

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
29	Rob Millard	tba	<p>THAT Annual Meeting be amended by the addition of new clauses, to read:</p> <p>a) Begining in 2022, the Operating Procedures for each meeting shall be developed in accordance with the a process described in the bylaws,</p> <p>b) A seperate motion to approve the Operating Procedures for each Annual Meeting shall be submitted by the Chair of the Annual Meeting Committee at the beginning of the first session of the meeting.</p>	Housekeeping

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
28	Rob Millard	tba	<p>THAT Article V: Rights and Privileges of Active Membership, Section 1, Rights and Privileges of Active Membership, 5.1.2, be amended by the addition of a new subsection to read:</p> <p>"Beginning in 2023, 1.0 to directly elect the full-time, released officers of the Federation in a province-wide, all-member vote," and, consequently, THAT Article IX Annual Meeting, 9.5.2 be amended to read:</p> <p>"to elect the non-released Executive;"</p> <p>(mutatis mutandis)</p>	<p>Since every ETFO member's working conditions are largely set by the Central Table bargaining, every member has a democratic right to elect those that will represent them there. Since the dawn of School Boards Collective Bargaining Act in 2014 ETFO has been in this democratic deficit position every year we failed to rectify it. When direct representation is feasible through a province-wide election and an all-member vote, representation by proxy (this small assembly of 550) will not be tolerated by the electorate (our 78,000 members). ETFO must modernize to meet legislative changes and members' expectations and to encourage direct participation.</p>

#	Mover (Full Name)	Secunder (Full Name)	Motion	Rationale
26	Rob Millard	tba	THAT the Position Statement on First Nations, Metis and Inuit Education be amended by striking the words, "where possible," and substituting "a" for "an".	Our Constitution should state boldly what we mean and be a standard to aspire to by avoiding words of equivocation. Since this resolution was passed, this education component of ETFO functions has invariable been "impossible".

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
25	Rob Millard	tba	<p>Robert Millard THAT Bylaws, Section 3, Vice-Presidents, be amended to read:</p> <p>“2.3.1 The Executive shall name one (1) vice-president “Internal”, and assign that vice-president responsibility for membership, communication to members, and collective bargaining;</p> <p>2.3.2 The Executive shall name one (1) vice-president “External”, and assign that vice-president responsibility for political action and public relations services;</p> <p>2.3.3 The Executive shall assign additional responsibilities as required;</p> <p>2.3.4 Each vice-president shall be responsible for a published report to the Annual Meeting on the status of their areas of responsibility.”</p> <p>Robert Millard THAT Bylaws be amended by a new section to read:</p> <p>“DUTIES OF THE LOCAL</p> <p>1.1 To regulate relations, as the local ETFO bargaining unit, between local employees (every elementary school teachers’ unit?) and the District School Board or local employer, including but not being limited to securing and maintaining, through collective bargaining, the best possible local terms as part of and conditions of employment;</p> <p>1.1.1 As local terms are an essential component of any collective agreement, the opportunity for a local to engage in local bargaining shall not be infringed by any central</p>	<p>Locals are mentioned in our Constitution under Article 11, Local Organization, but do not have any specified duties in the Bylaws, as does the Provincial Executive. In the past, the role of the local was obvious, as collective agreements were negotiated locally. Under the School Board Collective Bargaining Act, 2014, local terms became a separately-negotiated yet integral legal component of our collective agreements, but our Constitution does not reflect this reality. Since locals already have locally-formulated constitutions and have directly-elected executives, it makes sense to specify their role as the local bargaining unit in this new bargaining process. The duties of the local in this amendment reflect the objects of the union in Article 3 of our Constitution, but at the local level, while preserving the legal role of ETFO as the designated bargaining agent for elementary teachers.</p>

			<p>agreement or memorandum of settlement;</p> <p>1.2 To chose to negotiate with the local board any terms not within the scope of central bargaining or unresolved at the central table;</p> <p>1.3 Notwithstanding 1.1 above, ETFO provincial shall retain the right to act as bargaining agent during local negotiations.”</p>	
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24	Rob Millard	tba	<p>THAT Bylaws, Section 3, Vice-Presidents, be amended to read:</p> <p>“2.3.1 The Executive shall name one (1) vice-president “Internal”, and assign that vice-president responsibility for membership, communication to members, and collective bargaining;</p> <p>2.3.2 The Executive shall name one (1) vice-president “External”, and assign that vice-president responsibility for political action and public relations services;</p> <p>2.3.3 The Executive shall assign additional responsibilities as required;</p> <p>2.3.4 Each vice-president shall be responsible for a published report to the Annual Meeting on the status of their areas of responsibility.”</p>	<p>Since the introduction of the formalized two-tier negotiation process in the School Boards Collective Bargaining Act, 2014, ETFO provincial has taken on the important role of negotiating terms for all members at a central table. This role was not anticipated when our Constitution was formulated, and this amendment seeks to correct this deficiency. Most locals already have a designated chief negotiator, so it makes sense that the ETFO Executive have one as well. Since membership lists are a key element in mobilising for job actions, membership has been coupled with negotiations and public relations has been coupled with political action as complimentary duties. Reports to the Annual Meeting are an important part of transparency and responsible democracy. If directly elected for these roles, candidates would be able to campaign on their suitability for one of these portfolios.</p>

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
23	Rob Millard	tba	<p>THAT Article XI be amended by the addition of a new Section, to read:</p> <p>Stewards</p> <p>“1.1 Each local shall ensure that a steward is elected or designated for each discrete workplace in the District School Board;”</p>	<p>Stewards, although a key component to our union, until now, have not been mentioned in the ETFO Constitution due to an historical quirk. Now that we have direct provincial bargaining, it makes sense to begin to define the role of Steward in the provincial union. This section may be expanded upon in subsequent years, especially on the recommendation of the Executive.</p>

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
22	Rob Millard	tba	THAT Article XI, Local Organizations, Section 2, Governance, 11.2.7, be amended by striking out the words "endeavour to".	Our Constitution should state clearly what we intend and be a standard to aspire to by avoiding words of equivocation.





#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
21	Rob Millard	tba	<p>THAT Article X: Provincial Organization, Section 2, Representative Council, 10.2.1.2, be amended by replacing 10.2.1.2.2 and 10.2.1.2.3 with:</p> <p>“Locals with membership over 1000 FTE members shall have one additional representative for each increment of 2000 FTE members above the initial 1000 FTE members. (For greater clarity, locals would have a total of three additional representatives at 3,000, four at 5,000, five at 7,000, etc.)”</p>	<p>This corrects an inequity (and an unconstitutionality) in the current schedule by balancing fairly the rights of smaller locals, protected by one local, one vote, with the concept of representation by population that holds for larger locals and for the Annual Meeting itself.</p>



#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
20	Rob Millard	tba	<p>THAT Article IX: Annual Meeting, 9.8.1, be replaced with:</p> <p>New business motions to amend the Constitution and Bylaws will be accepted until the conclusion of the second (2nd) day of the Annual Meeting.</p>	<p>This change would allow our union to be more responsive to changes that happen in the half-year between submitting resolutions and the Annual Meeting in August. In recent years, changes in legislation governing the nature and process of negotiations were enacted in the spring and ought to have triggered structural responses from us at that year's meeting, but the current clause prevented this. The current prohibition is not in Roberts Rules, and is a relic of the more predictable times when the Annual Meeting was more concerned with how we spoke to each other and when we could consider changes at a more sedate pace.</p>

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
19	Rob Millard	tba	<p>THAT Article V: Rights and Privileges of Active Membership, be amended by the addition of a new subsection to read:</p> <p>“5.1.2.X  - to inform the executive of the member’s opinions on matters for negotiation prior to the commencement of negotiations at the central table through an all-member survey or similar device conducted by the union.</p>	<p>The union has a fiduciary duty to represent its members’ wishes fairly. The November 2018 online survey by a private company missed many members for a variety of reasons, which may put the union in violation of section 74 of the LRA as acting in an arbitrary manner. Duty of fair representation by trade union, etc.  74 A trade union or council of trade unions, so long as it continues to be entitled to represent employees in a bargaining unit, shall not act in a manner that is arbitrary, discriminatory or in bad faith in the representation of any of the employees in the unit (1995, c. 1, Sched. A, s. 74.)</p>

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
18	Rob Millard	tba	THAT Article V: Rights and Privileges of Active Membership, 5.1.2.9, be amended by replacing the word "called" with the word, "held".	In the past, meetings have been held concurrently with the vote. This change clarifies the order in which the events should take place and enhances the opportunity for members to become informed about the issues surrounding a proposed job action before making a decision.

#	Mover (Full Name)	Secunder (Full Name)	Motion	Rationale
17	Helen Victoros	Nigel Barriffe	That in the case of large scale crises like the 2020 Covid pandemic, that ETFO lobby the Ministry to take the position that all local School Boards must create and convene regular opportunities to meet with and hear directly from ETFO members about their working conditions and what they require to meet their changing circumstances needs.	Covid has demonstrated like nothing else, the critical importance of local school boards meeting directly with their staff on a regular basis to assess and respond to needs.

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
16	Helen Victoros	Nigel Barriffe	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 in the central bargaining table bargaining process.	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.



#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
15	Helen Victoros	Nigel Barriffe	That ETFO organize and convene a conference for ETFO members and parents focused on the 2022 provincial election and bargaining campaigns.	In the last round of bargaining, we saw the collective power of ETFO members and parents fighting for the schools our students deserve. A dedicated conference 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.

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
14	Helen	Victoros	That the ETFO Reference Book be updated to include the following new policy statement:  Hybrid Learning That ETFO opposes hybrid teaching models that see ETFO members expected to simultaneously offer a program of study for students physically as well as online.	Hybrid models severely disadvantage students in that they are denied a dedicated Teacher; and they create impossible and unsustainable working environments and workloads for Teachers.

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
13	Helen Victoros	Nigel Barriffe	That in preparation for the 2022 bargaining round, that ETFO lobby the OTF to immediately launch an all affiliates PA/PR campaign on the broken education funding formula including the demand for a comprehensive evidence based review of the education funding formula prior to the next round of education union bargaining, and the demand that there be a comprehensive review every five years to determine the education funding formulas effectiveness in supporting high quality public education.	Rationale: 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 are spreading the information necessary to build the power we need to win.

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
12	Helen Victoros	Nigel Barriffe	<p>In preparation for the 2022 bargaining round, that ETFO create and make available to all locals, a stand alone specific guide of resources, including suggestions and examples of collective agreement language, on issues related to equity and social justice, anti-racism, anti-Black and anti-Indigenous racism, and anti-oppression, in key areas that may include but are not limited to: hiring, workplace harassment and discrimination policies and procedures, disciplinary procedures, school climate issues, and restorative and transformative justice practices. Further, that ETFO support locals in their understanding and use of this resource through the creation of a workshop that locals may access.</p>	<p>Rationale Our local School Boards, schools and workplaces are important sites for on-going transformative work in the areas of equity and social justice. It is important to continue to develop the resources, supports, and language that help ETFO locals as we fight for gains in these areas through the power we can exercise at the bargaining table.</p>

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
11	Helen	Victoros	That ETFO create and train ETFO local leaders and ETFO members to deliver workshops in their locals to ETFO members as well as members of the public on the provincial education funding formula, as well as the myths and realities about funding for our public sector services.	<p>Rationale:</p> <p>As education workers in a public sector service, it is to our benefit to be educated, to understand, and to be able to fully engage with members of our communities about the questions, myths, and realities of public sector service funding, and in particular, public education sector funding. 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.</p>

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
8	Helen Victoros	Nigel Barriffe	<p>THAT Bylaw X, Central Bargaining, Section 1, Approval of List of Central Matters, 1.2, be amended by the addition of a new subsection to read:</p> <p>“1.0 Following the meeting of local presidents and chief negotiators to discuss and provide input on the draft central list, and prior to any approval of the draft central list, each local is encouraged to hold local meeting(s) where the draft central list can be shared with members for input and feedback.”</p>	<p>Rationale:</p> <p>The central list of items at the provincial bargaining table are of utmost importance to the ETFO membership across the province. This resolution seeks to ensure maximum member input into the central list and engagement in the bargaining process at every step along the way.</p>

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
6	Helen Victoros	Nigel Barriffe	That future ETFO bargaining surveys include the question: "If you could change two things immediately that would make the lives of the most vulnerable members of your community better, what would you change?" And use the results to create bargaining campaigns, and campaigns outside of bargaining, based on the priorities our members identify as our shared common good.	<p>Rationale:</p> <p>We fight as ETFO members for the working and learning conditions in our schools that will nurture the whole student. We also recognize that there are conditions in our society as a direct result of government austerity measures and systemic forms of oppression (e.g. poverty wages, lack of affordable housing, no guaranteed paid sick days for all workers) that have a significant impact of our students' ability to come to school prepared and able to learn - for which educators are then blamed. Our goals as educators are inextricably bound up with fighting for social justice and our common good in and out of bargaining campaigns.</p>

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
5	Helen Victoros	Nigel Barriffe	That in the year preceding the expiry of our, Collective Agreement, be it resolved that ETFO conduct, and support any interested locals in conducting, forums and focus groups with parents to discuss shared issues and interests in our public education system in order to continue to foster the powerful alliances so necessary to support a strong, well-funded public education system.	Rationale: "Educators, like health-care workers, have a very powerful, relationship with our communities. We know our interests are absolutely aligned with our broader communities to have and to fight for the strongest education system possible for our students, and the working conditions that will support this. A true alliance is built on this mutual shared interest.



#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
4	Helen Victoros	Nigel Barriffe	That ETFO create an Organizing Department, similar to the other ETFO Service Area Departments, that will provide training, resources, and supports for ongoing internal ETFO member engagement and organizing.	<p>Rationale:</p> <p>Every union recognizes that our strength in the labour movement comes from our numbers but that real power comes from our members being organized.</p> <p>Where we allocate our resources, time and energy as a union speaks loudly to our priorities. If we want an organized membership with the power to make the changes we and our students deserve to truly build better schools, we must allocate the resources to ensure this happens.</p> <p>Organizing, like any other skill set, requires a commitment to ongoing training, resources, and supports.</p>

#	Mover (Full Name)	Seconder (Full Name)	Motion	Rationale
3	Helen Victoros	Nigel Barriffe	<p>1) Be it resolved that ETFO create and run a comprehensive annual Organizing Institute for ETFO members that engages in training and hard skills development which includes, but is not limited to:</p> <ul style="list-style-type: none"> <li>-how to have one on one organizing conversations</li> <li>-how to identify leaders in our worksites and in our locals</li> <li>-how to think about the relationships and structures that exist in our worksites to better engage members (mapping)</li> <li>-how to take snapshots and assess our building of member engagement and power in our worksites (charting)</li> <li>-how to run tests to assess our building our power in our worksites (running structure tests)</li> </ul>	<p>Rationale: Labour unions everywhere are recognizing how critical it is to dedicate resources to engage our members in the project of building our power in this time of rampant cuts, austerity, and attacks on our unions and our communities. Deep organizing for power is a skill and requires training and supports.</p>