

Occasional Teachers' Bargaining Unit
ANNUAL GENERAL MEETING
Wednesday, October 21, 2020
Virtual Meeting via Microsoft Teams
3:30 PM
AGENDA

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, 2019-2021 is Tanya Crosbie, cell phone 613-802-9818.

The Ontario Secondary School Teachers' Federation acknowledges and thanks the Haudenosaunee ("Hoden-no-show-nee"), Algonquin, Huron-Wendat ("Huron-when-dat"), Anishinabeewaki ("Onish-shin-naw-bay-walk-key"), 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 & Introductions
 3. Approval of Agenda
 4. Approval of Minutes of May 9, 2019 Occasional Teachers' Bargaining Unit AGM
(RES – PROCEDURE 2020-01)
 5. Business Arising from the Minutes of May 9, 2019 OTBU AGM (RES – PROCEDURE 2020-02)
 6. New Business
 - 6.1 OTBU Executive 2020-21
 - 6.1.1 Presentation of Acclaimed Positions
 - 6.2 Constitutional Amendments and Other Resolutions
 7. Reports of the Officers (Written Reports – Questions Only):
 - 7.1 President
 - 7.2 Chief Negotiator
 - 7.3 Treasurer (RES-BUDGET 2020-01)
 8. Adjournment
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1. **CALL TO ORDER**
2. **WELCOME & INTRODUCTIONS**
3. **APPROVAL OF AGENDA (RES – PROCEDURE 2020-01)**

BIRT the agenda be approved.

Moved by:

Seconded by:

PROCEDURE – 2020-01

4. **APPROVAL OF MINUTES OF MAY 9, 2019 OCCASIONAL TEACHERS' BARGAINING UNIT AGM (RES – PROCEDURE 2020-02)**

**Occasional Teachers' Bargaining Unit
ANNUAL GENERAL MEETING
Thursday, May 9, 2019
North Grenville Municipal Centre
4:30 PM
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, 2018-2019 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 these lands that we may come together today in a good way.

1. Call to Order
2. Welcome & Introductions
Roll Call: John Bouwers, Melanie Barclay-Wood, Dina Van den Hanenberg, Ralph Wightman, Louise Lanctot, Nancy McIntosh, Hans Schultz, Rich Szydlo, Eric Rylands, Steve Newstead, Paul Caccamo, Elaine Warner-Laxton
3. Speaker: Stephen Silwa, Director of Upper Canada District School Board
Steve spoke to us briefly about the Board's initiatives and then, after a five-minute partner interaction, took our feedback on the various aspects of CREW (Collaboration, Resources, Educational Programming, Well-being). He left following his segment of the Agenda.

4. Approval of Agenda

BIRT the agenda be approved.

Moved by: Eric Rylands

Seconded by; Rich Szydlo

CARRIED

PROCEDURE – 01

5. Approval of Minutes of May 2, 2018 Occasional Teachers' Bargaining Unit AGM

BIRT the minutes for May 2, 2018 be approved.

Moved by: Eric Rylands

Seconded by; Ralph Wightman

CARRIED

PROCEDURE - 02

6. NEW BUSINESS

6.1 OTBU Executive

6.1.1 Presentation of Acclaimed

President	Elaine Warner-Laxton
Vice-President	Eric Rylands
Treasurer	Louise Lanctot
Educational Services representative	John Bouwers
Health and Safety representative	Susan Thorpe
Committee for Equity and Diversity representative	Ralph Wightman

6.1.2 Presentation of Contested Positions

OTBU Constitution:

4.4.11 In the event that only one name is put up for a position, the Chair of the Bargaining Unit Annual General Meeting shall declare that nominee elected by acclamation at the Bargaining Unit Annual General Meeting.

Melanie Barclay-Wood withdrew her name because she has accepted the position of Chief Negotiator with District 25. Louise Lanctot was acclaimed.

John Bouwers and Louise Lanctot withdrew their names. Ralph Wightman was acclaimed as the OTBU rep to CPAC.

The Chief Negotiator/Grievance Officer	Louise Lanctot
Communications/Political Action representative	Ralph Wightman

6.1.3 Secretary Nominations from the Floor

OTBU Constitution:

4.4.3 Notwithstanding Article 4.4.2, in the event that no nominations are received for a position, any Member of the Bargaining Unit may be nominated "from the floor" at the Bargaining Unit Annual General Assembly supported by two other Members as the mover and seconder of the motion to nominate.

Eric Rylands nominated Rich Szydlo as Secretary with Louise Lanctot seconding. He was acclaimed.

<i>Secretary</i>	Richard Szydlo
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7. Paul Caccamo answered questions from the floor about the current politics and job security.

OTBU Treasurer Report

OT EXPENSES		2018-2019			2019-2020
		Budget	Actual	Forecast	Proposed Budget
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

BIRT the budget for 2019/2020 be endorsed.

Moved by: Louise Lanctot

Seconded by:

Nancy McIntosh

CARRIED

BUDGET 2019-2020

9. The meeting adjourned at 6:00 pm

BIRT the minutes for May 9, 2019 be approved.

Moved by:

Seconded by:

PROCEDURE – 2020-02

5. **BUSINESS ARISING FROM THE MINUTES OF MAY 9, 2019 OTBU AGM
(RES – PROCEDURE 2020-02)**

6. **NEW BUSINESS**

6.1 **OTBU Executive 2020-21**

6.1.1 **Presentation of Acclaimed**

4.4.11 In the event that only one name is put up for a position, the Chair of the Bargaining Unit Annual General Meeting shall declare that nominee elected by acclamation at the Bargaining Unit Annual General Meeting.

President	Elaine Warner-Laxton
Vice-President	Eric Rylands
Chief Negotiator/Grievance Officer	Louise Lanctot
Treasurer	Louise Lanctot
Secretary	Thomas Hopkins
Educational Services representative	John Bowers
Health and Safety representative	Susan Thorpe
Committee for Equity and Diversity representative	Ralph Wightman
Communications/Political Action representative	Ralph Wightman

6.2 Constitutional Amendments & Other Resolutions

BIRT OTBU Bylaw 21.5 be amended by substituting the word "**honoraria**" with the word "**compensation**".

Proposed Language:

21.5 The Bargaining Unit shall provide ~~honoraria~~ **compensation** equivalent to: (A.15)

21.5.1 For members released for OSSTF Bargaining Unit duties - the casual Occasional Teacher rate as per the current Collective Agreement.

21.5.2 For members released 10 or more full days in a school year for OSSTF Bargaining Unit work - the Long Term Occasional Teacher rate, retroactively but not to exceed a maximum of 20 days per school year. (A.16)

21.5.3 For members receiving ~~honoraria~~ **compensation** in 21.5.2 recognizing work at OSSTF Provincial - the difference between the daily rate and the Long Term Occasional Teacher rate, less any other compensation or honoraria received, retroactively but not to exceed a maximum of 20 days per school year.

Moved by:

Seconded by:

BYLAW 2020-01

BIRT OTBU Bylaw 21.5 be amended with the addition of article 21.5.4.

Proposed Language:

21.5 The Bargaining Unit shall provide ~~honoraria~~ **compensation** equivalent to: (A.15)

21.5.1 For members released for OSSTF Bargaining Unit duties - the casual Occasional Teacher rate as per the current Collective Agreement.

21.5.2 For members released 10 or more full days in a school year for OSSTF Bargaining Unit work - the Long Term Occasional Teacher rate, retroactively but not to exceed a maximum of 20 days per school year. (A.16)

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21.5.4 The Bargaining Unit President shall receive the additional compensation in 21.5.2 through UCDSB Payroll, in that, after 10 release days through the Board at the casual Occasional Teacher rate, they shall receive retroactive pay at the LTO rate for those 10 days worked and shall continue to receive compensation at this increased rate until they have worked 20 days. Any days worked after the initial 20 days shall be paid at the casual OT rate.

Moved by:

Seconded by:

BYLAW 2020-02

7. REPORTS OF THE OFFICERS

7.1 OTBU President Report - Elaine Warner-Laxton

Well, it has certainly been a whirlwind of year!

When I look back on the school year of 2019-2020, I am swamped with so many memories.

When Doug Ford announced his cuts to education in March 2019, my heart sank. During the 2018-2019 school year, those Occasional teachers who were interested were finally moving into Contract positions. And then Ford dashed those hopes. We rallied as a union, as a membership, and worked hard to fight those cuts. And before Christmas, we showed our disapproval by walking the picket line, regardless of what it cost us. Many OT's live such precarious lives, living and eating from pay cheque to pay cheque, but we were there!

Negotiations began, primarily at the Central Table, and there seemed to be little progress there as well. Another enemy was looming on the horizon, however, COVID 19, and we were forced to give in, in those extraordinary times, to a less than perfect contract. A 1% increase and a promise of Benefits for a 90-day+ LTO were really the only rewards we got as OT's.

But then it was March 13, and the schools shut down to curb the pandemic. We scrambled to meet our financial needs and learned new terms like CERB. Those with LTO's learned or tried to learn, how to deliver education in a totally foreign format. It was soon quite obvious that school would not re-open before September. For most, it was a relatively quiet summer while your union and the Ministry/Boards worked behind the scenes to figure out how to re-open. That is still an on-going process as I write this, and I fear a second shut-down may be coming...

I wish to thank all of you for your hard work and dedication this past year. Eventually, it will be a memory you will share with the younger teachers, and eventually, you will be enriched by these experiences. I also want to thank my Executive (Eric Rylands, Louise Lanctot, Susan Thorpe, Ralph Wightman, John Bouwers, and Rich Szydlo) who were so supportive and helpful. For me, it was a challenging year on a personal level as I waited through some painful times in hopes of a hip replacement. Postponed in June, the surgery finally came at the end of September, and I am well on my way to recovery. Again, I thank my Exec and all of you who put up with, perhaps, less than exemplary service while I worked my way through this.

2020-2021 will offer new challenges. We need to complete our negotiations at the local level and to continue to wind our way through the various issues of a pandemic. I look forward to the day, perhaps in Spring, when we can once again meet face-to-face and share our stories.

Elaine Warner-Laxton

I would like to thank table team members Elaine Warner-Laxton and Susan Thorpe and the OTBU Executive committee for their work and support.

7.3 OTBU Treasurer Report

BIRT the budget for 2020-21 be endorsed.

Moved by: _____ Seconded by: _____

BUDGET 2020-01

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