

**Occasional Teachers' Bargaining Unit**  
**ANNUAL GENERAL MEETING**  
**Tuesday, May 4, 2021**  
**Virtual Meeting via ZOOM**  
**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 and Anishinabek people of this territory and other Indigenous Peoples residing on this land and sharing their ways so that we may come together in a good way. Beyond a land acknowledgement, we encourage all non-Indigenous peoples on these lands learn the treaties & stories and support the struggles of the Peoples whose lands we are on.*

*For example, spirituality is a central part of the lives of the Haudenosaunee people but parallel to this is a respect for other religions. Unlike many religions which promote the recruitment of new followers, the Haudenosaunee have never tried to force their beliefs on anyone and allow for their own people to follow their own beliefs without criticism. The Great Law of Peace itself was built into its freedom of religion which is respected by all its followers.*

1. Call to Order
2. Welcome & Introductions
3. Approval of Agenda
4. Approval of Minutes of October 21, 2020 Occasional Teachers' Bargaining Unit AGM  
[RES – PROCEDURE 2021-01]
5. Business Arising from the Minutes of October 21, 2020 OTBU AGM  
[RES – PROCEDURE 2021-02]
6. New Business
  - 6.1 OTBU Executive 2021-22
    - 6.1.1 Presentation of Acclaimed Positions
  - 6.2 Constitutional Amendments and Other Resolutions
7. Report of Provincial Executive – *Dave Warda*
8. Reports of the Officers (Written Reports – Questions Only):
  - 8.1 President – *Page 8*
  - 8.2 Chief Negotiator – *Page 9*
  - 8.3 Treasurer [RES-BUDGET 2021-01] – *Page 10*
9. Adjournment

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

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1. Call to Order
2. Welcome & Introductions
3. Approval of Agenda
4. Approval of Minutes of October 21, 2020 Occasional Teachers' Bargaining Unit AGM  
[RES – PROCEDURE 2021-01] – Page 4 to 7
5. Business Arising from the Minutes of October 21, 2020 OTBU AGM  
[RES – PROCEDURE 2021-02]
6. New Business

6.1 OTBU Executive 2021-22

6.1.1 Presentation of Acclaimed Positions

*BY-LAW 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.*

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

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6.2 Constitutional Amendments and Other Resolutions

BIRT Bylaw 4.2 be amended by the deletion "one year" and the insertion of "two years".

Proposed Language:

4.2 The Term of Office for all positions shall be **two years** ~~one year~~.

Moved by: Elaine Warner-Laxton

Seconded by: Eric Rylands

**BYLAW 2021-01**

BIRT that OTBU AGM direct the OTBU executive to engage in discussions with the TBU on constitutionally integrating the bargaining units. An interim report shall be provided to the OTBU membership by APRIL 1, 2022. If the TBU agrees to integrate bargaining units, final resolutions for constitutional amendments and any interim agreement shall be presented to the OTBU AGM in MAY 2022 for consideration.

Moved by: Jennifer Fox

Seconded by: Maressa Durocher

**MAC 2021-01**

7. Report of Provincial Executive – *Dave Warda*
8. Reports of the Officers (Written Reports – Questions Only):
  - 8.1 President – *Page 8*
  - 8.2 Chief Negotiator – *Page 9*
  - 8.3 Treasurer [RES-BUDGET 2021-01] – *Page 10*
9. Adjournment

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**AGM 2020 MINUTES**

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

1. **CALL TO ORDER 3:35 PM CHAIR - Rob Dubyk**
2. **WELCOME & INTRODUCTIONS**  
**Rob Dubyk - Read the Anti-Harassment and Land Acknowledgement statements on first page**  
**Elaine Warner-Laxton - Gave welcoming address and Introductions**
3. **APPROVAL OF AGENDA (RES – PROCEDURE 2020-01)**

**BIRT** the agenda be approved.

Moved by: Susan Thorpe      Seconded by: Thomas Hopkins

**PROCEDURE – 2020-01**

**CARRIED**

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

**BIRT** the minutes for May 9, 2019 be approved.

Moved by: Ralph Wightman      Seconded by: Eric Rylands

**PROCEDURE – 2020-02**

**CARRIED**

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

1. Ralph Wightman not on the Committee for Equity and Diversity representative
2. Louise Lanctot is on the Committee for Equity and Diversity representative

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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.*

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

6.2 **Constitutional Amendments & Other Resolutions**

BIRT OTBU Bylaw 21.5 be amended by substituting the word "**honoraria**" with the word "**compensation**," and the deletion of "less any other compensation or honoraria received" from article 21.5.3

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: Elaine Warner-Laxton

Seconded by: Eric Rylands

**BYLAW 2020-01 Amendment**

CARRIED

Moved by: Dina van de Hanenberg

Seconded by: Thomas Hopkins

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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)

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.

**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: Elaine Warner-Laxton

Seconded by: Eric Rylands

**BYLAW 2020-02**

CARRIED

**7. REPORT OF PROVINCIAL EXECUTIVE Dave Warda**

**8. REPORTS OF THE OFFICERS Allowed 10 minutes for each officer to speak to their report and answer questions.**

8.1 OTBU President Report - Elaine Warner-Laxton

8.2 OTBU Chief Negotiator/Contract Maintenance/Grievance Officer – Louise Lanctot

8.3 OTBU Treasurer Report – Louise Lanctot

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OT EXPENSES		2019-2020			2020-2021
		Budget	Actual	Forecast	Proposed Budget
5326	OT Negotiations/Grievances	5,000	5,408	5,408	5,000
5910	OT Meetings	2,200	1,368	1,368	2,200
5911	OT Communications	-	-	-	
5912	OT Executive Release Days	6,600	7,015	7,015	6,600
5913	OT Sector Council Rep	-	-	-	
5914	OT Travel	850	185	185	850
5915	OT Miscellaneous	-	-	-	-
5916	OTBU PD Fund	3,000	3,000	3,000	3,000
5917	OT Conference Calls	150	102	102	-
<b>SUB-TOTAL OCCASIONAL EXPENSES</b>		<b>17,800</b>	<b>17,078</b>	<b>17,078</b>	<b>17,650</b>

**BIRT the budget for 2020-21 be endorsed.**

Moved by: Eric Rylands      Seconded by: Nancy McIntosh

**BUDGET 2020-01**

**CARRIED**

**9. ADJOURNMENT**

**Door Prizes (4 @ \$25 gift cards) - Tanya Crosbie - to be done at end of OSSTF meeting (postponed)**  
**Adjournment - Rob Dubyk 4:37pm**

Moved by: Elaine Warner-Laxton      Seconded by: Eric Rylands

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## **PRESIDENT'S REPORT**

Well, another “interesting” year!

We began September with “quadmesters,” and it took a lot of discussion and trial and error to figure out how to pay LTO’s. Most pays were not properly reconciled until March!!

The first year of benefits for some LTO’s also had some growing pains. The Board and OTIP couldn’t seem to figure it all out until well into the second quadmester. A huge thanks goes out to the District 26 District Officer, Tanya Crosbie, who patiently worked things through with OTIP for the LTO’s and for the part-time LTO combined with some contract work. I am hoping things go more smoothly in the fall.

To me, the most devastating news was the loss of Reg 274 which guaranteed qualifications and seniority as the most important in hiring to the Roster, to LTO jobs, and to contract positions. The new guideline, PPM 165, is disturbingly vague about who gets the job! I, along with other OT Presidents and OT Chief Negotiators, am doing what I can to see what can be done in the next round of negotiations, which is only 18 months away.

However, there is some good news – a new local contract with several excellent improvements including fewer days to an LTO, improved experience credit, increased PD money, and access to EFAP to name just a few. And although we did give in to the Board’s request for 3 days to stay on the Roster, we managed to retain the 3 hours notice of cancellation, even on snow days. Considering that in recent years we have had 10 snow days or more, that represents a huge bonus for daily OT’s. Louise Lanctot deserves a huge applause for her excellent negotiation skills.

I would also like to thank the rest of the OT Executive: Eric Rylands, Susan Thorpe, Thomas Hopkins, Ralph Wightman, and John Bouwers. They are so often the eyes and ears out in the schools and provide me with invaluable information about the right and wrong of what is happening.

As I write this at the end of April, I don’t know what the next few months will bring in terms of what is happening in classrooms (or not), but I hope that, come September, we will all be vaccinated and can return to perhaps a more normal world. Time will tell.

As always, I encourage members to reach out to me (or anyone else on the Exec) with any problems or concerns. Most days, I am near my computer and my phone; don’t hesitate to contact me, even over the summer. Relax. Stay safe.

Respectively submitted,

Elaine Warner-Laxton



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## CHIEF NEGOTIATOR'S REPORT

*Submitted April 28, 2021*

This year marks the most difficult year of my 44 years in education.

The decisions of our political leaders did not help our system. As teachers in the public system, we need to become involved in the next elections.

### **Negotiations:**

We negotiated a local collective agreement in February 2021. It contained several improvements and some administrative changes.

We began the process with in-person meetings and concluded virtually.

We will begin the building for the next round of bargaining this fall with the building of a team. We are always looking for fresh ideas for our committee so please consider applying. A survey of priorities will also be conducted next year. Make sure that your voice is heard.

### **Grievances:**

We had one grievance this year that was settled in favour of the grievor at Step Two of the process.

*Submitted by:*

Louise Lanctot

*Chief Negotiator and Grievance Officer*

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## TREASURER'S REPORT

OTBU EXPENSES		2020-2021			2021-2022
		Budget	Actuals	Forecast	Proposed Budget
5910	OT Meetings	2,200	100	100	2,140
5911	OT Communications				
5912	OT Executive Release Days	6,600	2,718	6,600	7,000
5913	OT Sector Council Rep				
5914	OT Travel	850		0	850
5915	OT Miscellaneous	-	-		-
5916	OTBU PD Fund	3,000	4,800	6,000	
5917	OT Conference Calls				
5918	OT Negotiations /Grievances	5,000	1,035	1,500	5,000
SUB-TOTAL OCCASIONAL EXPENSES		17,650	8,653	14,200	14,990

**BIRT the budget for 2021-22 be endorsed.**

Moved by: Louise Lanctot

Seconded by: Elaine Warner-Laxton

**BUDGET 2021-01**