the Year” event for Cornerstone Landing Youth Services in Smiths Falls on February 23, 2019. Cornerstone Landing is a non-profit group who are doing their part to eliminate youth homelessness. In addition, we will also be sponsoring their golf tournament on June 14, 2019 at the Timber Run Golf Club in Lanark. These events are a way for OSSTF to give back to our communities and create a positive image for our union to the public.

In addition to our committee work, CPAC members have also been representing our union on the 3 local labour councils that cover our board geographically. Our work on these labour councils allow us to network with other union representatives, engage in activism for campaigns such as “Power of Many” and the “Fight for \$15 and Fairness”, and hold community awareness events such as Day of Mourning and Labour Day.

On a final note, I encourage everyone to get involved with their union. It would be wonderful to have more voices and ideas on our committees to make next year even better. Sign up now by completing the short survey at <https://www.surveymonkey.com/r/8HTSRWV> and selecting which committee you wish to join (CPAC, Ed Services or Equity and Diversity).

11.6 Educational Services Committee – Pamela Linklater

In the 2018/2019 school year, your Educational Services Committee worked hard to bring you two workshops geared towards member wellness: ***Compassion Fatigue Awareness*** and ***Cultivating Resilience***.

The ***Compassion Fatigue Awareness*** workshop was held at the District Office in Kemptville on November 21st, 2018. This workshop included the defining of “compassion fatigue,” examined risk factors, and suggested recovery principles and wellness tools. This recovery-based perspective, teaching the skills and tools needed to improve and maintain emotional wellbeing, was well received by all who attended.

The ***Cultivating Resilience*** workshop was held at the District Office on April 3rd, 2019. This workshop was built by education workers for education workers, with a goal of helping members manage and overcome obstacles to positive mental wellbeing. The strategies suggested for those feeling overwhelmed, tired of supporting others with little support for themselves, and those feeling drained and burnt out were a welcome respite for our members.

All events are planned, resources created, and awards compiled by this dedicated committee of hard-working individuals. A special “thank you” goes out to the members of the Educational Services Committee: Tanya Crosbie (*Learning Partner*), Cynthia Yuschyshyn (*CPHS*), Shelley Bulloch (*PSSP*), John Bouwers (*OT*), Corey Tinkess (*SFDCI*), Sandra MacNeil (*RDHS*), Mandy Steele (*PSSP*), and Elaine Warner-Laxton (*OT*). These dedicated members contribute their time and effort to ensure that workshops are planned and presented, newsletters are compiled and distributed, and members are recognized for their dedication to their profession through the Committee’s award initiative, *Unsung Hero of Upper Canada*.

The Ed Services Committee is always looking for new committee members to help with these workshops and other committee functions. If you would like to have a voice in the workshops and events offered and volunteer your time to help in the growth of District 26 members, please send an email to pamela.linklater@ucdsb.on.ca or office@d26.osstf.ca stating your interest.

In Solidarity,

Pamela Linklater

Chair, Educational Services Committee

11.7 Health & Safety Officer Report - Shelley Bulloch

OSSTF Members Incident Reports (as provided to the JHSC September 2018- March 2019):

- Critical Injury (Doctor/Hospital Visits and lost time) - 20 were reported to date.
- Violence Incident Logs (Bill 168) - 12 incidents were reported to date
- VTRA (Violent Threat Risk Assessments) -6 reported to date.

“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)

On-Line Workplace Violence Incident Form

This is now available to all staff on Insite and it is the new protocol for filling out the Violence in the Workplace reporting form. This form allows all staff to access to the online forms immediately and have the supervisor get immediate notification that an incident of violence occurred. ***It is imperative that you file this report as soon as possible for all violence incidents because you have the right to report the threat or action of violence against you. This includes threats both verbal and physical. Please ensure all staff fill out the forms as it is the duty under the OHSA to report all violence in the workplace.*** Our health and wellbeing is the foremost important factor for a safe and healthy work environment.

Dual reporting requirement: Both the school board's Workplace Violence Reporting form and the Safe Schools Incident Reporting Forms 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.

Continue to do the exceptional work you do in a safe manner and report things when you see general hazards that pose a risk. Our 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 foot wear for the season and conditions as this could be a contributing factor as to why people slip, trip or fall.

I would like to acknowledge David Firlotte and Susan Thorpe who represent our members on our JHSC and their time and effort in keeping our members safe in the workplace. I would also like to thank both for assisting the Board develop on-line site inspection videos. They did a fabulous job! These videos will be launched in September.

District 26 Health and Safety Committee

This year there the Health and Safety Committee paired up with the TBU to offer a Mental Health Workshop on April 2, 2019. The workshop was well received, and the information was excellent in providing information to help our members become aware of the supports available and how to help a member, and most importantly ourselves. If you have any suggestions that you would like to see as part of ongoing Health and Safety PD, contact the District Office.

A big **thank you** goes out to our District Officer Adrienne McEwen for her continued support with Health and Safety and keeping our website up to date! Please check out our Health and Safety Section on our District website. Input and suggestions are always welcome.

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

Regards, **Shelley Bulloch (Health and Safety Officer)**

12. OTHER BUSINESS

13. ADJOURNMENT