

**O.S.S.T.F., DISTRICT 9**  
**OCCASIONAL TEACHERS' BARGAINING UNIT**

July 1, 2021

(Addendum to Constitution Booklet)  
Policy and Procedures

Handbook

(Previous Year's AGM Minutes at end of Handbook)

**CREATION OF COMMITTEES REQUESTING GENERAL MEMBERSHIP PARTICIPATION**

- 1) The Chair of the Committee will electronically post to the membership at least 2 (two) times a request and requirements for committee members by Feb. 1.
- 2) If no applicants have been received by Feb. 15 of that school year, it will be the responsibility of the Committee Chair to notify other executive members of the need for committee members and elicit executive participation on the committee.
- 3) The Chair of the Committee will then begin the group portion of committee work within a couple of weeks.

**EXECUTIVE COMPENSATION****1) President's Allotted Days of Paid Work**

The President will be paid according to LTA rates (on salary grid) according to Bylaw 6.1 (for 2.5 days per week (1/2 time position)).

a) The President will be paid according to LTA rates (on salary grid) according to Bylaw 6.1 (for 2.5 days per week (1/2 time position)).

b) President's Emergency/Pandemic/Membership Overage: If this compensation overage is used (as approved through the OTBU Executive), a record will be kept of the extra days paid out and the general nature of the 'emergency' will be recorded in Executive meeting minutes.

**2) President's Sick Leave and Miscellaneous Leaves.**

Access to sick days or leave of absence will be the same as those afforded regular OTs on LTA according to the prorated assigned days of the approved policy for the 'President's Allotted Days of Paid Work' according to Bylaw 6.1.

**3) President's Access to Paid Benefits**

The president will have full access to LTA benefits, with the bargaining unit providing payment of the benefits according to the LTA prorated release time as determined by the Policy for 'President's Allotted Days of Paid Work' and adding another 5% above that release time budget to cover up to a max of 100% coverage. The extra original amount that is added (5%) accounts for days worked at the provincial level but not counted toward the salary grid pay. The president may collect back extra money paid out for the benefit premiums post June of the affected year if the official time release (due to emergency access, etc.) exceeds 0.5 FTE at the LTA rate.

**4) Executive Members Payment for Executive Work**

If an executive member is asked to work on behalf of the executive during the daytime work hours, they will be paid the daily rate if working as a daily OT, but paid LTA rate if they are working on an LTA (such that the Board pays their regular salary grid rate and the bargaining unit will reimburse the Board for the replacement daily OT needed to fill the spot of the executive for that day, – or as otherwise indicated in the Collective Agreement)

**MERGERS**

The District 9 OT BU will not pursue or advocate for any merger with any other bargaining unit of OSSTF.

**TREASURER'S PREPARATION FOR AGM BUDGET**

- 1) The Treasurer will meet with the President to discuss ideas for the budget prior to the first Budget presentation to the Executive.
- 2) The Treasurer will make the proposed Budget available to the executive on the 2<sup>nd</sup> (second) last executive meeting before the AGM. Amendments can then be made between this meeting and the final executive meeting before the AGM. A vote and final amendments will be made to the Budget at the last executive meeting before the AGM.

**PREPARING FOR THE AGM**

- 1) The president will contact the Provincial Liaison to see if they are available to attend the AGM as a guest speaker to update membership about Provincial matters.
- 2) The president will arrange for an impartial person to chair the meeting and be responsible for voting procedures and counts. This may be the field secretary, another provincial staff, a district executive member or a past retired executive member, etc.
- 3) The president will arrange for an AGM secretary who may be the bargaining unit secretary or the district office manager.
- 4) The president will notify the executive of upcoming deadlines for their written reports to the AGM.  
(usually 2 weeks prior to the AGM)
- 5) AGM booklets will be brought to the meeting, along with ballots.
- 6) The president will bring last year's AGM minutes or ask the communication's officer to send them to members electronically.
- 7) The president will bring 15 copies of the OTBU Constitution (so that people have a copy to follow when motions are being voted on).

**Protocol for Draft Agenda for the AGM**

1. Call to Order
2. Chairperson's Remarks – (field secretary)
3. Reading of the OSSTF/FEESO 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, bylaws, policies, and established practices which govern its members.

4. Reading of the D9 Indigenous Land Acknowledgement:

We would like to acknowledge the original caretakers of this land and recognize the relationship outlined in the First Nations Treaties, as well as acknowledge the contributions made by the Inuit and Metis peoples, so that we may come together today in a good way.

5. Appointment of Anti-Harassment Officer:

Anti-harassment statement: A member of OSSTF/FEESO has the right to a workplace and union environment free from harassment and bullying. 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 the OSSTF/FEESO Policies and Procedures which are available on the provincial website.

6. Adoption of the Agenda
7. Approval of the Previous Year's Minutes:
8. Provincial Office Greeting and Report: Provincial Executive Officer serving D9
9. Presentation of Executive Reports
10. Treasurer: Presentation and vetting questions concerning the Budget.
- Budget related items: ex. Levy motion, Motion to Pass/Amend the Budget.
11. Presentation of Constitution and Bylaws Motions if there are any changes to be made. – (copies handed out)

(If 20 day notice is given for constitution and bylaw motions then they require a 2/3 vote to pass, the floor motions (or less than 20 days notice) require a 9/10 vote to pass.)

\* Chair asks if there are any questions/positions for each motion, (2 minutes allotted for those taking a position for or against) \*\* Chair calls the question on each motion.

12. Presentation of anything new put into the Policy/Procedure Handbook (attached to Constitution electronically)

13. ELECTIONS – Term normally runs from July 1 until June 30.

Candidates for elected positions will be allowed up to 3 minutes to speak on their candidacy.

a. Remarks by the Elections Officer

b. Election Speeches and Balloting in the following order (drop down for elected positions is allowed)

Nominees are accepted by notification through the district office or from the floor before final call for voting. 2 (two) person nomination required.

- President + Grievance Officer

- VP + H&S

- Chief Negotiator

- Communications Officer

- Educational Services Officer / Member Engagement Officer

- Political Action Officer

- Treasurer

- Secretary

- Constitution Officer

- Equity Officer

14. Selection of AMPA delegates and alternate

a) President is assigned as one delegate

b) election of other 'designated number of delegates by provincial office' – simple one person nomination (if two tied, then another vote to break the tie)

c) election of an alternate (drop down from delegates and vote off)

d) election of an alternate in-waiting in case someone has to drop out from above

15. President's Final Remarks (Optional)

16. Adjourn

**Usage of Surplus Funds****1) Time Release**

a) if there is a surplus at year end from the time release funds, these will first be used/dispersed in the following year for any extra President/executive time release needs as approved by the OTBU Executive

b) should there be surplus funds after 1a above, then the funds can be dispersed for other needs as approved by the Executive (or as seen in the surplus list in 2 below).

**2) General Surplus:** funds in the equity account can be used to top up existing budget lines or fund certain items listed below, but not limited to (with Executive approval).

a) to top up budget lines and accommodate for any reductions in provincial FTE bargaining unit funding from year to year to cover any deficits and budgetary over-expenditures that was not accounted for

b) time release for members (training, AMPA delegates/alternates for pre-AMPA meetings, etc.)

c) donations to assist members/community causes (i.e. education is a right podcast, united way, gift cards to be used as swag to assist members if work is slow, etc.)

d) funding for special activities (i.e. political action rallies/events, strike/job sanction activities, member engagement activities not funded by provincial, district, or another budget line)

e) bursaries for members (such as a bursary to help offset costs for members to take additional qualification courses)

e) assist members financially after all other avenues, such as OSSTF benevolent fund have been used for extreme emergencies and with the approval of executive, providing funds are available.

**Social Media**

1) Any social media accounts bearing the name 'OSSTF OT' or 'OSSTF D9 OTBU' shall be owned and operated through the OTBU, and the President will be listed as the owner/administrator. These social media accounts may include such sites as Facebook, Twitter, Instagram, etc. The President will be responsible to designate any other administrators as needed. When a newly elected President takes office, the ownership/administrator status will be transferred from the previous President to the new President.

**2) OTBU Executive Passwords**

If there are any passwords used in social media, the President's email, and other pertinent Executive accounts, the President will make the Vice President aware of where the codes are located, and as well, the President will provide the OSSTF D9 Office Manager with copies of these password codes.

**Cap/Hiring OT's**

1) As per the current Collective Agreement (L17.2a - 2019-2022) the board will be seeking the agreement of the Occasional Teacher President before doing any hiring above the cap. The President will bring the board's hiring request to the executive for consultation. This can be done through email if it's a time sensitive decision when the board needs to hire above the cap.

**PROCEDURES****Communication within the Executive**

- The Vice President (VP) will be made aware of the password to the President's official email. The VP may access this email in the case of the President's illness, absence or if steps mentioned below are followed:
- Should the President not respond to communications from the members/executive, the VP will follow these steps:
  - 1) Talk to the President about the lack of communication.
  - 2) Through an email, the VP should officially request further communication from the President, and specific areas of concern may be noted.
  - 3) If communication still remains an issue, the VP will notify the rest of the executive.
  - 4) After the executive has been notified, a period of 5 days will be given for the President to respond to the request for communication. If the President does not sufficiently respond, the VP will be granted permission to access the President's email system.

**AMPA Delegate and Alternate Selection**

Delegate numbers may change yearly depending on FTE calculation at Provincial Office. One alternate will also be selected after the delegate(s) .

- 1) a) President is assigned as one delegate
- b) election of other 'designated number of delegates by provincial office' – simple one person nomination (can self-nominate)
  - pick from the highest vote numbers, if a tie occurs then revote between tied people
- c) election of an alternate (drop down from delegates after vote off)
  - pick from the highest vote numbers, if a tie occurs then revote between tied people

**The last year's AGM Minutes will be kept at the end of the Policy and Procedures Handbook**

**Occasional Teachers' Bargaining Unit**  
**Annual General Meeting**  
**Tuesday May 25, 2021 – 4:30 pm via MS Teams - Minutes {draft}**

- a. Call to Order: 4:34 p.m.
- b. Chairperson's Remarks: Peter Bates
- c. Reading of the OSSTF/FEESO Pledge: Christina Wagner 4:36 p.m.
- d. Reading of the D9 Indigenous Land Acknowledgement:
- e. Appointment of Anti-Harassment Officer & Reading of the Statement  
AH Officer: Scott Hunt
- f. Adoption of the Agenda  
BIRT that agenda be approved.  
M/S Christina Wagner / Linda Lewicki

-Enver asks a question with regards to quorum  
-Chair replies that there is quorum  
-Enver follow up asking if this is the same format this year  
-Christina replies that it's a non-issue because you have quorum.  
**MOTION IS APPROVED**

BIRT the agenda follow the OTBU policy handbook and that elections of Executive and AMPA delegates be moved to right before the President final remarks.

M/S Enver Villamizar / Carole Turner

-Enver opens debate and reasoning for the motion to amend the agenda.  
-Christina Wagner speaks against the motion due to time constraints with the P.O. voting centre  
-Linda speaks against the motion.  
-Enver closes debate      **DEFEATED**

- g. Approval of the Previous Year's Minutes  
BIRT that the minutes from the 2020 AGM be approved.  
M/S Christina Wagner / Andrea DiPonti      **CARRIED**

h. **ELECTIONS**

**ON TIME NOMINATIONS**

**President / Grievance Officer - ACCLAIMED**

Christina Wagner – (Linda Lewicki, Siobhan Krasnozou)

**Vice President / Health & Safety Officer - ACCLAIMED**

Drazenka Saric - (Andrea DiPonti, Maya Babic)

**Secretary**

VACANT

**Treasurer - ACCLAIMED**

Carrie Martin - (Drazenka Saric, Christina Wagner)

**Chief Negotiator - ACCLAIMED**



Scott Hunt - (Joanna Hutz, Rafael Perez)

**Educational Services Officer - ACCLAIMED**

Carrie Martin - (Andrea DiPonti, Christina Wagner)

**Equity Officer - ACCLAIMED**

Andrea DiPonti (Christina Wagner, Carrie Martin)

**Communications Officer - ACCLAIMED**

Siobhan Krasnozon (Kristi Mistakidis, Christina Wagner)

**Political Action Committee Officer**

VACANT

**Constitution Officer - ACCLAIMED**

Linda Lewicki - (Christina Wagner, Drazenka Saric)

- i. Selection of AMPA delegate(s) and alternate(s)  
President Elect as Delegate 1  
Delegate 2 / Alternate 1 (pending FTE)  
Extra Alternate (pending FTE)

Nominations from the floor:

Carrie Martin Nominated by: Linda Lewicki, Siobhan Krasnozon

Andrea DiPonti Nominated by: Christina Wagner, Andrea Inglesi

Siobhan Krasnozon Nominated by: Carrie Martin, Christina Wagner

**Results:**

Delegate 2 / Alternate 1 (pending FTE): Siobhan Krasnozon

Extra Alternate (pending FTE): Andrea DiPonti

In-Waiting: Carrie Martin

- j. Provincial Office Greeting and Report: (Provincial Executive) 5:06 p.m.  
Questions to Dave:
  - Scott Hunt comments to Dave with regards to seniority
  - Enver asks Dave to explain why hybrid learning will not work
  - Peter adds what was discussed in his seminar on Saturday with regards to this
- k. Treasurer Report: 5:19 p.m.  
Presentation and vetting questions concerning the Budget
  - 1. Levy Approval
  - 2. Presentation of Budget and Approval of Budget

-Enver asks a question, Carrie answers

-Enver asks a supplemental question

**Budget Motion 1**

**BIRT** the Levy for the OSSTF OT BU for the 2021/2022 School Year to be set at 0.7% (point

seventy percent) of the member's gross salary and deducted from every pay. This would remain as previous years.

**Moved by Carrie Martin**

**Seconded by Christina Wagner**

-Christina reiterates that this is the same levy as previous years

-Linda adds that this levy needs to stay in place for future time release coverages for members

**CARRIED**

## **Budget Motion 2**

**BIRT** that this tentative budget for the 2021/2022 school year be approved based on district funding that has not yet been finalized at AMPA.

**Moved by Carrie Martin**

**Seconded by Christina Wagner**

-Carrie passes on adding to the motion and opens debate

-Christina speaks to the motion

-Enver asks a question; trying to understand why the numbers are not adding up

-Carrie confirms she made a typo

-Linda explains invoicing from the board is a few months behind

-Enver asks where does surplus go, can it be spent still

-Christina explains that there is a motion coming up with regards to how surplus funds will be addressed

-Linda agrees with Christina's above comment

-Carrie closes debate

**CARRIED**

## **1. Presentation of Constitution and Bylaws Motions**

**Tabled Motions from 2020 AGM 5:41 p.m.**

### **Constitution**

#### **1**

### **Article 4 RESPONSIBILITIES OF THE OTBU EXECUTIVE**

**BIRT** Article 4 be amended by the addition of a new subsection **4.15 Distribute Communications from District committees intended for all District members in a timely fashion to the membership** be added to duties of the Executive.

**Moved By:** Linda Lewicki (previously Enver Villamizar)

**Seconded By:** OTBU Executive

-Linda opens debate.

-Christina adds in her rationale

-Linda closes.

**CARRIED**

2

## **Article 5 BARGAINING UNIT ORGANIZATION**

**Current 5.4** With the exception of the role of the President, whenever and for whatever reason a vacancy occurs on the OTBU Executive, the OTBU membership will be informed of the vacancy and interested members will be invited to put their names forward to be considered by the OTBU Executive. **Upon approval by the OTBU Executive, the vacancy will be filled for the remainder of the elected term of office.**

**BIRT** Article 5.4 be amended by substitution to read:

**Upon appointment by the OTBU Executive, the vacancy will be filled for the remainder of the term of office. The OTBU Executive may decide how to disperse the duties of the executive position amongst the executive until the end of term.**

**Moved By:** Linda Lewicki (previously Enver Villamizar)

**Seconded By:** OTBU Executive

-Linda opens debate.

**CARRIED**

## Bylaws

3

## **Bylaw 4 BARGAINING UNIT MEETINGS AND ELECTIONS**

**Current 4.3.4** At the Annual General Meeting, each candidate for an office of the OTBU Executive will be allotted a maximum of three (3) minutes to speak prior to elections.

**Current 4.4.5** An unsuccessful candidate for one position may be nominated from the floor for another position on the OTBU Executive prior to nominations being declared closed.

**BIRT** By-Law 4.4 Elections be amended by the addition of a new subsection (**4.4.6**) to read:

**All candidates for executive positions submitted according to 4.4.2 shall have a maximum 500 word biography and photo they provide sent to all members by the Communications officer no less than 7 days prior to the AGM. No other campaign materials (including websites, social media accounts, automated callouts etc.) shall be permitted to be distributed to the membership.**

**Moved By:** Linda Lewicki (Previously Enver Villamizar)

**Seconded By:** OTBU Executive

-Linda opens.

-Enver speaks in favour of the motion, but not if there is a change in that candidates can still run from the floor.

**CARRIED**

## Constitution

### 4

#### **Article 4 RESPONSIBILITIES OF THE OTBU EXECUTIVE**

**Current 4.3:** to meet regularly, and as needed to conduct the business of the OTBU;

**BIRT** Article 4.3 be amended by the addition of new wording so that it reads:

4.3 to meet regularly, and as needed to conduct the business of the OTBU, **and to attend a minimum of 70% of the scheduled executive meetings;**

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

-Linda opens debate

-No questions

**CARRIED**

### 5

#### **Article 4 RESPONSIBILITIES OF THE OTBU EXECUTIVE**

**Current 4.6:** to communicate with OTBU members, District 9 Executive and Provincial Office in matters relating to the OTBU;

**BIRT** Article 4.6 be amended by adding an a) and a b) so that it reads:

4.6

**a)** to communicate with the OTBU members, District 9 Executive and Provincial Office in matters relating to the OTBU;

**b) to keep active and monitor the OTBU social media accounts that exist;**

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

-Linda opens debate.

-Enver asks a question with regards to how to measure how to know if information is up to date

-Linda answers that there needs to be something in the constitution with regards to social media

**CARRIED**

## Bylaws

### 6

#### **Bylaw 2 DUTIES OF THE BARGAINING UNIT EXECUTIVE**

##### **2.1 DUTIES OF THE PRESIDENT – GRIEVANCE OFFICER**

**Current 2.1.10** To act as a signing authority for the OTBU.

**BIRT** Bylaw 2.1.10 be amended by the addition of a), b), and c) so that it reads:

2.1.10

**a)** To act as a signing authority for the OTBU.

**b) To act as the main administrator-owner of any OSSTF OTBU social media accounts.**

**c) To provide any account passwords to the District 9 office manager to have in safe keeping.**

**Moved By:** Linda Lewicki  
**Seconded By:** OTBU Executive

- Linda opens debate
- Christina adds to supporting of the motion and explains that this is already a process

**CARRIED**

**7**

## **Bylaw 2 DUTIES OF THE BARGAINING UNIT EXECUTIVE**

### **2.3 DUTIES OF THE CHIEF NEGOTIATOR**

**BIRT** Bylaw 2.3 be amended by the addition of a new **2.3.11** so that it reads:

**2.3.11 If the OTBU is actively involved with negotiations at the local table with the Board, the Chief Negotiator role will be held over until the end of the current contract negotiations round is completed. This may mean that the Chief Negotiator will not be re-elected annually in conjunction with the other executive positions. By discretion of the Executive, once the current bargaining round is complete, the Chief Negotiator may continue until the end of that school term or the Executive may call a membership meeting to vote in a new Chief Negotiator until the next AGM.**

**Moved By:** Linda Lewicki  
**Seconded By:** OTBU Executive

- Linda opens debate.
- Enver opposes the motion as this motion contradicts the constitution and because of the duration how long negotiations could take
- Scott speaks in support the motion
- Christina speaks in support of the motion
- Linda pulls up constitution to ask for some clarity
- Enver shares his screen to that
- Chair rules the motion out of order due to discrepancy in the constitution

**RULED OUT OF ORDER**

**8**

## **Bylaw 2 DUTIES OF THE BARGAINING UNIT EXECUTIVE / Bylaw 4 BARGAINING UNIT MEETINGS AND ELECTIONS**

### **2.5 DUTIES OF THE EDUCATIONAL SERVICES OFFICER**

#### **4.4 ELECTIONS**

**BIRT** amendments to Bylaw 2.5 DUTIES OF THE EDUCATIONAL SERVICES OFFICER and Bylaw 4.4 ELECTIONS are done so en bloc so that it reads:

**2.5 DUTIES OF THE EDUCATIONAL SERVICES / MEMBER ENGAGEMENT OFFICER**

**2.5.6 will also represent the OTBU as the Member Engagement Officer and meet with the District Member Engagement Committee as needed.**

**4.4.4 Election of OTBU Officers shall be in the following order:**

**5) Educational Services / Member Engagement Officer**

**Moved By:** Linda Lewicki  
**Seconded By:** OTBU Executive

-Linda opens debate.

-No questions

**CARRIED**

9

### **Bylaw 3 DUTIES OF MEMBERS**

**BIRT** Bylaw 3 DUTIES OF MEMBERS be amended by the addition of a new **3.3.4** so that it reads:

#### **3.3.4**

**a) To notify the OTBU Executive (President) of their interest to attend and observe an Executive Meeting with at least two (2) weeks notice prior to the intended meeting. The member(s) will be able to attend the OTBU Executive meeting should there be any space available and will be notified within one (1) week. If the OTBU Executive declines an invitation, it will include an explanation as to why the space is unavailable.**

**b) If the member(s) wish to specifically speak in the Executive meeting, this must be arranged ahead of time with the Executive (President) with a brief note explaining the purpose of the speech that is submitted to the President in advance of the meeting.**

**c) During the portion of the meeting in which the member has not been designated as a speaker, the member will remain as an observer only. An observer may listen, but not become part of the discussions. Observers will be omitted during an executive session.**

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

-Linda opens

-Enver asks a question; how many members have requested to attend and Exec meeting in the last two years

-Christina replies and explains that they would like to be prepared by having language in effect for when this questions comes up again

-Enver strongly urges members to oppose this motion

-Linda speaks again to the motion and explains they are looking ahead to have language in place.

-Stephan speaks against the motion and feels as though it's a gate keepers motion and it doesn't make sense and discourages members from wanting to participate.

-Christina asks Stephan to clarify his comment about space in the building

-Andrea Inglesi proposes to change the wording / amendment to the motion

-Linda agrees that perhaps the timeline of two weeks can be changed as friendly amendment

-Siobhan supports the motion and explains that there will still likely be social distancing guidelines in place

-Enver asks for a clarification that a friendly amendment is not possible with the wording of this motion and that there are ways to deal with members who are interested in attending the motion

-Linda asks the chair if she as the mover could change the motion

-Chair explains motion is on the floor and no

-Linda proposes a change to the motion

-Andrea comments that the motion is not necessary, and is strongly against it

Linda proposes a motion to amend the motion to: removal of at least '2 weeks' to '1 week' .... and continue with original..... then remove after space available 'and will be notified within one (1),

-Linda closes debate

-Chair calls the question of amending the motion **CARRIED**

New wording:

**BIRT** Bylaw 3 DUTIES OF MEMBERS be amended by the addition of a new **3.3.4** so that it reads:

### **3.3.4**

a) To notify the OTBU Executive (President) of their interest to attend and observe an Executive Meeting with at least one (1) week notice prior to the intended meeting. The member(s) will be able to attend the OTBU Executive meeting should there be any space. If the OTBU Executive declines an invitation, it will include an explanation as to why the space is unavailable.

b) If the member(s) wish to specifically speak in the Executive meeting, this must be arranged ahead of time with the Executive (President) with a brief note explaining the purpose of the speech that is submitted to the President in advance of the meeting.

c) During the portion of the meeting in which the member has not been designated as a speaker, the member will remain as an observer only. An observer may listen, but not become part of the discussions. Observers will be omitted during an executive session.

-Seconded by Christina Wagner

-Scott speaks in favour

-Chair calls the question, Enver requests roll call vote

**DEFEATED**

Roll call: IN FAVOUR: 42 11 Less Carole Turner (did not mean to raise her hand)

Microsoft Office Home | Mail - Crystal Leveille - Outlook | OT AGM 2021 (Meeting) | N | x

teams.microsoft.com/\_/#/pre-join-calling/19/meeting\_OTZNYTJNtENGESY00ZGE2LTpZWMtMjYxZjZyQyNjVj@thread.v2

Microsoft Teams

BIRT Bylaw 3 DUTIES OF MEMBERS be amended by the addition of a new 3.3.4 so that it reads:

**3.3.4**

a) To notify the OTBU Executive (President) of their interest to attend and observe an Executive Meeting with at least one (1) week notice prior to the intended meeting. The member(s) will be able to attend the OTBU Executive meeting should there be any space. If the OTBU Executive declines an invitation, it will include an explanation as to why the space is unavailable.

b) If the member(s) wish to specifically speak in the Executive meeting, this must be arranged ahead of time with the Executive (President) with a brief note explaining the purpose of the speech that is submitted to the President in advance of the meeting.

c) During the portion of the meeting in which the member has not been designated as a speaker, the member will remain as an observer only. An observer may listen, but not become part of the discussions. Observers will be omitted during an executive session.

02:34:09

People

Invite someone

Share invite

Guest

Amy Tavernier  
Outside your organization

Linda Lewicki  
Outside your organization

Andrea DiPonti  
Outside your organization

Drazenka Saric  
Outside your organization

Christina Wagner (Gu...  
Guest

Carrie Martin  
Outside your organization

Lucia Gololiov  
Outside your organization

Allison Knight  
Outside your organization

Eunice Senev (Guest)  
Guest

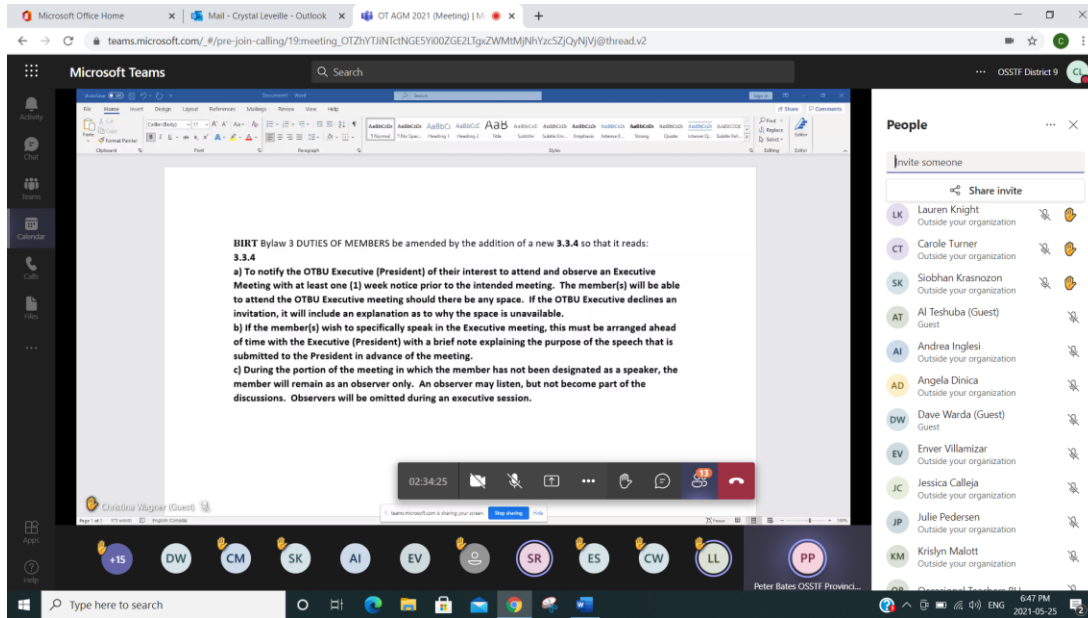
Lauren Knight  
Outside your organization

PP

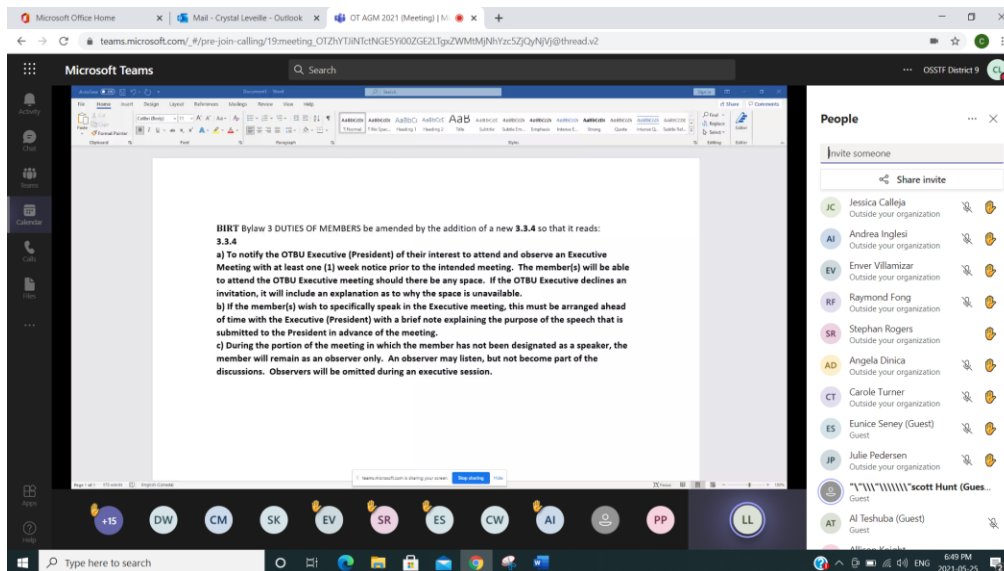
Peter Bates OSSTF Provinci...

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6:47 PM  
2021-05-25



## ROLL CALL OPPOSED: 9





## Bylaw 4 BARGAINING UNIT MEETINGS AND ELECTIONS

### 4.3 PROCEDURES FOR MEETINGS

**BIRT** Bylaw 4.3 PROCEDURES FOR MEETINGS be amended by the addition of a new **4.3.6** to read:

**4.3.6** Members of the OTBU should RSVP to the District Office Manager their intent to attend the AGM at least fifteen (15) days prior to the AGM. Should a member not give this advance notice, then it will be at the discretion of the OTBU Executive to include the member(s) at the AGM. The late additions will be contingent on space availability due to technical issues, venue space allotment and menu availability, etc.

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

- Linda opens debate.
- Christina speaks in favour of the motion and explains logistics of planning meetings
- Enver opposes the motion.
- Linda speaks to the motion
- Andrea Inglesi speaks against the motion
- Linda responds to Andrea's comment
- Christina responds
- Carole speaks against the motion
- Linda closes

IN FAVOUR:

13

The screenshot shows a Microsoft Teams meeting interface. The main window displays a document titled "Bylaw 4 BARGAINING UNIT MEETINGS AND ELECTIONS" with a new section 4.3.6. The text of the document is as follows:

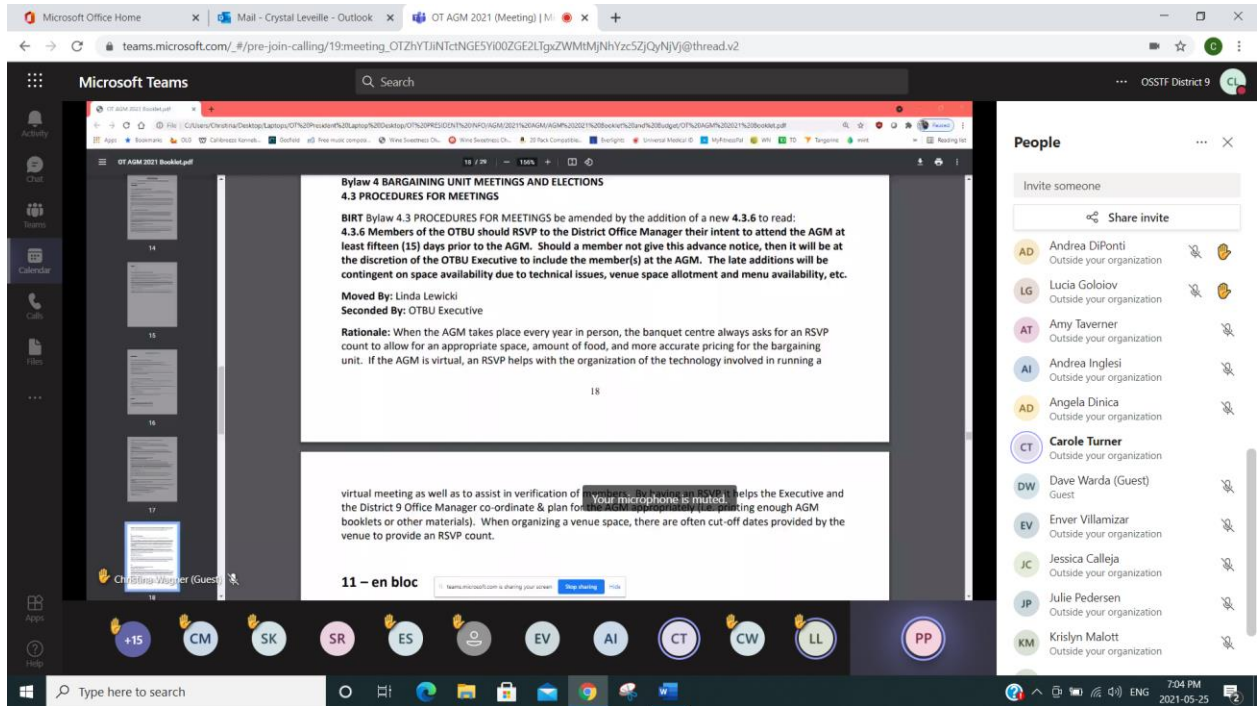
**Bylaw 4 BARGAINING UNIT MEETINGS AND ELECTIONS**  
**4.3 PROCEDURES FOR MEETINGS**  
**BIRT** Bylaw 4.3 PROCEDURES FOR MEETINGS be amended by the addition of a new **4.3.6** to read:  
**4.3.6** Members of the OTBU should RSVP to the District Office Manager their intent to attend the AGM at least fifteen (15) days prior to the AGM. Should a member not give this advance notice, then it will be at the discretion of the OTBU Executive to include the member(s) at the AGM. The late additions will be contingent on space availability due to technical issues, venue space allotment and menu availability, etc.

**Moved By:** Linda Lewicki  
**Seconded By:** OTBU Executive

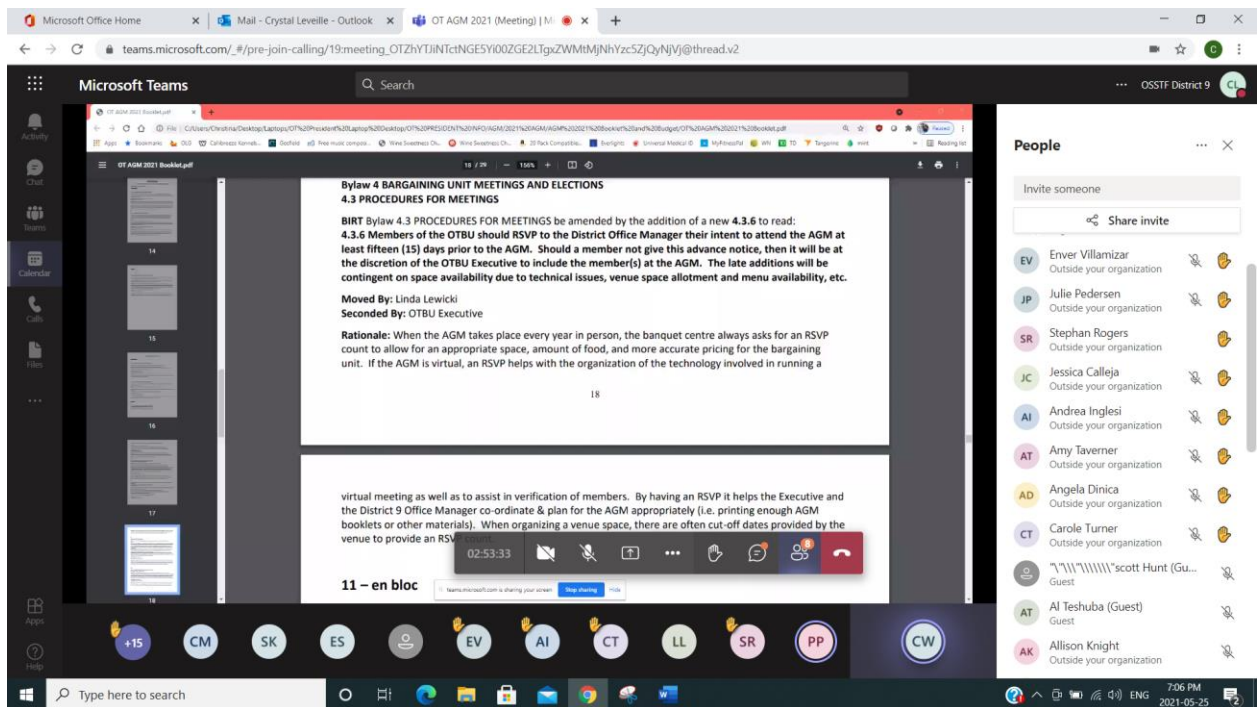
**Rationale:** When the AGM takes place every year in person, the banquet centre always asks for an RSVP count to allow for an appropriate space, amount of food, and more accurate pricing for the bargaining unit. If the AGM is virtual, an RSVP helps with the organization of the technology involved in running a virtual meeting as well as to assist in verification of members. Having an RSVP helps the Executive and the District 9 Office Manager co-ordinate & plan for an appropriate venue, including enough AGM booklets or other materials). When organizing a venue space, there are often cut-off dates provided by the venue to provide an RSVP count.

At the bottom of the screen, there is a status bar showing "11 - en bloc" and a list of participants. The participants list on the right includes:

- Linda Lewicki (Outside your organization)
- Raymond Fong (Outside your organization)
- scott Hu... (Guest)
- Eunice Seney (Guest)
- Drazenka Saric (Outside your organization)
- Al Teshuba (Guest)
- Siobhan Krasnozon (Outside your organization)
- Allison Knight (Outside your organization)
- Lauren Knight (Outside your organization)
- Christina Wagner (Guest)
- Carrie Martin (Outside your organization)



OPPOSED: 8



MOTION IS DEFEATED

## 11 – en bloc

(A)

### **Bylaw 4 BARGAINING UNIT MEETINGS AND ELECTIONS 4.4 ELECTIONS**

**Current:** 4.4.2 Nominations for the offices of the OTBU Executive shall be submitted by email to the District 9 Office Manager fifteen (15) days in advance of the Annual General Meeting

**Current:** 4.4.5 An unsuccessful candidate for one position may be nominated from the floor for another position on the OTBU Executive prior to nominations being declared closed.

**BIRT** 4.4.2 be amended to read with the removal of the current 4.4.5

**a)** Nominations for the offices of the OTBU Executive shall be submitted to the District 9 Office Manager fifteen (15) days in advance of the Annual General Meeting

**bi) These nominations will be put forth at the AGM and there will be no new nominations for an Executive Position put forth from the floor, with the exception of (bii)**

**bii) If a person is defeated for a pre-nominated position, then such person may ‘drop down’ and run for a different position after the original nominated position for election has been closed and tallied**

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

(B)

### **Bylaw 4 BARGAINING UNIT MEETINGS AND ELECTIONS 4.4 ELECTIONS**

**Current:** 4.4.3 Nominations from the floor of the Annual General Meeting will be received prior to nominations being declared closed by the Chair.

**BIRT** that 4.4.3 be amended such that it reads:

Nominations from the floor of the Annual General Meeting will be received prior to nominations being declared closed by the Chair **for only those who ran for a previous position at the current AGM and were unsuccessful, such that only a person who ‘drops down’ will be allowed to be nominated from the floor at the AGM.**

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

-Linda opens debate

-Christina speaks for the motion

-Enver speaks against the motion as it limits participation

-Linda forgets the comment

-Al speaks against the motion and agrees with Enver’s points

-Andrea speaks against and agrees with Enver

-Christina explains her reasoning

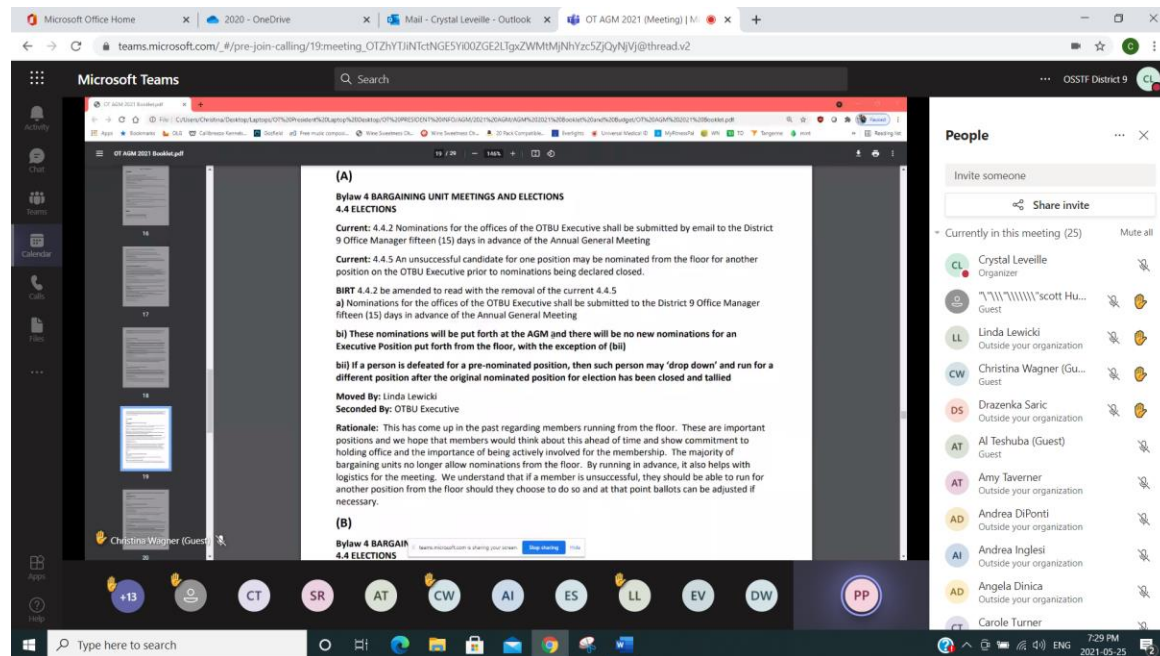
-Linda comments with regards to being the only BU that allows people to run from the floor

-Andrea finds all of these motions completely unnecessary and discouraging

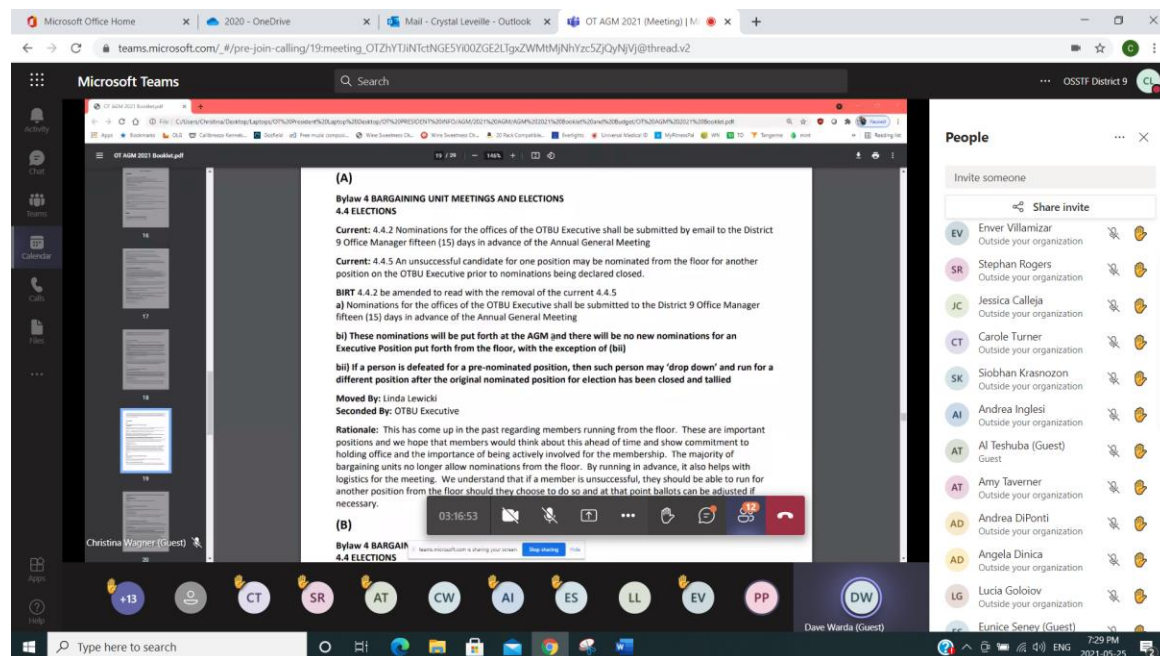
-Eunice agrees with Andrea's comment

-Linda closes

IN FAVOUR: 4



OPPOSED: 13



PLUS Julie Pederson opposed

MOTION IS DEFEATED

TAKE A 5 MINUTE BREAK – 7:31 PM



## **Bylaw 4 BARGAINING UNIT MEETINGS AND ELECTIONS**

### **4.4 ELECTIONS**

**BIRT** if 4.4.6 from the tabled motions is passed during this AGM and 4.4.5 is removed as per previous motion, the new 4.4.6 will become 4.4.5.

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

*Withdrawn by the mover due to outcome of one of the above motions.*

## **Bylaw 4 BARGAINING UNIT MEETINGS AND ELECTIONS**

**BIRT** Bylaw 4 BARGAINING UNIT MEETINGS AND ELECTIONS be amended by the addition of a new subsection, **4.6 VIRTUAL MEETINGS** and include, en bloc, the addition of a new **4.6.1, 4.6.2, 4.6.3, and 4.6.4** so that it reads

### **4.6 VIRTUAL MEETINGS**

**4.6.1** The virtual membership meeting(s) will be held on a computer/phone platform selected by either the provincial office, the district office, or the OTBU Executive. The platform in use will be approved by the Executive during an executive meeting prior to the membership meeting.

**4.6.2** There will be a process for verification of membership for those participants who wish to enter the specified meeting. This may include, requesting members to RSVP and having the executive verify the membership attendance through a list. A virtual verification process will be in lieu of an attendance signature list.

**4.6.3** A voting process will be predetermined if voting is required. Example: asking who is in favour/opposed or using the OSSTF Voting Centre or other Executive approved voting platform.

**4.6.4** Results of a vote will be announced by one of the Executive members or the Chair of the meeting (i.e. that motion is carried or these are the results (similar to in-person meetings)).

**Moved By:** Christina Wagner

**Seconded By:** OTBU Executive

-Christina opens debate

-Enver asks a question

-Christina explains that some virtual platforms have capacity limits

**CARRIED**

## Bylaw 6 TIME RELEASE

**Current** 6.1.1 The President of the OTBU will have the equivalent of 0.5 FTE release time for executive duties.

**BIRT** Bylaw 6.1.1 be amended to include the addition of new language, so that it reads:

6.1.1 The President of the OTBU will have the equivalent of 0.5 FTE release time for executive duties. **As a contingency plan for Presidential Time Release: due to extreme conditions, pandemic conditions, and/or an exorbitant increases in individual membership numbers of active bodies such that they are in excess of 25% of FTE cap, the President may access up to 1.0 FTE during portions of the year when it becomes necessary, with the approval of the OTBU Executive. Any excess time above the 0.5 FTE release time will be recorded with reasons noted and kept on file.**

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

-Linda opens and speaks to the motion in that currently the President has worked 1.0 LTO and only has gotten paid for .5 / half time.

-Christina speaks to the motion and gives her experience of this past year trying to keep up with membership needs.

-Enver opposes the motion. Feels that it could create a incentive for an OT to run for the position of President. Instead believes more people should be brought in to share the load.

-Linda speaks to the motion and explains the wording of the motion.

-Andrea speaks against the motion

-Drazenka speaks for the motion and how crazy it has been and that it's just not possible for a .5 time release to be able to do this job.

-Enver rises to the point of order and feels it is a conflict of interest to have Christina not be part of the conversation as it makes it too personal, and he is uncomfortable.

-Christina adds more info

-Scott believes that the OT time release should absolutely be a 1.0 FTE as it would allow a person to be able to do their job and not give up the ability to work and needs to be considered in the future.

-Drazenka explains that it is not about Christina its about the position of President

-Linda agrees that the job of OTBU President absolutely more than a .5 FTE

-Andrea feels it should not be disguised this way if it is something that Exec

-Linda closes



## IN FAVOUR: 11

Microsoft Teams

14

**Bylaw 6 TIME RELEASE**

Current 6.1.1 The President of the OTBU will have the equivalent of 0.5 FTE release time for executive duties.

BIRT Bylaw 6.1.1 be amended to include the addition of new language, so that it reads:

6.1.1 The President of the OTBU will have the equivalent of 0.5 FTE release time for executive duties. As a contingency plan for Presidential Time Release: due to extreme conditions, pandemic conditions, and/or an exorbitant increases in individual membership numbers of active bodies such that they are in excess of 25% of FTE cap, the President may access up to 1.0 FTE during portions of the year when it becomes necessary, with the approval of the OTBU Executive. Any excess time above the 0.5 FTE release time will be recorded with reasons noted and kept on file.

Moved By: Linda Lewicki  
Seconded By: OTBU Executive

Rationale: As seen this year, there are a lot of extra issues occurring during extraordinary times such as a pandemic. The President would not have been able to do a 1/2 time LTA as the Presidential role exceeded the average 1/2 release time and even taking daily calls would have been impossible at times. This ensures, that the President, being the only time release officer, can access additional time release only if needed, and approved by the Executive during an emergency situation. If the cap is approximately 160 FTE, we could have scenarios where our cap is close to 160 FTE but we have 190-200 active members. By having the option of a 1.0 time release, this would ensure that the President could access time to manage the membership effectively (TBU has approx. 800 members with 3 full time release officers, 266/officer).

15

**Bylaw 6 TIME RELEASE**

BIRT Bylaw 6 be amended to include a new section 6.1.4, so that it reads:

6.1.4 If there is a situation where the President's release time is exceeded, these can be used/dispersed in the following year as needed.

03:54:11

People

- Christina Wagner (Guest)
- ES
- JP
- CT
- CW
- DS
- DW
- AI
- LL
- EV
- PP

8:07 PM  
2021-05-25

## OPPOSED: 3

Microsoft Teams

14

**Bylaw 6 TIME RELEASE**

Current 6.1.1 The President of the OTBU will have the equivalent of 0.5 FTE release time for executive duties.

BIRT Bylaw 6.1.1 be amended to include the addition of new language, so that it reads:

6.1.1 The President of the OTBU will have the equivalent of 0.5 FTE release time for executive duties. As a contingency plan for Presidential Time Release: due to extreme conditions, pandemic conditions, and/or an exorbitant increases in individual membership numbers of active bodies such that they are in excess of 25% of FTE cap, the President may access up to 1.0 FTE during portions of the year when it becomes necessary, with the approval of the OTBU Executive. Any excess time above the 0.5 FTE release time will be recorded with reasons noted and kept on file.

Moved By: Linda Lewicki  
Seconded By: OTBU Executive

Rationale: As seen this year, there are a lot of extra issues occurring during extraordinary times such as a pandemic. The President would not have been able to do a 1/2 time LTA as the Presidential role exceeded the average 1/2 release time and even taking daily calls would have been impossible at times. This ensures, that the President, being the only time release officer, can access additional time release only if needed, and approved by the Executive during an emergency situation. If the cap is approximately 160 FTE, we could have scenarios where our cap is close to 160 FTE but we have 190-200 active members. By having the option of a 1.0 time release, this would ensure that the President could access time to manage the membership effectively (TBU has approx. 800 members with 3 full time release officers, 266/officer).

15

**Bylaw 6 TIME RELEASE**

BIRT Bylaw 6 be amended to include a new section 6.1.4, so that it reads:

6.1.4 If there is a situation where the President's release time is exceeded, these can be used/dispersed in the following year as needed.

03:54:11

People

- Crystal Leveille (Organizer)
- EV
- SR
- CT
- DS
- DW
- AI
- EV
- ES
- LL
- CW
- PP

8:09 PM  
2021-05-25

## MOTION IS CARRIED



15

## Bylaw 6 TIME RELEASE

BIRT Bylaw 6 be amended to include a new section 6.1.4, so that it reads:

**6.1.4 If there is a surplus at year end from the time release funds, these can be used/dispersed in the following year as stipulated in the policy and procedures handbook.**

Moved By: Linda Lewicki

Seconded By: OTBU Executive

-Linda opens

IN FAVOUR:12

The screenshot shows a Microsoft Teams meeting interface. The main window displays a presentation slide titled "Bylaw 6 TIME RELEASE". The slide content includes the following text:

and approved by the Executive during an emergency situation. If the cap is approximately 160 FTE, we could have scenarios where our cap is close to 160 FTE but we have 190-200 active members. By having the option of a 1.0 time release, this would ensure that the President could access time to manage the membership effectively (TBU has approx. 800 members with 3 full time release officers, 266/officer).

**15**

**Bylaw 6 TIME RELEASE**

BIRT Bylaw 6 be amended to include a new section 6.1.4, so that it reads:

**6.1.4 If there is a surplus at year end from the time release funds, these can be used/dispersed in the following year as stipulated in the policy and procedures handbook.**

Moved By: Linda Lewicki  
Seconded By: OTBU Executive

Rationale: If money is collected through a levy for time release, we believe this levy should be firstly used for the intended purpose of time release. So if in subsequent years, time release needs increase, then this is a "safety net" amount. If it is not needed in subsequent years for time release, there will be a set-out list of other expenses to be paid in-lieu.

**16**

21

04:01:43

People

Invite someone

Share invite

LL Linda Lewicki  
Outside your organization

CM Carrie Martin  
Outside your organization

Guest

CW Christina Wagner (Gu...  
Guest

AT Amy Taverner  
Outside your organization

JC Jessica Calleja  
Outside your organization

JP Julie Pedersen  
Outside your organization

AD Andrea DiPonti  
Outside your organization

DS Drazenka Saric  
Outside your organization

LG Lucia Goloiov  
Outside your organization

SK Siobhan Krasnozov  
Outside your organization

AI Andrea Inglesi  
Outside your organization

Peter Bates OSSTF Provinci...

OPPOSED:0

The screenshot shows a Microsoft Teams meeting interface. The main window displays a presentation slide titled "Bylaw 6 TIME RELEASE". The slide content includes the following text:

and approved by the Executive during an emergency situation. If the cap is approximately 160 FTE, we could have scenarios where our cap is close to 160 FTE but we have 190-200 active members. By having the option of a 1.0 time release, this would ensure that the President could access time to manage the membership effectively (TBU has approx. 800 members with 3 full time release officers, 266/officer).

**15**

**Bylaw 6 TIME RELEASE**

BIRT Bylaw 6 be amended to include a new section 6.1.4, so that it reads:

**6.1.4 If there is a surplus at year end from the time release funds, these can be used/dispersed in the following year as stipulated in the policy and procedures handbook.**

Moved By: Linda Lewicki  
Seconded By: OTBU Executive

Rationale: If money is collected through a levy for time release, we believe this levy should be firstly used for the intended purpose of time release. So if in subsequent years, time release needs increase, then this is a "safety net" amount. If it is not needed in subsequent years for time release, there will be a set-out list of other expenses to be paid in-lieu.

**16**

21

Bylaw 4 BARGAIN

People

Invite someone

Share invite

Currently in this meeting (23)

CL Crystal Leveille  
Organizer

Guest

AT Amy Taverner  
Outside your organization

AD Andrea DiPonti  
Outside your organization

AI Andrea Inglesi  
Outside your organization

AD Angela Dinica  
Outside your organization

CT Carole Turner  
Outside your organization

CM Carrie Martin  
Outside your organization

CW Christina Wagner (Guest)  
Guest

DW Dave Warda (Guest)  
Guest

Drazenka Saric

ABSTAIN:

2

ENVER NOT VOTING DUE TO A CONFLICT OF INTEREST

**MOTION IS CARRIED**

16

**Bylaw 4 BARGAINING UNIT MEETINGS AND ELECTIONS**

**4.5 BALLOTING**

**BIRT** Bylaw 4.5 be amended with the addition of a new **4.5.3** so that it reads:

**4.5.3 For the ‘in-person’, physical venue meetings, once the successful candidate for a position has been declared, the tally for the votes will be held in confidence** with scrutineers for each nominated person allowed to be present during the counting of the votes **and the tally will not be recorded, and the ballots will be destroyed.**

**Moved By:** Linda Lewicki

**Seconded By:** Scott Hunt

-Linda opens debate

-Enver proposes an amendment

Mover agrees to amend as above.

Vote: In favour 13 (no screen shot was typing amendment)

**CARRIED**

### **LATE MOTIONS:**

23

BIRT the OSSTF D9 OTBU executive establish a number of honorariums for member(s) to create full digital courses for use by other members for the 2021-2022 school year.

**Moved By:** Enver Villamizar

**Seconded By:** Courtney Woodward

-Enver opens debate

-Eunice asks for a percentage of funds for this motion

-Linda mentions she feels that this could fall under the surplus motion that was just passed

-Christina speaks against this particular motion

-Andrea explains that this should be moved to the surplus motion as f)

-Stephan questions the quality of courses that could come out

-Linda speaks against the motion

-Enver closes debate

IN FAVOUR: 4

OPPOSED: 9

**DEFEATED**

## 24

BIRT the OSSTF D9 OTBU executive establish a fund to be used by daily OT members in the event that they require a sick day to get vaccinated against covid19

- b. BIFRT it is the position of the OTBU that sick days should be provided by the employer.

**Moved By:** Enver Villamizar

**Seconded By:** Carol Turner

-Enver opens and explains that this motion was put forward before the government allowed 3 sick days and asks Exec to clarify if the OT's can use these days.

-Linda proposes a friendly amendment....to add: and it is not covered by the Government or the Board.

-Christina is confused by the motion and explains we are not set up to pay members salary.

-Enver answers

-Christina proposes an amendment or addition

-Andrea comments.

-Linda comments that the word sick days should be removed

-Enver

-Christina

-Stephan comments that this could be an expensive venture

-Andrea comments that is most certainly does not need to be a full day

-Linda comments

-Siobhan requests to call the question

Motion to call the question: IN FAVOUR:10

IN FAVOUR OF THE MOTION: 9

OPPOSED: 3

**CARRIED**

## 25

BIRT the position of the OTBU is that hiring to contracts or Long-Term positions should be based on qualifications and seniority.

**Moved By:** Enver Villamizar

**Seconded By:** Stephen Rogers

-Enver opens debate

-Christina comments

-Scott comments that he will never take any other position

-Linda comments

-Enver comments he is surprised at the comments and debate of this motion and that the union should stand together and take this position.

- Andrea asks a question with regards to a previous comment about people getting contracts who 'stepped up'
- Linda would like to call the question, chair decided Enver already closed debate

IN FAVOUR: UNANIMOUS

m. Presentation of Policy/Procedures Updates/Motions

Policy

17

**Policy PROTOCOL FOR DRAFT AGENDA FOR THE AGM**

*\*\*\*Pending Bylaw 2.5 and 4.4 are approved*

**BIRT** the policy - Protocol for Draft Agenda for the AGM; 13 ELECTIONS be amended so that it reads:

Educational Services / **Member Engagement** Officer

**Moved By:** Christina Wagner

**Seconded By:** OTBU Executive

-Christina explains that it reflects that this motion has already passed

IN FAVOUR: 13

OPPOSED: 0

ABSTAIN: 1

**CARRIED**

18

**Policy EXECUTIVE COMPENSATION**

*\*\*\*Pending approval of changes to Bylaw 6.1.1 and 6.1.4 (TIME RELEASE)*

**BIRT** the Policy section will be amended under EXECUTIVE COMPENSATION section 1, with the addition of **a)** and a **new b)** such that it reads:

1) President's Allotted Days of Paid Work

**a)** The President will be paid according to LTA rates (on salary grid) according to Bylaw 6.1 (for 2.5 days per week (1/2 time position)).

**b) President's Emergency/Pandemic/Membership Overage: If this compensation overage is used (as approved through the OTBU Executive), a record will be kept of the extra days paid out and the general nature of the 'emergency' will be recorded in Executive meeting minutes.**

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

-Linda opens

-Christina explains this this reflects the carried motion

-Andrea wanted to point out that the motion says grid pay

-Linda closes and explains grid pay

IN FAVOUR 14 PLUS Drazenka 1= 15:

The screenshot shows a Microsoft Teams meeting interface. The main window displays a presentation slide titled "18 Policy EXECUTIVE COMPENSATION". The slide content includes a heading "Policy EXECUTIVE COMPENSATION", a sub-heading "\*\*\*Pending approval of changes to Bylaw 6.1.1 and 6.1.4 (TIME RELEASE)", and a paragraph "BIRT the Policy section will be amended under EXECUTIVE COMPENSATION section 1, with the addition of a) and a new b) such that it reads: 1) President's Allotted Days of Paid Work a) The President will be paid according to LTA rates (on salary grid) according to Bylaw 6.1 (for 2.5 days per week (1/2 time position)). b) President's Emergency/Pandemic/Membership Overage: If this compensation overage is used (as approved through the OTBU Executive), a record will be kept of the extra days paid out and the general nature of the 'emergency' will be recorded in Executive meeting minutes. Moved By: Linda Lewicki Seconded By: OTBU Executive". Below the slide, a "Rationale" section states: "This ties in with the changes reflected in 6.1.1/6.1.4 to allow for emergency time release for the President. This policy approved by Executive event that they need". The bottom of the screen shows a grid of participant avatars, including Linda Lewicki, and a list of names on the right side of the screen.

This screenshot is similar to the one above, showing the same Microsoft Teams meeting. The presentation slide is the same, but the "Rationale" section at the bottom now reads: "This ties in with the changes reflected in 6.1.1/6.1.4 to allow for emergency time release for the President. This policy, ensures that the President can't just use extra time release and that it must be approved by Executive and recorded in the meeting minutes and that the funds will be available in the event that they need this time release." The participant avatars and the list of names on the right side of the screen are also visible.

OPPOSED: 0  
ABSTAIN: 1  
CARRIED

## Policy EXECUTIVE COMPENSATION

**\*\*\*Pending approval of changes to Bylaw 6.1.1 and 6.1.4 (TIME RELEASE)**

**BIRT** the Policy section will be amended under EXECUTIVE COMPENSATION section 3, with the addition of wording such that it reads:

### 3) President's Access to Paid Benefits

The president will have full access to LTA benefits, with the bargaining unit providing payment of the benefits according to the LTA prorated release time as determined by the Policy for 'President's Allotted Days of Paid Work' and adding another 5% above that release time **budget to cover** up to a max of 100% coverage. The extra original amount that is added (5%) accounts for days worked at the provincial level but not counted toward the salary grid pay. **The president may collect back extra money paid out for the benefit premiums post June of the affected year if the official time release (due to emergency access, etc.) exceeds 0.5 FTE at the LTA rate.**

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

-Linda opens

-Andrea asks for clarification on the motion

-Christina explains the last two have not used the benefits

-Linda closes

**IN FAVOUR: 13**

The screenshot shows a Microsoft Teams meeting in progress. The main window displays a document titled "Policy EXECUTIVE COMPENSATION". The document content includes the following text:

**19**

**Policy EXECUTIVE COMPENSATION**

**\*\*\*Pending approval of changes to Bylaw 6.1.1 and 6.1.4 (TIME RELEASE)**

**BIRT** the Policy section will be amended under EXECUTIVE COMPENSATION section 3, with the addition of wording such that it reads:

3) President's Access to Paid Benefits

The president will have full access to LTA benefits, with the bargaining unit providing payment of the benefits according to the LTA prorated release time as determined by the Policy for 'President's Allotted Days of Paid Work' and adding another 5% above that release time **budget to cover** up to a max of 100% coverage. The extra original amount that is added (5%) accounts for days worked at the provincial level but not counted toward the salary grid pay. **The president may collect back extra money paid out for the benefit premiums post June of the affected year if the official time release (due to emergency access, etc.) exceeds 0.5 FTE at the LTA rate.**

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

**Rationale:** if a regular classroom LTA was extended, then the benefit premium would be prorated, so this is following the same type of situation.

**20**

**Policy NEW SECTION**

**BIRT** a new section

The document is displayed in a Teams window with a sidebar on the left showing navigation options (Activity, Chat, Teams, Calendar, Calls, Files) and a "People" list on the right. The "People" list includes names like Andrea Inglesi, Christina Wagner, Scott Hu..., Julie Pedersen, Linda Lewicki, Siobhan Krasnozov, Carole Turner, Amy Taverner, Carrie Martin, Eunice Seney, Lucia Goloiov, and Enver Villamizar. The bottom of the screen shows a Windows taskbar with various application icons and the system clock indicating 8:32 PM on 2021-05-25.

Microsoft Office Home | 2020 - OneDrive | Mail - Crystal Leveille - Outlook | OT AGM 2021 (Meeting) | M |

teams.microsoft.com/\_/#/pre-join-calling/19:meeting\_OTZhYtJiNtctNGE5Y00ZGE2LTgxZWmtMjNhYzc5ZjQyNjVj@thread.v2

Microsoft Teams

OT AGM 2021 Booklet.pdf

approved by Executive and recorded in the meeting minutes and that the funds will be available in the event that they need this time release.

19

**Policy EXECUTIVE COMPENSATION**

\*\*\*Pending approval of changes to Bylaw 6.1.1 and 6.1.4 (TIME RELEASE)

BIRT the Policy section will be amended under EXECUTIVE COMPENSATION section 3, with the addition of wording such that it reads:

3) President's Access to Paid Benefits  
The president will have full access to LTA benefits, with the bargaining unit providing payment of the benefits according to the LTA prorated release time as determined by the Policy for 'President's Allotted Days of Paid Work' and adding another 5% above that release time **budget to cover** up to a max of 100% coverage. The extra original amount that is added (5%) accounts for days worked at the provincial level but not counted toward the salary grid pay. **The president may collect back extra money paid out for the benefit premiums post June of the affected year if the official time release (due to emergency access, etc.) exceeds 0.5 FTE at the LTA rate.**

Moved By: Linda Lewicki  
Seconded By: OTBU Executive

Rationale: If a regular classroom LTA was extended, then the benefit premium would be prorated, so this is following the same type of situation.

20

**Policy NEW SECTION**

BIRT a new section

JS FUNDS

People

Invite someone

Share invite

LL Linda Lewicki  
Outside your organization

SK Siobhan Krasnozou  
Outside your organization

CT Carole Turner  
Outside your organization

AT Amy Taverner  
Outside your organization

CM Carrie Martin  
Outside your organization

ES Eunice Seney (Guest)  
Guest

LG Lucia Goloiov  
Outside your organization

EV Enver Villamizar  
Outside your organization

JC Jessica Calleja  
Outside your organization

AD Andrea DiPonti  
Outside your organization

DW Dave Warda (Guest)  
Guest

OPPOSED: 0

ABSTAIN: 1

CARRIED



**Policy NEW SECTION**

**BIRT** a new section be added to the Policy, **USAGE OF SURPLUS FUNDS**

**USAGE OF SURPLUS FUNDS****1) Time Release**

a) if there is a surplus at year end from the time release funds, these will first be used/dispersed in the following year for any extra President/executive time release needs as approved by the OTBU Executive

b) should there be surplus funds after 1a above, then the funds can be dispersed for other needs as approved by the Executive (or as seen in the surplus list in 2 below).

**2) General Surplus:** funds in the equity account can be used to top up existing budget lines or fund certain items listed below, but not limited to (with Executive approval).

a) to top up budget lines and accommodate for any reductions in provincial FTE bargaining unit funding from year to year to cover any deficits and budgetary over-expenditures that was not accounted for

b) time release for members (training, AMPA delegates/alternates for pre-AMPA meetings, etc.)

c) donations to assist members/community causes (i.e. education is a right podcast, united way, gift cards to be used as swag to assist members if work is slow, etc.)

d) funding for special activities (i.e. political action rallies/events, strike/job sanction activities, member engagement activities not funded by provincial, district, or another budget line)

e) bursaries for members (such as a bursary to help offset costs for members to take additional qualification courses)

e) assist members financially after all other avenues, such as OSSTF benevolent fund have been used for extreme emergencies and with the approval of executive, providing funds are available

**Moved By:** Christina Wagner

**Seconded By:** OTBU Executive

-Christina opens debate

-Enver speaks against the motion in that it is too vague

-Drazenka explains the reason for the excess of time release funds

-Andrea speaks against the motion and proposes an amendment

-Linda speaks to the motion and gives more explanation of the surplus funds

-Eunice states that the above motion is too vague and it should be presented in more detail

-Christina explains that this is the first time for surplus language and will allow the Exec to start discussing using the surplus which cannot be done until there is language

-Scott speaks in favour of the motion

-Eunice thinks there should be ballpark limits before voting as it's too open ended

-Christina answers

-Stephan asks Scott to clarify his comment

-Scott replies that these excess funds could be used to engage members that would help make changes

-Andrea proposes another possibility to use the funds in adding f)

-Request to call the question, IN FAVOUR: 15



IN FAVOUR OF THE MOTION: 12

**CARRIED**

Enver removed himself from the vote as a conflict of interest.

**Policy NEW SECTION**

**BIRT** a new section be added to the Policy, **SOCIAL MEDIA**

**SOCIAL MEDIA**

**1) Any social media accounts bearing the name ‘OSSTF OT’ or ‘OSSTF D9 OTBU’ shall be owned and operated through the OTBU, and the President will be listed as the owner/administrator. These social media accounts may include such sites as Facebook, Twitter, Instagram, etc. The President will be responsible to designate any other administrators as needed. When a newly elected President takes office, the ownership/administrator status will be transferred from the previous President to the new President.**

**2) OTBU Executive Passwords**

**If there are any passwords used in social media, the President’s email, and other pertinent Executive accounts, the President will make the Vice President aware of where the codes are located, and as well, the President will provide the OSSTF D9 Office Manager with copies of these password codes.**

**Moved By:** Linda Lewicki

**Seconded By:** OTBU Executive

-Linda opens

No speakers

IN FAVOUR: 15

**CARRIED**

**Policy NEW SECTION**

**BIRT** a new section be added to the Policy, **CAP/HIRING OTs**

**CAP/HIRING OTs**

**1) As per the current Collective Agreement (L17.2a - 2019-2022) the board will be seeking the agreement of the Occasional Teacher President before doing any hiring above the cap. The President will bring the board’s hiring request to the executive for consultation. This can be done through email if it’s a time sensitive decision when the board needs to hire above the cap.**

**2) It is understood that in an emergency situation, there may not be time to get Executive approval if it is an immediate need for a hire above the cap to accommodate a specified qualification area.**

**Moved By:** Christina Wagner

**Seconded By:** OTBU Executive

-Christina opens

-Scott comments

-Enver proposes an amendment to strike 2)

-Christina declines and explains why it is needed

Enver submits amended motion to:

**BIRT** a new section be added to the Policy, **CAP/HIRING OTs**

**CAP/HIRING OTs**

**1) As per the current Collective Agreement (L17.2a - 2019-2022) the board will be seeking the agreement of the Occasional Teacher President before doing any hiring above the cap. The President will bring the board's hiring request to the executive for consultation. This can be done through email if it's a time sensitive decision when the board needs to hire above the cap.**

Seconded by Carole Turner

-Enver opens debate

-Andrea speaks for striking #2 and for the motion

-Scott speaks for the original motion

-Eunice speaks on experience of the motion

Go to vote on the amended motion

IN FAVOUR OF THE AMENDING MOTION: 7

OPPOSED TO THE AMENDED MOTION: 6

ABSTENTIONS: 1

**CARRIED** (simple majority)

IN FAVOUR OF ORIGINAL MOTION WITH AMENDMENT: 14

**CARRIED**

- n. Executive Reports 9:46 p.m. No questions.
- o. President's Final Remarks 9:47 p.m.
- p. Adjournment 9:51 p.m.