

Motion #	Name	Motion	Rationale
1	<p>Mover: Helen Victoros Seconder: Yolanda B'Dacy</p>	<p>That Position Statement, 10.0, Political Action, be amended by the addition of a new subsection to read: ETFO shall ensure that its investments and any companies it does business with are companies that follow fair labour practices and environmentally sustainable practices and shall actively lobby investment partners in the Ontario Teachers' Pension Plan to only invest in companies that follow fair labour practices and have a plan for environmental sustainability.</p>	<p>As a union, the question of how workers are treated by their employers should always form part of the collective investment decision or the decision to enter a contract with that employer. The Fair Labour Association is one group that seeks to promote, protect and enhance workers' rights through its Workplace Code of Conduct that participating organizations must follow along with a robust monitoring methodology to ensure compliance</p>

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2	Mover: Helen Victoros Second: Yolanda B'Dacy	That the ETFO Executive follow up on the recommendations from the Representative Council Task Force on open bargaining, by considering new ways to involve ETFO rank and file members at the central bargaining table.	Imagine a central table where ETFO members can share their first hand experience about trying to teach a class of 36 students, what it's like to have students with multiple exceptionalities and no additional supports, dealing with violent incidents on a daily basis. The Collective Agreement has the greatest impact on rank and file members. Involving members in the process increases member engagement, understanding, and ultimately, the power of our union.

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3	Mover: Helen Victoros Second: Yolanda B'Dacy	That ETFO convene an annual conference and/or regional based conferences for ETFO members and parents/guardians/caregivers.	In the last round of bargaining, we saw the collective power of ETFO members and parents/guardians/caregivers fighting for the schools our students deserve. A dedicated conference/conferences like this can further our connections and networks, and help us share information and strategies, to continue to build the power we need to fight for and win the strongest public education system possible.

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4	<p>Mover: Helen Victoros Seconder: Nigel Barriffe</p>	<p>That in support of our bargaining campaign, ETFO launch a cost-effective PA/PR campaign (e.g. social media, shareables on the ETFO website, resources provided to locals/ETFO members) on the broken education funding formula, including the demand for a comprehensive evidence based review of the education funding formula and that there be a comprehensive review every five years to determine the education funding formula's effectiveness in supporting high quality public education.</p>	<p>There has not been a comprehensive review of the broken education funding formula in over twenty years. When ETFO members and the broader parent community are fully informed about the relationship between the funding formula and our fight to build better schools at the bargaining table, we build the knowledge base and power that is necessary to win.</p>

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5	Mover: Helen Victoros Second: Nigel Barriffe	That ETFO create and train their members to deliver workshops in their locals and to members of the public, on the provincial education funding formula; and the myths and realities about funding for public sector services.	As education workers in a public sector service, it is to our benefit to be adequately informed and to be able to engage with members of our communities about the questions, myths and realities of the public sector formula. When we can confidently answer hard questions like "Where's the money to come from" for lower class sizes, and more supports for our students, we can more confidently educate and engage with our communities to push for stronger public sector services for all.

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6	Mover: Helen Victoros Second: Joy Lachica	That ETFO lobby the Ministry of Education to develop policy that recognizes students who are English Language Learners (ELL) and students with special education needs as 1.5 full-time equivalent (FTE) in the calculation of class size.	This would work toward ensuring that inclusive education is effectively integrated into classrooms and that increased attention and differentiation is achieved for English Language Learners and those with special education needs. This would also promote the creation of much needed safety and behaviour plans and formal and informal Individual Education Plans. Such policy would support an equitable rather than an equal approach to meeting the diversity of student needs in Ontario's classrooms.

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7	Mover: Helen Victoros Second: Nigel Barriffe	That ETFO commence a PA/PR campaign to educate ETFO members and the public, and lobby the provincial government, on the critical necessity of public schools in Ontario becoming carbon neutral by the year 2030. And that ETFO members be given the opportunity to indicate their interest in this concept being included in bargaining round survey processes.	<p>The United Nations has issued a Code Red for Humanity. There is no bigger health and safety issue facing all ETFO members, workers, and our students, than the current climate crisis.</p> <p>Unions have a unique and powerful potential agency in this crisis that does not exist anywhere else.</p> <p>We can bargain with the government/employer to fight for the necessary changes in our sector that will benefit our members and the children we teach for generations to come. There are a growing number of schools, colleges, and universities that are carbon neutral and provide a model for the creative initiatives that can be taken, large and small, to make this happen.</p>

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8	Mover: Helen Victoros Second: Yolanda B'Dacy	That ETFO draw from our existing provincial office staff to create a dedicated Organizing Department, similar to the other ETFO Service Area Departments, that will liaise with the different Service Areas, as well as provide advice, training, resources, and supports for ongoing internal ETFO member engagement and organizing.	Over the last two years, we have seen the breathtaking speed at which our working conditions, and our students' learning conditions can be radically changed and undermined. Our vision for a strong, equitable, socially just public education system that can withstand these kinds of attacks depends on ongoing member engagement on the methods and strategies that build our power locally and provincially.

Motion #	Name	Motion	Rationale
9	Mover: Amelia Maharaj Second: Genna Goldman	A Teacher placed on a non-disciplinary leave by The Board will be financially compensated with full rate of pay for the duration of that leave by The Board. The teacher will not lose seniority or benefits during this period.	As the Board initiated the leave the teacher should not lose or suffer any financial hardship.

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10	Mover: Amelia, Maharaj Second: Genna Goldman	A "grievance" shall be defined as any difference relating to the interpretation, application, administration, or alleged violation or arbitrability of an item concerning any central term of a Collective Agreement. If the concern/item is not found within the Collective Agreement, a teacher can initiate a grievance and will continue the process without any penalty	When a policy or mandate is imposed by the Board and it is not part of the Collective Agreement. Any teacher has the right to dispute or grieve the policy/mandate.

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11	Mover: Amelia, Maharaj Second: Genna Goldman	A Teacher placed on non-disciplinary leave by The Board may transfer and/or work at another board, within Ontario, with The Union negotiating a new contract or agreement.	As the Board has placed the teacher on leave, the teacher can choose to stay on this leave or the teacher with the help of the union can transfer to another Board with the assistance of ETFO through the local units to negotiate a new contract.

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12	Mover: Amelia Maharaj Seconder: Genna Goldman	A Teacher has the right to refuse any medical procedure/treatment they are required to undergo by The Board, as a condition of employment, as it infringes upon their Human Rights and Civil Liberties, afforded to them by the Bill of Rights, and Freedoms, Freedom From Discrimination Act, and Health Care Consent Act, 1996.	There are many laws that protect body autonomy, every citizen has the right to refuse any medical treatment.