



OSSTF / FEESO

District 18 Upper Grand - Teachers' Bargaining Unit

On-Time Motions

Annual General Meeting
Teachers' Bargaining Unit

Wednesday May 4th, 2022 @ 4:30 pm

Virtual

Annual General Meeting, Wednesday May 4th, 2022 @ 4:30 pm

PROC 1-2022 (Majority)

BIRT the agenda be adopted.

PROC 2-2022 (Majority)

BIRT the minutes from Wednesday May 5th, 2021 Virtual AGM be approved.

PROC 3-2022 (Majority)

BIRT the following motions be considered en bloc [CON 1-2022, BYL 1-2022, BYL 2-2022, BYL 3-2022]

PROC 4-2022 (2/3)

BIRT the resolutions in PROC 3-2022 be approved.

PROC 5-2022 (Majority)

BIRT the following motions be considered en bloc [BYL 7-2022, BYL 8-2022, BYL 9-2022, BYL 10-2022, BYL 11-2022, BYL 12-2022]

PROC 6-2022 (Majority)

BIRT the resolutions in PROC 5-2022 be approved.

PROC 7-2022 (Majority)

BIRT the following motions be considered en bloc [CON 3-2022, CON 4-2022, BYL 17-2022]

PROC 8-2022 (2/3)

BIRT the resolutions in PROC 7-2022 be approved.

PROC 9-2022 (Majority)

BIRT the following motions be considered en bloc [CON 5-2022, BYL 18-2022, BYL 19-2022]

PROC 10-2022 (2/3)

BIRT the resolutions in PROC 9-2022 be approved.

PROC 11-2022 (Majority)

BIRT the Election Ballots at the AGM be destroyed.

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BUDG 1 – 2022 (Majority)

BIRT the TBU levy be set at \$24.08 to partially pay for 16 periods of time release. Any additional time release if required will be approved by the TBU Executive and paid from Budget line 5220 and/or reserve funds.

Moved: Mason Reid

Seconded: Paul Rawlinson

BUDG 2 – 2022 (Majority)

BIRT the TBU Mileage rate be set at the 61 cents/km for the following fiscal year. The carpooling mileage rate will be an additional 10 cents/km higher for 2 Members travelling together and an additional 20 cents/km higher for 3 or more Members travelling together.

CON 1-2022 (2/3)

BIRT Article 4(D)(1) be amended by substitution of “her/his” with “their”

CON 2-2022 (2/3)

BIRT Article 6: General Meetings (A) be amended with the addition of “, excluding the Annual General Meeting,” after “The quorum required at a General Meeting”

CON 3-2022 (2/3)

BIRT ARTICLE 4: Organization (A) be amended with a new subsection (x)
“(x) Equity and Anti-Racism, Anti-Oppression Officer (voting)”

CON 4-2022 (2/3)

BIRT Article 4: Organization (E) Terms and Years (3) by the addition of “Equity and Anti-Racism, Anti-Oppression Officer” after “Odd-numbered years:”

CON 5-2022 (2/3)

BIRT Article 4: Organization (A) be amended by the deletion of subsection (13)

BYL 1-2022 (Majority)

BIRT By-Law 19(A)(1)(b) be amended by substitution of “her/his” with “their”

BYL 2-2022 (Majority)

BIRT By-Law 22 (A)(3) be amended by substitution of “her/his” with “their”

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BYL 3-2022 (Majority)

BIRT By-Law 23(A)(6)(c) be amended by substitution of "her/his" with "their"

BYL 4-2022 (Majority)

BIRT By-Law 9: Levy (D) be amended by the substitution of ""The members authorize any Levy" with "The Levy, as authorized by the Members, shall be"

BYL 5-2022 (Majority)

BIRT By-Law 22: Chief Negotiator (C) be amended by the deletion of ""and the Benefits Committee"

BYL 6-2022 (Majority)

BIRT By-Law 10: Finances (B) be amended by the addition of a new subsection "(x) Between July 1st and the Budget being passed by Council, the Treasurer and the President have authorization as the spending Authorities."

BYL 7-2022 (Majority)

BIRT By-Law 5: Committees (B) Standing Committees (1) be amended by the substitution of "of not more than two years" with "have a one year term from July 1st to June 30th"

BYL 8-2022 (Majority)

BIRT By-Law 5: Committees (D) (8) Finance Committee: (b) be amended by the deletion of subsection (iii)

BYL 9-2022 (Majority)

By-Law 5(D)(8)(a)(ii) be amended by the addition of "as appointed by Council" after "and up to four other TBU Members"

BYL 10-2022 (Majority)

By-Law 5(D)(7)(a)(ii) be amended by the substitution of "one representative from each Branch" with "the Branch Educational Services Officer or designate"

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BYL 11-2022 (Majority)

By-Law 5(D)(5)(a)(ii) be amended by the addition of "as appointed by Council" after "at least one other person"

BYL 12-2022 (Majority)

By-Law 5(D)(1)(a)(ii) be amended by the substitution of "one representative from each Branch" with "the Branch Collective Bargaining Committee Officer or designate"

BYL 13-2022 (Majority)

BIRT By-Law 15: Removal from Office be amended by the deletion of ""By-Law 6 of the" and the deletion of "and By-Laws"

BYL 14-2022 (Majority)

BIRT the By-Laws be amended by the addition of a new By-Law X: Dependent Care/Pet Care
"By-Law X Dependent Care/Pet Care

(A) Dependent Care

- (1) If Member of the TBU attends an OSSTF meeting or workshop (on behalf of the TBU) after school or on a non-school day and incurs Dependent Care costs in order to attend the meeting or workshop, the rate of remuneration shall be up to \$15.00 per hour OR at the Living Wage established for the community in which the Member resides (whichever is higher). The maximum reimbursement for a day will be 10 hours, regardless of the number of dependents. If overnight care is needed, up to \$50.00 will be provided for overnight care. Reimbursements will include immediate family members, excluding parents and guardians as eligible caregivers. A TBU Dependent Care reimbursement form must be submitted to receive remuneration.

(B) Pet Care

- (2) If any Member of the TBU attends an OSSTF meeting or workshop (on behalf of the TBU) on a non-school day and incurs Kennel costs in order to attend the meeting or workshop, the rate of remuneration shall be \$20.00 per day, payable by the TBU. Receipts from the Kennel must be provided."

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BYL 15-2022 (Majority)

BIRT the By-Laws be amended by the addition of a new By-Law X: Anti-Harassment Procedure

“By-Law X: Anti-Harassment Procedure

- X.1 A member who believes that they have been the target of harassment, should, as a first step, inform the perpetrator that they find the behaviour offensive, and ask that it be stopped. This can be done personally, either in writing or verbally, or with the assistance of a third party.
- X.2 If the behaviour recurs or persists, or if the member does not feel safe approaching the perpetrator directly, they should speak with the designated anti-harassment officer or an executive member of the TBU. The designated anti-harassment officer will investigate the complaint promptly, including separately interviewing the parties involved and any witnesses, with a view to resolving the problem informally.
- X.3 The investigation shall be handled confidentially; however, all complaints will be reported by the anti-harassment officer to the TBU President, or their designate.
- X.4 If the complaint cannot be resolved informally, the complainant will be asked to put the complaint and all relevant information in writing. If the complainant chooses to provide such a written complaint, it will be submitted to the TBU President, or their designate, for action and it shall be the responsibility of the TBU President, or their designate, (with assistance from one of the Secretariat assigned to the TBU) to conduct an investigation, determine if the behaviour falls under the definition of harassment, and decide on appropriate remedial action. The parties involved may each select an advocate for this process and will receive a written report stating the findings and any action taken.
- X.5 Resolutions may include but are not limited to apologies, mediation, warnings, temporarily limiting access, or removal/exclusion from the meeting or event. If the decision is made to remove or exclude that member, a confidential letter outlining the reasons for this decision will be sent to the TBU President.
- X.6 Decisions may be reviewed by Judicial Council on the request of a member.
- X.7 The TBU President, or their designate, shall keep a confidential file of all records and reports related to the investigation of written complaints for a period of five years.
- X.8 None of the above restricts a member's right to file a complaint with the Ontario Human Rights Commission or to make a complaint to the police.”

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BYL 16-2022 (Majority)

BIRT the By-Laws be amended by the addition of a new By-Law X: Electronic Meetings.

"By-Law X: Electronic Meetings

(A) Meetings

- (1) As necessary, meetings of the TBU membership, Executive, or Committees may be held electronically. Under no circumstances can any part of the electronic meeting be recorded.

(B) Electronic Meeting: Platform

- (1) The platform in which these electronic meetings can be held is designated by the President.
- (2) The designated platform must support visible displays identifying those participating. Identifying those seeking recognition to speak, showing the text of pending motions, and showing results of votes.
- (3) The designated platform must require members, participating in the electronic meeting, to log in to satisfy the process of verification of membership of meeting participants.
- (4) These electronic meetings shall be subject to all rules adopted by the Bargaining Unit membership, executive, or committees, or by OSSTF Rules of Order.

(C) Electronic Meeting: Voting

- (1) An anonymous vote will be deemed a ballot vote, fulfilling any requirement in the bylaws or rules that a vote be conducted by ballot.
- (2) Voting on the designated platform can only occur for motions pertaining to the business of the Bargaining Unit membership, executive, or committees. Election voting **MUST** be setup through Provincial OSSTF in the "My Vote" centre. Electronic balloting must be used for anonymous voting.

(D) Electronic Meeting: Platform Features

- (1) The Public Chat function may be turned off. Private Chat function can be turned on if it is being used as a mechanism for members to be recognized in debate.
- (2) The Voting or Polling system can be used as long as it displays the results of the vote.
- (3) The mute-all function should be turned on so that the chair can control who has assignment of the floor.

(E) Electronic Meeting: Rules

- (1) Proper Notice of Meeting and Meeting Information (link, login, agenda, minutes, time and date) shall be sent out to members as per the constitution bylaw.
- (2) The meeting link shall open at least 10 minutes prior to the start of the meeting.
- (3) Members shall login, identify themselves, and maintain internet and audio connection throughout the meeting when present but shall sign out upon any departure prior to adjournment.
- (4) Quorum shall be as designated as per the constitution bylaw.
- (5) The chair can mute or force a disconnection of a member if the member is causing interference with the meeting.

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- (6) Members seeking recognition of the floor shall notify the chair. For larger online meetings, it is advised that someone be assigned to assist the chair by creating a Spotter's List.
- (7) Motions (and/or any other document) must be displayed to the membership until it is disposed of.
- (8) When ordered or required, other methods of voting can be used as per the TBU constitution or OSSTF Rules of Order."

BYL 17-2022 (Majority)

BIRT the By-Laws be amended by the addition of a new By-Law X: Equity and Anti-Racism, Anti-Oppression Officer

"BY-LAW X: Equity and Anti-Racism, Anti-Oppression Officer

- (A) It shall be the duty of the The Equity and Anti-Racism, Anti-Oppression Officer:
 - (1) to be a voting member of the Executive;
 - (2) to act as a resource person in the Bargaining Unit which may include reviewing local OSSTF/FEESO policies, bylaws, events, communications, and processes from an equity perspective to advance equity at the local level;
 - (3) to assist in the creation and maintenance of accessible and inclusive local practices and processes to remove barriers to participation;
 - (4) to build awareness on equity, anti-racism, and anti-oppressive issues;
 - (5) to liaise with other Bargaining Units' Equity, Anti-Racism & Anti-Oppression Officers to collaborate and share resources; and
 - (6) to support and amplify members of First Nations, Métis, Inuit, and equity-seeking groups within the Bargaining Unit.

- (B) The Equity and Anti-Racism, Anti-Oppression Officer's position will be arranged for election at the AGM in odd-numbered years.

- (C) The two year term of office of the Equity and Anti-Racism, Anti-Oppression Officer shall commence July 1st and end June 30th two years later.

BYL 18-2022 (Majority)

BIRT By-Law 13: Communications Officer be deleted.

BYL 19-2022 (Majority)

BIRT By-Law 19: Vice-Presidents (A) (2) It shall be the duty of the Second Vice-President: be amended with the addition of:

- "(x) communicate pertinent information to the membership during the school year;
- (x) support the use of the TBU email system; and
- (x) support the use of the TBU Social Media presence with all postings;
 - i) preapproved by the President or
 - ii) Preapproved by the Executive."

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MAC 1-2022 (Majority)

BIRT the AGM direct Executive to create a workgroup to investigate the options of Elections conducted by a vote of the entire Membership. The workgroup will consist of 2 Executive Members, 2 Members of Council and 2 Members at large. The workgroup will meet 4 times in the federation year and report back to the AGM with findings and any required motions.

Cost: \$2400