



**ETFO - Toronto Occasional Teachers' Local
Fall General Meeting
Tuesday, November 25, 2025
Location: Online (via Zoom)
Time: 5:00pm - 7:30pm**

Released Executive: Marisa Gallippi, Laura Barrett, Gabrielle Blais-Jones, Sophie Kroesen, Gail James

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

Parliamentarian: Yolanda B'Dacy

Secretary: K. Justin Ngo

Human Rights Officer: Laura Barrett

5:00pm - Meeting Called to Order

Number of members in attendance at the time it was called: 29

Quorum 15

- 1. Land Acknowledgement** - Niser Tookhi (English) / Jeremy Bass (French)
- 2. Human Rights Statement** - Marisa Gallippi
- 3. Approval of the Agenda** - Major/Wukasch

Motion 25/26 - Fall GM Motion 1

Major / Wukasch

BIRT the 2025 Fall General Meeting agenda be approved.

CARRIED

4. Approval of the Winter GM minutes

Motion 25/26 - Fall GM Motion 2

Barney-Matheson / Goveas

BIRT the 2025 Winter General Meeting minutes be approved.

CARRIED

5. Approval of the 2025 May Annual Meeting minutes

Motion 25/26 - Fall GM Motion 3

Goveas / Major

BIRT the 2025 May Annual Meeting minutes be approved.

CARRIED

6. Introduction of the 2025-2026 Executive

7. President's Address -

Annual General Meeting - 17 delegates and 4 alternates attended.

-The ERP motion did not reach the floor. We are continuing efforts to bring this issue to the provincial office.

-A motion was passed to create a task force to examine the use of uncertified workers across the province.

-The Lianne Wyatt Member Benevolent Fund is still available for any members experiencing financial crisis. Please contact release officers for more information.

-Executive meetings (2 meetings so far)

-strategic planning

-executive board meeting

-No comment on Bill 33 at this time however, concerning how 1 person will be able to do job of 22 trustees

Financial update & Meal allowance

-No meal allowance or dependent care coverage currently, though this may change in the future.

-Financial situation is improving, but not yet where it needs to be.

-New ETFO staff officer - Allison Ryan

-Working on collective bargaining strategies

-Working together with ETT to ensure our rights are being protected

-Collective Bargaining Team

-Marisa Gallippi

-Sophie Kroesen (Lead Negotiator)

-Laura Barrett

-Jeishan Rajakulasingam

-Gabrielle Blais-Jones

Policy Grievances

- Prep loss and payback grievances (2022–2024) are currently at arbitration.
- Policy grievances filed in 2024 are pending arbitration.
- 2025–2026 We filed a policy grievance concerning the use of sick codes and the monitoring of members' sick day usage.
- Jobs not appearing on SFE, while members continue to receive calls, is inequitable and potentially discriminatory.
- Restricting or limiting the visibility of jobs online may allow assignments to be directed to emergency personnel instead of being posted equitably.
- A letter was submitted to the Board regarding the SFE issue. The Board responded that they were unsure what we were referring to. A policy grievance has since been filed.

-Listening Tour with David Mastin on December 10.

-The Board has a No Touch Policy and recommends that staff avoid physical contact with students (e.g., tying shoes, zipping coats).

-The Board has hired investigators to address situations involving teachers who are sick.

-If you are asked to attend a meeting where you may be questioned, you are not obligated to participate. You may state that you require a union representative before proceeding with any meeting.

8. TIMED ITEM: 5:45pm - Treasurer's Report and Q&A

4 financial reports

Current Assets RBC chequing \$624,552.19

RBC GIC \$25,000 @ 2.45%

Bought 2 GICs

One-year cashable GIC for \$50 000 fixed rate of .75%

Prime Link Cashable GIC Variable rate for \$150,000 @ 2%

Total Assets 649,552.19

ETFO Reimbursements - \$13,218.18

Interests - Based on 1758 FTE \$814.73

Local Levy - \$2088.85

TDSB Professional Learning Funds - \$25,000

Expenses

Accounting

Committees

Communication

Dependent Care

Meetings

Professional Learning Rebate

Released Officers

Website

Percentage spent so far is 3.54%

Net Operating Income or Profit

1. Total Actual Revenue (\$184,544.92 so far)

2. Total Actual Expenses (\$23,425.99)

1 - 2 = Net Operating Income, which is \$161,118.93

Motion 25/26 - Fall GM Motion 4
Rajakulasingam / Barrett
BIRT the 2024-2025 audit be received.
CARRIED

Q & A

Q: How much of our assets are going to be spent in the next 30 days to our expenses

A: Expenses have already been paid

Q: How will our reserves look this year?

A: After rebates and retro payments, our expected net operating income is \$4,456.40.

9. First Vice-President’s Report - Laura Barrett

Health and Safety

Violent incidents are on the rise - violence should never be part of the job
Working in conjunction with Jeishan Rajakulasingam - Health and Safety Inspector - he would be the person working with you if you ever feel it’s unsafe to work (work refusal)

Report, report, report - If you don't report it, it never happened

-Action on Violence workshops in 2026

- Tues January 27 Virtual
- Thursday March 26 - In person
- May - In person (date TBD)

Pregnancy and Parental leave workshop Jan 12 - Online

Sick leave - contact the local office for assistance with medical leaves

Social activities

For social events over \$20, you may be asked to send a small non-refundable e-transfer deposit to the email below to reserve your spot.
deposits@etfo-torots.org

Committees

Join a Committee!

[Etfo-torots.org/join-a-local-committee](http://etfo-torots.org/join-a-local-committee)

10 standing committees, 4 ad hoc

10. Vice-President's Report - Gabrielle Blais-Jones

Professional Learning

- Reimbursement Forms on website (One google form with options)
- Approved to date (AQ and ETFO courses, resources) \$1050
(Four pending)
- If you were approved last year you are not eligible this year
- Committee hosted "Difficult Conversations" workshop
- "Professional Boundaries workshop" postponed
- More to come!

Communications Social Media

- The Local now has an Instagram account
- Follow [etfo_torots](#) to see the updates

Toronto and York Region Labour Council

Members: Jeishan Rajakulasingam, Nathan Goveas, Gail James and Gabrielle Blais-Jones

- Toronto OT Local joined! (First meeting was in November)
- Focus on bills 33 and 60
- Representative on the Education Committee
- Air Canada had successful negotiations
- Locals from CUPE and ONA on strike

11. Lead Negotiator / Vice-President's Report - Sophie Kroesen

-Reviewing the OTR (Opportunity to Respond) process, which is currently being challenged by the Board.

-You will receive an email with a link to our All Members Survey to help develop our official bargaining goals.

-The Board is eroding long-established practices that may impact your rights and working conditions.

-If you are overpaid, the Board must contact you and agree on a mutually acceptable repayment plan. The Board cannot simply deduct wages without your consent. Please reach out to ensure you have union representation.

12. Elections Officer - Yolanda B'Dacy

-Yolanda B'Dacy will serve as the Election Officer for the local election taking place this spring.

13. TIMED ITEM: 6:38-7:08pm Q&A

Q: Are ALTO positions continuing?

A: No. ALTO has been discontinued. The Board has created a crisis with numerous small jobs to choose from and is now suggesting that our members are not picking up these assignments. We believe the issue is that members cannot see the jobs on SFE, which then allows the Board to say an emergency person is needed because "no OT picked up the job."

Q: How many members do we have in our Roster

A: 3700 members

Q: How do we plan to increase our members so our revenue goes up?

A: The board should be hiring to the cap. We are pushing for it and there should be no reason why the board should not hire OTs to the cap (4000)

Q: The Board breached our privacy? Can you provide a brief explanation?

A: There is an active policy grievance, so I can only share the basic facts and cannot go into detail. In 2024, the Board failed to update their records to reflect changes in the executive. As a result, member information was shared with individuals who were no longer on the executive and who were not part of the local.

Q: Regarding the privacy breach, I am wondering why would our executive not just go directly to the privacy commissioner responsible for the province?

A: Yes there are different avenues. However, as a local and Union and the board. We have a collective agreement. The union is expected to be the avenue that we take in regards to any issues that arise. So it is our legal responsibility to go through a legal process which is the grievance process.

14. Adjournment 7:05pm - Schubert/Pacocha

Fall GM 2025 Attendance

Alice Zywiell
Andre Li-Fun
Arlene Lax
Byron Stevenson
Carol Collin
Carol Morgan
Catherine Hritzun-MacLean
Cathie Ring
Christina Meynell
Christine Pickering
Colleen Wood
Cynthia Boem
Cynthia McCarrey
Doris Wukasch
Gabrielle Blais-Jones
Gail James
Greg Deitcher
Helene Bauer
Hetal Rajgor
Isabella Deluca
Jason Martorino
Jeishan Rajakulasingam
Jennifer Mok
Jeremy Bass
Joanne Alter
John Pacocha
Julie Hoang
Justin Ngo
Karishma Desai
Kit Wun, Li
Laura Barrett
Lisa Harrower
Loreen Gale
Lorna Vitalez
Marilyn Richmond
Marisa Gallippi
Melissa Major
Nancy Easton
Nathan Goveas
Nick Stodola
Nicola DeLong
Niser Tookhi

Nujat Rahman
Olga Claudia Banda Marin
Peter Schubert
Raul Selberg
Ripu Lamba
Rosa Catalina Camargo
Sheila Russell
Sophie Kroesen
Serten Marilovic
Susan Malcolm
Tarquin Singh
Theo Shivnaraine
Valerie Barney-Matheson
Vivien Young