

**Ontario Secondary School Teachers' Federation – District 10**  
**MINUTES OF THE**  
**ANNUAL MEETING OF THE DISTRICT ASSEMBLY (AMDA)**  
**Tuesday, May 5, 2009**  
**At the Oaks Inn, Wallaceburg**

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**ATTENDANCE**

Barb Young	President
Terry Stitch	1 <sup>st</sup> Vice-President
Stephen Lynch	2 <sup>nd</sup> Vice-President
Hugh Garrett	Treasurer
Greg Sheeler	1 <sup>st</sup> Executive Officer
Jessie Coccimiglio	2 <sup>nd</sup> Executive Officer
Al Duffy	Occasional Teachers' President

Bob Shaw	Federation Officer (Non-Voting)
John Callaghan	Federation Officer (Non-Voting)
Kris Lee	Health and Safety Officer (Non-Voting)
Craig Bowie	Chairperson (Non-Voting)

JoAnne Gillis	AMSS	Linda Nethery	WDSS
Joeleen MacDonald	AMSS	Janice Pearson	WDSS
Merrin McGregor	AMSS	Pennie Stitch	WDSS
Cal DeNure	BDHS	Brian Coleman	Occasional Teacher
Al Hendrie	BDHS	Diana Farlow	Occasional Teacher
Pete Kistulinc	BDHS	James Grant	Occasional Teacher
Ben Lawton	CKSS	Scott Morphew	Occasional Teacher
Domenica Livingstone	CKSS	Katie Thorner	Occasional Teacher

Dave Page	CKSS
Hillary Randall-Jarrell	CKSS
Brian Chambers	JMSS
Jessica Verstraeten	JMSS
Mike Waldram	JMSS
Adam Jamieson	LCCVI
Terry LaChance	LCCVI
Steve Spring	LCCVI
Karen Logan	LKCS
Katherine Stoddard Williams	LKCS
Meredith Callaghan	NCIVS
Daniel DeVries	NCIVS
Meighen McGregor	NCIVS
Derek Stenton	NCIVS
Jim Parkes	NCIVS
Danielle Martin	NLSS
LJ Ireland	SCSS
Amy Brand	SCITS
Mary Groombridge	SCITS
Petra Ramos	SCITS
Dave Edwards	WDSS

**NON VOTING MEMBERS**

Arlene Duckert	NCIVS
Tim Dolbear	WDSS
Jennifer Kumpf	WDSS
Scott Livingstone	WDSS

**GUESTS (Non Voting)**

Peter Catenacci	Former District 3 President
Karl Dean	Provincial Office
Bill Douma	Former OT President
Martha Hradowy	District 9

**STAFF (Non Voting)**

Carolyn Trigatti	Recording Secretary
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**REGRETS**

Joe Nadalin	Provincial Councillor
Scott Richardson	LKDSB
Jane Ste. Marie	OSSTF Provincial Office
Sheila Vandenberg	OSSTF Treasurer

## 1.0 CALL TO ORDER

Barb Young called the AMDA of District 10 to order at 6:45 p.m. Barb Young introduced Craig Bowie, NCIVS, who would act as the Chair of the AMDA 2009.

## 2.0 READING OF THE PLEDGE

Hugh Garrett read the OSSTF Pledge.

## 3.0 READING OF ANTI-HARASSMENT STATEMENT

Craig Bowie directed the Delegates' attention to the District 10 Anti-Harassment Statement printed on the back of the agenda. The Statement was deemed to have been read.

## 4.0 APPOINTMENT OF ANTI-HARASSMENT OFFICER

Bob Shaw was appointed as the Anti-Harassment Officer for the AMDA 2009.

## 5.0 GREETINGS FROM PROVINCIAL OFFICE

Karl Dean brought greetings from Provincial Office.

## 6.0 CREDENTIALS COMMITTEE (PROC 201-09)

Peter Catenacci gave the report of the Credentials Committee. There were 44 voting Delegates registered, and 13 non-voting guests, for a total of 57 people present at the AMDA 2009.

Moved By: Greg Sheeler

Seconded By: Stephen Lynch

BE IT RESOLVED THAT the Report of the Credentials Committee be adopted.

Motion Carried.

## 7.0 STANDING RULES (PROC 202-09)

Craig Bowie reviewed the Standing Rules with the Delegation.

Moved By: Stephen Lynch

Seconded By: Terry Stitch

BE IT RESOLVED THAT the Standing Rules for the 2009 Annual Meeting of District Assembly (AMDA) be adopted as printed.

Motion Carried.

## 8.0 APPROVAL OF AGENDA (PROC 203-09)

Moved By: Terry Stitch

Seconded By: Al Duffy

BE IT RESOLVED THAT the Agenda for the 2009 Annual Meeting of the District Assembly be adopted.

Motion Carried.

## 9.0 APPROVAL OF MINUTES (PROC 204-09)

Moved By: Jessie Coccimiglio

Seconded By: Terry Stitch

BE IT RESOLVED THAT the Minutes of the Annual Meeting of the District Assembly for 2008 be adopted.

Motion Carried.

## 10.0 ANNUAL ACTION PLAN

### 10.1 Presentation

Stephen Lynch presented the OSSTF District 10 "Annual Action Plan 2009-2010." Our Annual Action Plan complements the Provincial Annual Action Plan, while addressing the needs of our District.

### 10.3 Related Resolution

PLAN 201-09

Moved By: Stephen Lynch

Seconded By: Terry Stitch

BE IT RESOLVED THAT the Annual Action Plan for 2009-2010 be adopted.

Motion Carried.

## 11.0 BUDGET

### 11.1 Presentation of Draft Budget

Hugh Garrett presented the proposed 2009 – 2010 District 10 Budget.

### 11.3 Related Resolutions

#### 11.3.1 BUDG 201-09

BUDG 201-09 was laid on the table until all resolutions with cost implications have been dealt with.

#### 11.3.2 BUDG 202-09

Moved by: Hugh Garrett  
Seconded by: Barb Young

BE IT RESOLVED THAT the financial review conducted by the accounting firm of DNA Financial Logistics for the fiscal year July 1, 2007 to June 30, 2008 be approved.

Motion Carried.

#### 11.3.3 BUDG 203-09

Moved by: Hugh Garrett  
Seconded by: Barb Young

BE IT RESOLVED THAT the accounting firm of DNA Financial Logistics be hired to perform an independent review of our accounting procedures for the fiscal year July 1, 2008 to June 30, 2009.

Motion Carried.

### 12.0 **RESOLUTIONS WITH COST ESTIMATES**

#### 12.1 BYL 228-09

The cost estimate for this Resolution was set at \$11,900.00.

Moved by: Hugh Garrett  
Seconded by: Jessie Coccimiglio

BE IT RESOLVED THAT the Bylaws be amended by the addition of a new bylaw to read:  
"Bylaw X - Compensation for Time Release  
X.1 The compensation for Federation time release personnel be as follows:  
X.1.1 The District President shall receive an allowance equal to 10% of maximum category 4 in addition to his/her regular compensation.  
X.1.2 The Federation Officer(s) shall receive an allowance equal to 5% of maximum category 4 in addition to his/her regular compensation."

Motion Carried.

**12.2 CON 201-09**

CON 201-09 had a cost estimate attached to it in error.

**13.0 WRITTEN REPORTS**

13.1 President – as written.

13.2 Federation Officers – as written.

13.3 Provincial Councillor – as written.

13.4 Health and Safety – as written.

13.5 Occasional Teachers – as written.

13.6 Communications/Political Action – as written.

13.7 Educational Services – as written.

**14.0 RESOLUTIONS AS PER SEQUENCING SHEET****14.1 BYL 202-09**

Moved by: Hugh Garrett

Seconded by: Barb Young

BE IT RESOLVED THAT Bylaw 4.1 be amended by the deletion of 4.1 d).

Motion Carried.

**14.2 BYL 205-09**

Moved by: Barb Young

Seconded by: Hugh Garrett

BE IT RESOLVED THAT Bylaw 4.2 e) be amended by the deletion of “recommend to the Delegates at the AMDA the approval of” and the insertion of “review”.

Motion Carried.

**14.3 BYL 207-09**

Moved by: Barb Young  
Seconded by: Hugh Garrett

BE IT RESOLVED THAT Bylaw 4.7 b) be amended by deletion of “deposit” and insertion of “arrange to have deposited”.

Motion Carried.

**15.0 FINAL BUDGET PRESENTATION**

15.1 The budget was lifted from the table. A revised budget with the cost estimate resolutions included was distributed to the Delegates for review.

**16.0 RESOLUTIONS AS PER SEQUENCING SHEET CONTINUED****16.1 BYL 201-09**

Moved by: Greg Sheeler  
Seconded by: Al Duffy

BE IT RESOLVED THAT Bylaw 4.1 be amended by the addition of a new section to read “assume the duties of the Chair where the position is vacant”.

Motion Carried.

**16.2 PROC 305-09**

Moved by: Jessie Coccimiglio  
Seconded by: Al Duffy

BE IT RESOLVED THAT BYL 211-09, BYL 212-09, BYL 213-09, BYL 214-09, BYL 215-09, and BYL 216-09 be considered en bloc.

Motion Defeated.

**16.3 BYL 211-09**

Moved by: Barb Young  
Seconded by: Jessie Coccimiglio

BE IT RESOLVED THAT Bylaw 5.3 be amended by the deletion of 5.3 d).

Motion Carried.

## 16.4 BYL 212-09

Moved by: Barb Young  
Seconded by: Jessie Coccimiglio

BE IT RESOLVED THAT Bylaw 5.3 c) be amended by the addition of “who shall serve as the Chairperson of the Committee”.

Motion Carried.

## 16.5 BYL 213-09

Moved by: Barb Young  
Seconded by: Jessie Coccimiglio

BE IT RESOLVED THAT Bylaw 5.4 by amended by the deletion of 5.4 d).

Motion Carried.

## 16.6 BYL 214-09

Moved by: Barb Young  
Seconded by: Jessie Coccimiglio

BE IT RESOLVED THAT Bylaw 5.4 b) be amended by the addition of “who shall serve as the Chairperson of the Committee”.

Motion Carried.

## 16.7 BYL 215-09

Moved by: Barb Young  
Seconded by: Jessie Coccimiglio

BE IT RESOLVED THAT Bylaw 5.5 by amended by the deletion of 5.5 d).

Motion Carried.

## 16.8 BYL 216-09

Moved by: Barb Young  
Seconded by: Jessie Coccimiglio

BE IT RESOLVED THAT Bylaw 5.5 a) be amended by the addition of “who shall serve as the Chairperson of the Committee”.

Motion Carried.

**17.0 FINAL BUDGET****17.1 BUDG 201-09**

Moved by: Hugh Garrett

Seconded by: Barb Young

BE IT RESOLVED THAT the proposed budget be adopted as the Budget for the fiscal year July 1, 2009 to June 30, 2010.

Motion Carried.

**18.0 RESOLUTIONS AS PER SEQUENCING SHEET CONTINUED****18.1 BYL 220-09**

Moved by: Stephen Lynch

Seconded by: Jessie Coccimiglio

BE IT RESOLVED THAT Bylaw 15.1 be amended by the deletion of "the voting" and insertion of "present and voting".

Motion Withdrawn.

**18.2 BYL 221-09**

Moved by: Stephen Lynch

Seconded by: Jessie Coccimiglio

BE IT RESOLVED THAT Bylaw 15.2 be amended by the insertion of "present and voting" after "Delegates"

Motion Withdrawn.

**18.3 BYL 222-09**

Moved by: Stephen Lynch

Seconded by: Jessie Coccimiglio

BE IT RESOLVED THAT Bylaw 15.3 be amended by the insertion of "present and voting" after "Members"

Motion Withdrawn.

## 18.4 BYL 223-09

Moved by: Stephen Lynch  
Seconded by: Jessie Coccimiglio

BE IT RESOLVED THAT Bylaw 15.4 be amended by the insertion of “present and voting” after “Committee Membership”.

Motion Withdrawn.

## 18.5 BYL 225-09

Moved by: Jessie Coccimiglio  
Seconded by: Al Duffy

BE IT RESOLVED THAT Bylaw 19.1 be amended by deletion of “Federation Officer responsible for Grievances” and insertion of “Chief Grievance Officer”.

Motion Carried.

## 18.6 BYL 226-09

Moved by: Al Duffy  
Seconded by: Barb Young

BE IT RESOLVED THAT Bylaw 19.2.4 be amended by insertion of “in consultation with the District President” after “Grievance Officer”.

Motion Carried.

## 18.7 BYL 227-09

Moved by: Stephen Lynch  
Seconded by: Terry Stitch

BE IT RESOLVED THAT Bylaw 19.3.1 be amended by insertion of a new statement “Any Executive Member with a conflict of interest shall recuse him/herself from the appeals hearing.”

Motion Carried.

## 18.8 CON 203-09

Moved by: Terry Stitch  
Seconded by: Hugh Garrett

BE IT RESOLVED THAT Article 6.2 b) be amended by the addition of a new section to read "Human Rights Officer".

Motion Carried.

## 18.9 BYL 229-09

Moved by: Terry Stitch  
Seconded by: Hugh Garrett

BE IT RESOLVED THAT Bylaw 4 be amended by the addition of a new section to read  
4.X "The Human Rights Officer shall:  
4.X.1 establish and maintain an effective communications network between the District Office and the Provincial Office with respect to Human Rights issues;  
4.X.2 report to the District Council, to the AMDA, and to the District Executive through the District President on issues pertaining to Human Rights."

Motion Carried.

## 18.10 CON 204-09

Moved by: Greg Sheeler  
Seconded by: Hugh Garrett

BE IT RESOLVED THAT Article 6.2 b) be amended by the addition of a new section to read "Status of Women Officer".

Motion Carried.

## 18.11 BYL 230-09

Moved by: Greg Sheeler  
Seconded by: Hugh Garrett

BE IT RESOLVED THAT Bylaw 4 be amended by the addition of a new section to read  
4.X "The Status of Women Officer shall:  
4.X.1 establish and maintain an effective communications network between the District Office and the Provincial Office with respect to women's rights issues;  
4.X.2 report to the District Council, to the AMDA, and to the District Executive through the District President on issues pertaining to women's rights issues."

Motion Carried.

## 18.12 PROC 307-09

Moved by: Jessie Coccimiglio  
Seconded by: Terry Stitch

BE IT RESOLVED THAT BYL 203-09, BYL 209-09, BYL 210-09 be considered en bloc.

Motion Defeated.

## 18.13 BYL 203-09

Moved by: Hugh Garrett  
Seconded by: Greg Sheeler

BE IT RESOLVED THAT Bylaw 4.2 be amended by the addition of a new section to read  
"appoint an attending Member of the Council to be the designated Anti-Harassment Officer for each Council meeting".

Motion Carried.

## 18.14 BYL 209-09

Moved by: Hugh Garrett  
Seconded by: Greg Sheeler

BE IT RESOLVED THAT Bylaw 4.15 be amended by the addition of a new section to read  
"appoint an attending Member of the Branch to be the designated Anti-Harassment Officer for each Branch meeting".

Motion Carried.

## 18.15 BYL 210-09

Moved by: Hugh Garrett  
Seconded by: Greg Sheeler

BE IT RESOLVED THAT Bylaw 5.1 be amended by the addition of a new section to read  
“appoint an attending Member of the Committee to be the designated  
Anti-Harassment Officer.”

Motion Carried.

## 18.16 BYL 333-09

Moved by: Hugh Garrett  
Seconded by: Greg Sheeler

BE IT RESOLVED THAT the Bylaws be amended by the addition of a new bylaw to read:  
“Bylaw X Anti-Harassment and Anti-Bullying Policy  
X.1 The District shall have an Anti-Harassment and Anti-Bullying Policy  
and Procedure to be followed at all OSSTF workplaces and functions.  
X.2 The Anti-Bullying and Anti-Harassment Policy and Procedure and  
any amendments to it shall be approved by the District Council.”

Motion Carried.

## 18.17 BYL 334-09

Moved by: Hugh Garret

Seconded by: Greg Sheeler

BE IT RESOLVED THAT the Bylaws be amended by the addition of a new Bylaw to read:

“Bylaw Y Anti-Harassment and Anti-Bullying Appeals Procedure

Y.1 Members of the District affected by a decision resulting from a complaint under the District’s Anti-Harassment and Anti-Bullying Procedure may appeal this decision using the following procedure:

Y.1.1 Within five (5) working days of the decision, the affected member (herein called the Appellant) shall submit a request in writing to the District President for an Appeal Hearing.

Y.1.2 Within two (2) working days of receiving the request, the District President shall appoint three members of the District Appeals Committee to consider the appeal.

Y.1.3 Within three (3) working days, the District Appeal Committee shall meet to consider the appeal.

Y.1.3.1 The District Appeal Committee shall review the complaint, the investigation process and findings, and the decision.

Y.1.3.2 Following the review, the Committee shall either confirm or modify the decision.

Y.1.3.3 The decision of the District Appeal Committee shall be consistent with the District Anti-Harassment and Anti-Bullying Policy and Procedures.

Y.1.4 The District Appeal Committee shall report the decision on the Appeal to the District President within five (5) working days after the meeting at which the Appeal is considered.

Y.1.5 Within two (2) working days of receiving the decision of the District Appeal Committee, the District President shall communicate the decision to the Appellant in writing.

Y.1.6 The decision of the District Appeal Committee shall be considered final and not subject to any appeal.”

Amendment to BYL 334-09

Moved by: Dave Edwards

Seconded by: Linda Nethery

BE IT RESOLVED THAT Section Y.1.2 be amended by the addition of a new sentence to read, “The Appeal Committee shall consist of one (1) member of Executive, one (1) member of Council and one (1) member-at-large.”

Motion Carried.

Amendment to BYL 334-09

Moved by: Joeleen MacDonald

Seconded by: Meredith Callaghan

BE IT RESOLVED THAT BYL 334-09 be amended as follows: in Sections Y.1.1, Y.1.2, Y.1.4, Y.1.5 be amended by inclusion of the words "or designate" after the word "President".

Motion Carried.

Motion Carried.

18.18 BYL 335-09

Moved by: Hugh Garrett

Seconded by: Greg Sheeler

BE IT RESOLVED THAT Bylaw 4.1 be amended by the addition of a new section to read: "appoint seven (7) members to the District Appeals Committee prior to September 30 of each year".

Motion Carried.

18.19 CON 201-09

Moved by: Barb Young

Seconded by: Hugh Garrett

BE IT RESOLVED THAT Article 1.1 h) be amended by the addition of "Consultants (Board Offices)".

Motion Withdrawn.

18.20 CON 202-09

Moved by: Stephen Lynch

Seconded by: Terry Stitch

BE IT RESOLVED THAT Article 4.1 be amended by the addition of a new section to read "provide contract maintenance and member protection;"

Motion Withdrawn.

18.21 BYL 204-09

Moved by: Jessie Coccimiglio  
Seconded by: Stephen Lynch

BE IT RESOLVED THAT Bylaw 4.2 be amended by the deletion of 4.2 c).

Motion Withdrawn.

18.22 BYL 206-09

Moved by: Terry Stitch  
Seconded by: Hugh Garrett

BE IT RESOLVED THAT Bylaw 4.3 b) be amended by the insertion of “working” in front of “days”.

Motion Withdrawn.

18.23 BYL 208-09

Moved by: Barb Young  
Seconded by: Greg Sheeler

BE IT RESOLVED THAT Bylaw 4.8 e) be amended by the deletion of “November” and the insertion of “January”.

Motion Withdrawn.

18.24 BYL 217-09

Moved by: Stephen Lynch  
Seconded by: Terry Stitch

BE IT RESOLVED THAT Bylaw 5.6 be amended by deletion and insertion to read “The Secondary Staffing Committee shall be constituted as defined in the Collective Agreement.”

Motion Withdrawn.

## 18.25 BYL 218-09

Moved by: Al Duffy  
Seconded by: Hugh Garrett

BE IT RESOLVED THAT Bylaw 7.1 be amended by the deletion of "provisions".

Motion Withdrawn.

## 18.26 BYL 219-09

Moved by: Hugh Garrett  
Seconded by: Barb Young

BE IT RESOLVED THAT Bylaw 11.3.1.2 be amended by substitution of "fifteen (15)" for "ten" and "eight (8) for "five".

Motion Withdrawn.

## 18.27 BYL 224-09

Moved by: Jessie Coccimiglio  
Seconded by: Greg Sheeler

BE IT RESOLVED THAT Bylaw 4.10 i) be amended by substitution of "Benefits Committee" for "Board/Member Joint Benefit Committee".

Motion Withdrawn.

## 18.28 BYL 231-09

Moved by: Meredith Callaghan  
Seconded by: Meighen McGregor

BE IT RESOLVED THAT Bylaw 18 be amended by the addition of a new section to read:  
"An electronic copy of the tentative Collective Agreement shall be available in each workplace at least forty-eight hours in advance of the General Meeting(s)."

Motion Defeated.

18.29 BYL 232-09

BE IT RESOLVED THAT Bylaw 18.1 be amended by deletion and insertion to read:  
"There shall be a general meeting or meetings for the purpose of presenting the tentative agreement to the Membership."

Motion Not Dealt With.

19.0 **OTHER**

16.1 Barb Young thanked the Delegation for giving their time to attend the meeting. She also suggested that next year, the Delegation consider having a timed item regarding Resolutions.

20.0 **ADJOURNMENT**

The Chair declared the meeting adjourned at 9:10 p.m.