



ETFO Toronto Occasional Teachers Executive Meeting 2025-2026

DATE: Tuesday, February 10, 2026

Meeting Location: Virtual

Start Time: 9:30 AM- 4:00PM

- **Break:** 11:00 AM
- **Lunch:** 12:30 - 1:30 PM
- **Break:** 2:45 PM

Parliamentarian: Yolanda B'Dacy

Executive Board Members:

Released Officers: Marisa Gallippi, Laura Barrett, Gabrielle Blais-Jones, Sophie Kroesen

Executive Board Members: Sujatha Chintakunta, Beverley Flynn-Samuels, Jeishan Rajakulasingham, Nathan Goveas, Melissa Major, Theo Shivnaraine

Secretary: K. Justin Ngo

Human Rights Officer: Laura Barrett

Regrets: Nathan Goveas, Sujatha Chintakunta (half-day)

Meeting called to order - 9:33am

Agenda

- 1. Human Rights Statement** - Gabrielle Blais-Jones
- 2. Land Acknowledgment** - Laura Barrett
- 3. Approval of Agenda** - Barrett / Blais-Jones

Motion 25/26 - February 10 Motion 1

Barrett / Blais-Jones

BIRT The Agenda be approved

CARRIED

- 4. Approval of December Executive Minutes** - Major/Barrett

Motion 25/26 - February 10 Motion 2

Major / Barrett

BIRT The December 2, 2025 Executive Minutes be approved.

CARRIED as Amended

Adding housekeeping piece at 1:30pm

- 5. Treasurer candidates and appointment**

Motion 25/26 - February 10 Motion 3

Gallippi / Barrett

BIRT Secret Ballot is used when the vote occurs on the appointment.

CARRIED

Candidate - **Andrew Chittka** addressed the board

Motion 25/26 - February 10 Motion 4

Kroesen / Gallippi

BIRT Secret Ballot is by email.

Failed

Appointment of the Treasurer Voting Results

In favour: 6 100%

Opposed: 0

6. Online Motion Report

December 2025 Online Motion 1

BIRT the September 30, 2025 Special Meeting minutes be approved.

Mover: Laura Barrett

Seconder: Marisa Gallippi

CARRIED

December 2025 Online Motion 2

BIRT the following event be approved: 2SLGBTQ+ Human Rights Education Strategies.

Mover: Laura Barrett

Seconder: Gabrielle Blais-Jones

CARRIED

December 2025 Online Motion 3

Mover: Laura Barrett

Seconder: Marisa Gallippi

BIRT the following changes be made to the local committee membership lists:

Constitution: addition of Thomas Sayers

Equity and Social Justice: addition of Thomas Sayers and Keith Trent-Rennick

New Members: addition of Susan Richman, Thomas Sayers, Kim Campbell, and Hana McLeod

Political Action: addition of Thomas Sayers and Keith Trent-Rennick

Racialized Members: addition of Hana McLeod

Status of Women: addition of Kim Campbell
2SLGBTQIA+: addition of Keith Trent-Rennick
CARRIED

7. Financial Report - Laura Barrett

BREAK 11:00am

Motion 25/26 - February 10 Motion 5

Barrett / Blais-Jones

BIRT the local pay OTIP \$971.30 for the liability-only office package (invoice 11827), for the year 2026, costs to come from Budget Line 615 Insurance.

CARRIED

Motion 25/26 - February 10 Motion 6

Kroesen / Barrett

BIRT the Executive approve the over-expenditure of \$890 for the WSIB payment (July to September 2025)

CARRIED

Laura Barrett - In favour
Gabrielle Blais-Jones - In favour
Sujatha Chintakunta - In favour
Andrew Chittka - In favour
Beverley Flynn-Samuels - In favour
Marisa Gallippi - In favour
Sophie Kroesen - In favour
Melissa Major - In favour
K. Justin Ngo - In favour
Jeishan Rajakulasingam - In favour
Theo Shivnaraine - in favour

E-transfer deposits update - you can use **deposits@etfo-torots.org** to have members send us a non-refundable deposit

8. President's Report

- Rep. Council update - Motions will be sent out by email
 - ETFO/Local Plan- phase 1-Social Event-focus on OT signatures petitions and local toques -February 11, 2026 @ Pickle Barrel 1 Yorkdale Rd.
 - Executive members - aim to get 10 signatures each
 - SFE issues - get grassroots members to come speak to the board
 - Provincial Task Force Update -
 - Moved a motion to have a public campaign (respect for educators, working conditions). Possibly go live in the fall.
 - Local public campaign (ERP usage and SFE access)
 - ERP and prep payback grievances still in negotiation

 - EOTCC meeting, Wednesday, January 28, 2026 with The Board (to be rescheduled): Questions for the Board
1. **Police Record Checks**- discuss the communication and rollout strategy for the new requirements regarding police checks.
 2. **ERP Usage and Hiring** Could you please provide an explanation as to why Emergency Replacement Professionals (ERPs) are still being utilized? Additionally, please provide the total number of ERPs hired over the last few years, specifically for the 2025/2026 period, and confirm if the board is still actively hiring for this role.
 3. **Occasional Teacher Staffing**
 - a. Please provide the number of OTs hired this year and the number of additional hires planned for the remainder of the cycle.
 4. **SmartFindExpress Functionality**
 - a. We have noted that the search tab is removed during snow days without consultation with the Local. Could you please clarify the purpose of this adjustment?
 5. **Job Statistics and Postings**
 - a. There appears to be a significant decrease in daily OT and Long-Term Occasional job numbers.

- b. Q- How many LTO positions were posted this week? Compared to last year, the volume of LTOs has dropped considerably, and members are reporting a lack of available work. Please confirm if these jobs are being posted to SmartFind, as we have received reports that daily vacancies are still being covered by ERPs or through internal coverage.
 - c. The Local is not receiving the LTO posting information from the board as was done in the past, and is outlined in the Collective Agreement.
 6. **List Eligibility** - discuss the 30-day requirement for remaining on the active list for next year. ETHL-updates
 7. **OTR** - It has been brought to our attention that OTs may have been restricted from speaking with union representatives. This constitutes a process breach. Sophie/Marisa
 8. **Sick Leave and Medical Documentation**
 - a. Notice letters currently being sent to OTs who have provided medical documentation regarding their sick leave. Laura/Marisa
- SFE Grievance (not seeing jobs online) - Step 2 filed January 20, 2026
- ETFO/Local Plan- phase 1-Social Event-focus on OT signatures petitions and local toques -February 11, 2026 @ Pickle Barrel 1 Yorkdale Rd.
- GM February 25, 2026 - online

LUNCH 12:30pm

President's Report continued

- Phone versus online callout
- OSSTF is experiencing similar issues

9. First Vice-President Report - Laura Barrett

House Keeping 1:30pm

Motion 25/26 - February 10 Motion 7

Barett / Blais-Jones

BIRT the May Annual General Meeting 2025 minutes be amended to reflect attendance and spelling.

CARRIED

- **Committees**

Motion 25/26 - February 10 Motion 8

Barrett / Gallippi

BIRT the committee member list be amended as follows:

Budget Committee: addition of Sophie Kroesen and Gabrielle Blais-Jones

CARRIED

- **Health & Safety**

- Attendance support program letters feels punitive
- Members feel stress and strain for taking an absence, even if they have legitimate medical reasons for taking these absences.
- If ETT members don't take their sick days, there are fewer jobs for our members

Thursday, March 26 - In-person Action on Violence workshop @ North York Public Library - previous workshop on Jan 27 well-attended by OTs

- **JHSC Rep & sub Committee Rep for Agenda item for discussion. (Jeishan)**

- As of 3 years ago - H&S inspector for the local
- Idea: Separate member to attend JHSC meetings (the Board pays release time) - Jeishan will send info to Executive

10. Vice President Report - Gabrielle Blais-Jones

-PL reimbursement - Approved to date \$2998.85

-Social Media - Local Instagram page @ etfo_torots

- Toronto / York Region Labour Council
 - Already had two meetings discussing upcoming Collective bargaining and labour movement.
 - For 2 months, we paid a Fee of \$348 for 4 members to participate

BREAK 2:50-3:05

Timed Item 3:00 PM - Committee Reports moved to after Vice President Gabrielle Blais-Jones Report

Vice President Report continued

Motion 25/26 - February 10 Motion 9

Kroesen / Rajakulasingam

BIRT the local reduce the delegates to the Toronto & York Region Labour Council from four to two as of March 1, 2026.

Amendment - reduce to one person

Gallippi / Blais-Jones

CARRIED

BIRT the local reduce the delegates to the Toronto & York Region Labour Council from four to ~~two~~ **one** as of March 1, 2026.

Call the Question

Kroesen / Blais- Jones

CARRIED

Main motion as amended is ***CARRIED***

Motion 25/26 - February 10 Motion 10

Barett / Major

BIRT Vice President Gabrielle Blais-Jones be granted 2.5 day unpaid leave on Thursday February 19 afternoon, Friday February 20, and Monday February 23rd.

CARRIED

Meeting extended to 4:15pm

Secret Ballot Voting Results

In favour: 8 100%

Opposed: 0

Motion 25/26 - February 10 Motion 11

Barett / Major

BIRT Meeting extend to 4:25

CARRIED

Timed Item 3:00 PM Committee Reports

- Committee engagement discussion
- Tues Feb 24th, Retired Teachers committee event @ Circle and Squares from 4pm to 6pm.
- Attendees get \$15 vouchers to spend x 25 members = \$375 (Costs come from Committees budget line)

Motion 25/26 - February 10 Motion 12

Chittka / Gallippi

BIRT the Retired Members Committee host an event of up to 25 members at Circles and Squares on February 24th (15 per member). Costs to come from Budget Line 604 Committees.

CARRIED

Adjourned 4:30pm

Upcoming Dates:

February 11, 2026 - Petition Social Event at Pickle Barrel

February 25, 2025 - General Meeting