

# 2022-23 Legislation Committee Proposed Bylaw Changes 4.0

1	<p><b>Article I – General</b></p> <p>1.4 A minimum of two general meetings shall be held annually, including the Unit Annual General Meeting, <b>and the Unit Budget General Meeting.</b></p> <p><i>Rationale: Housekeeping to codify current practice. For years we have held a fall budget meeting and a spring AGM.</i></p>
2	<p><b>Article II - Section 1 - Unit Executive</b></p> <p>1.1 ... The eighth Councilor shall be a teacher in the first five years of <b>his/her their</b> teaching career as a permanent teacher who is appointed by the Unit Executive to serve as a non-voting member of the Executive....</p> <p><i>Rationale: Update to reflect gender neutral language. This is a Provincial requirement. Mutatis mutandis would be applied.</i></p>
3	<p><b>Article II - Section 1 - Unit Executive</b></p> <p>1.1 The seventh Councilor shall be the Occasional Teacher Representative and shall be elected by the members of the OECTA-PVNC Occasional Teachers. The eighth Councilor shall be a teacher in the first five years of his/her teaching career as a permanent teacher who is appointed by the Unit Executive to serve as a non-voting member of the Executive. <b><del>The Occasional Teacher Representative shall be an occasional teacher member of the Unit and a voting member of the Unit Executive, elected by the occasional teachers of the Unit.</del></b></p> <p><i>Rationale: Housekeeping to remove a redundancy. The same information is covered two sentences earlier.</i></p>
4	<p><b>Article II - Section 2 – Duties of the Unit Executive</b></p> <p>2.16 To appoint the <b>Chief Lead</b> Negotiator, as required, to the Occasional Teacher Bargaining team;</p> <p><i>Rationale: Update to reflect non offensive language. “Chief” has been used as a derogatory term toward Indigenous people. Mutatis mutandis would be applied.</i></p>
5	<p><b>Article II - Section 2 – Duties of the Unit Executive</b></p> <p>2.16 To appoint the <b>Chief Lead</b> Negotiator, as required, to the Occasional Teacher Bargaining team <b>and Local Collective Bargaining committees;</b></p> <p><i>Rationale: Housekeeping to codify current practice and for consistency. The Collective Bargaining and Grievance Officer is always appointed as lead negotiator on the Unit’s bargaining teams.</i></p>

6	<p><b>Article II - Section 4 – Duties of Executive Officers</b></p> <p><del>4.4.2 The ranking of officers is: 1) Vice President; 2) Treasurer; 3) Recording Secretary; 4) Councilors</del></p> <p><i>Rationale: Update to remove hierarchical ranking. This is a Provincial requirement. Having a hierarchy at this spot in the bylaws serves no purpose in any case.</i></p>
7	<p><b>Article II - Section 4 – Duties of Executive Officers</b></p> <p>4.5 Occasional Teacher Representative</p> <p>4.5.1 Chair the Occasional Teacher Committee</p> <p>4.5.2 Prepare the Agenda for the Occasional Teacher Committee</p> <p>4.5.3 Assist the Unit President with matters regarding Occasional Teachers</p> <p>4.5.4 Assist the Collective Bargaining and Grievance Officer with Occasional Teacher grievances where required</p> <p>4.5.5 Attend provincial Occasional Teacher meeting where required</p> <p>4.5.6 Attend Joint Health and Safety Committee meetings (or arrange for a designate)</p> <p><i>Rationale: The position of Occasional Teacher rep was added to the Unit Executive a few years ago, but the role was never defined. This would do that, as well as codify current practice.</i></p>
8	<p><b>Article II - Section 5 – Collective Bargaining Officer</b></p> <p>5.1 Release time for the Collective Bargaining and Grievance Officer is fulltime;</p> <p><i>Rationale: Housekeeping for consistency. This position is referred to in several different ways throughout the bylaws. Mutatis mutandis would be applied.</i></p>
9	<p><b>Article II - Section 6 – Association Representatives</b></p> <p>6.1.3 to be selected by fellow OECTA members at the first OECTA staff meeting of the school year, or at the last OECTA staff meeting in June. If the number of people interested in being an association representative is greater than the number of representatives allocated to that jurisdiction, the selection is to be done by <del>vote</del> secret ballot conducted at the <del>first</del> meeting;</p> <p><i>Rationale: When an election is required for school rep, it should be done by secret ballot. The words “fellow” and “first” are unnecessary.</i></p>
10	<p><b>Article II - Section 6 – Association Representatives</b></p> <p><del>6.2.4 to attempt to attend the provincial AGM as a delegate;</del></p> <p><i>Rationale: We have a limited number of spots each year for the Provincial AGM, In order to encourage more teachers to get involved with OECTA, it would be useful to have more members-at-large attend the Provincial AGM. There is no need to require school reps to attend.</i></p>
	

11	<p><b>Article II - Section 6 – Association Representatives</b></p> <p><del>6.2.5 to maintain and make available to staff members the Association Representative’s Handbook and Binder.</del></p> <p><i>Rationale: Housekeeping. The rep’s handbook/binder is now digital and available on our website.</i></p>
12	<p><b>Article II - Section 6 – Association Representatives</b></p> <p>6.3.2 One health and safety representative for each worksite shall receive \$100 as an honorarium to be allocated by the Unit in June of each year. Honoraria may be reduced or withheld from health and safety representatives who fail to fulfill some or all duties. Any decision regarding the withholding of some or all of honoraria will be made by motion by the Unit Executive. Health and safety representatives who are also Executive members will receive only the Unit Executive honorarium.</p> <p><i>Rationale: Last year the Unit Executive passed a motion to compensate school health and safety reps \$100 a school year. This would codify that in our bylaws. Health and safety reps play an important role in the school. (OECTA staff reps receive \$200 a year).</i></p>
13	<p><b>Article II - Section 8 – Finances</b></p> <p>8.1 All expenses shall be paid in accordance with the Provincial Handbook <del>except for travel by car at the rate of \$0.48 per kilometer.</del></p> <p><i>Rationale: This would link our local mileage rate with that of Provincial. The Provincial rate will soon be linked to the Revenue Canada rate (as is the Board rate). The Revenue Canada rate is adjusted annually to reflect inflation, gas prices, etc. This would remove the need for us to continue to make adjustments locally.</i></p>
14	<p><b>Article II - Section 8 – Finances</b></p> <p><del>8.10 To receive from the district school board the funds generated by the occasional teachers, from a levy, if any.</del></p> <p><i>Rationale: Housekeeping. Permanent and occasional teachers were integrated a few years back, so there is no longer any ability to impose a levy just on Occasional Teachers.</i></p>
15	<p><b>Article II - Section 9 – Committees</b></p> <p>9.2 The Standing Committees shall be as follows:</p> <ul style="list-style-type: none"> <li>9.2.1 Awards</li> <li>9.2.2 Communications</li> <li>9.2.3 Courtesy</li> <li>9.2.4 Finance</li> <li>9.2.5 Legislation</li> <li>9.2.6 Local Collective Bargaining (Permanent/Occasional Teacher)</li> <li>9.2.7 Nominations</li> </ul>

	<p>9.2.8 Occasional Teacher  9.2.9 Political Action  <del>9.2.10 Professional Development</del>  9.2.11 Social  <del>9.2.12 Staff Allocation</del>  9.2.13 Status of Women</p> <p><b>Rationale:</b> <i>Housekeeping. The Staffing and Professional Development committees are now joint committees with the Board, and as such do not belong on a list of OECTA's standing committees.</i></p>
16	<p><b>Article II - Section 9 – Committees</b></p> <p>9.2 The Standing Committees shall be as follows:  9.2.1 Awards  9.2.2 Communications  9.2.3 Courtesy  9.2.4 Finance  9.2.5 Legislation  9.2.6 Local Collective Bargaining (Permanent/Occasional Teacher)  9.2.7 Nominations  9.2.8 Occasional Teacher  9.2.9 Political Action  9.2.10 Professional Development  9.2.11 Social  9.2.12 Staff Allocation  9.2.13 Status of Women  <del>9.2.x Equity</del></p> <p><b>Rationale:</b> <i>Housekeeping. Adding a local Equity Committee is both a Provincial requirement. It would help to both attract equity seeking members to become more active in the Association, and to amplify their voices locally.</i></p>
17	<p><b>Article II - Section 9 – Committees</b></p> <p>9.2.1 Awards  <del>9.x.x to receive the nominations for the OECTA PVNC Lifetime Membership Award by April 1, to review them and to make recommendations to the Unit Executive at the April executive meeting;</del></p> <p><b>Rationale:</b> <i>Provincial has asked that Locals include terms of reference for each committee in their bylaws.</i></p>
	

18	<p><b>Article II - Section 9 – Committees</b></p> <p>9.2.2 Communications</p> <p>9.x.x To assist the President in the distribution of informative media dealing with OECTA issues and concerns;</p> <p>9.x.x. to communicate with the general membership as directed by the Executive or the general membership.</p> <p><b>Rationale:</b> <i>Provincial has asked that Locals include terms of reference for each committee in their bylaws.</i></p>
19	<p><b>Article II - Section 9 – Committees</b></p> <p>9.2.3 Courtesy</p> <p>9.x.x to acknowledge on behalf of the Executive and the Unit, cases of grief, misfortune or celebration which affect Unit members;</p> <p><b>Rationale:</b> <i>Provincial has asked that Locals include terms of reference for each committee in their bylaws.</i></p>
20	<p><b>Article II - Section 9 – Committees</b></p> <p>9.x Equity</p> <p>9.x.x to confidentially advise the Unit Executive on matters related to equity and barriers to engagement/involvement within the Unit;</p> <p>9.x.x to confidentially report on any other matters requested by the Unit Executive.</p> <p><b>Rationale:</b> <i>Provincial has asked that Locals include terms of reference for each committee in their bylaws.</i></p>
21	<p><b>Article II - Section 9 – Committees</b></p> <p>9.x Finance</p> <p>9.x.x to consider the financial position of the Unit;</p> <p>9.x.x to prepare a budget to be reviewed annually;</p> <p>9.x.x to make recommendations in regard to an annual levy;</p> <p>9.x.x to act as financial advisors to the Unit Executive;</p> <p>9.x.x to review the securities owned by the Association as needed;</p> <p>9.x.x to report to the Unit Executive, to the fall budget meeting and to the annual general meeting whenever called upon to do so;</p> <p>9.x.x to meet monthly.</p> <p><b>Rationale:</b> <i>Provincial has asked that Locals include terms of reference for each committee in their bylaws.</i></p>
22	<p><b>Article II - Section 9 – Committees</b></p> <p>9.x Nominations</p> <p>9.x.x hold a meeting of all candidates as soon as possible, but no later than ten days after the close of nominations to review the elections guidelines and, through the chair of the committee, answer candidates' questions;</p>

	<p>9.x.x ensure that the elections chairperson is the primary liaison between the unit, the candidates and the general secretary with respect to unit elections and any rulings thereto;</p> <p>9.x.x refer any appeal of a ruling of the elections chairperson to the general secretary;</p> <p>9.x.x not be involved in any campaign as a candidate or on behalf of a candidate</p> <p><b>Rationale:</b> <i>Provincial has asked that Locals include terms of reference for each committee in their bylaws.</i></p>
23	<p><b>Article II - Section 9 – Committees</b></p> <p>9.x Political Action</p> <p>9.x.x to be informed on local political party philosophies related to education;</p> <p>9.x.x to promote the goals of Catholic educators in Peterborough, Victoria, Northumberland and Clarington;</p> <p>9.x.x to maintain contact and liaison with appropriate groups approved by local and provincial OECTA.</p> <p><b>Rationale:</b> <i>Provincial has asked that Locals include terms of reference for each committee in their bylaws.</i></p>
24	<p><b>Article II - Section 9 – Committees</b></p> <p>9.x Social</p> <p>9.x.x to design and coordinate events to respond to the needs of the membership to foster and enhance the Unit and the well-being of the members through social and/or recreational activities;</p> <p>9.x.x to plan a calendar of events for the year with plans for each particular function presented to the Executive for approval;</p> <p>9.x.x to plan, organize and coordinate the annual dinner for retirees in co-operation with the Unit President.</p> <p>9.x.x Each committee member will maintain records of all purchases and is responsible for retaining all receipts related to social committee expenditures.</p> <p><b>Rationale:</b> <i>Provincial has asked that Locals include terms of reference for each committee in their bylaws.</i></p>
25	<p><b>Article II - Section 9 – Committees</b></p> <p>9.x Status of Women</p> <p>9.x.x to advise the executive on ways to enhance the status of women in PVNC.</p> <p>9.x.x to recommend to the executive ways to provide outreach to community-based women’s organizations and initiatives.</p> <p>9.x.x to inform all members of the current trends, issues and problems as they pertain to the status of women locally, nationally and internationally.</p> <p><b>Rationale:</b> <i>Provincial has asked that Locals include terms of reference for each committee in their bylaws.</i></p>
	

26	<p><b>Article III - Section 2 – Unit Executive Elections</b></p> <p>2.1 To be eligible for service on the Unit Executive, an individual shall be a member of the Unit <b>in good standing</b> at the time of taking the office, and in the case of the Occasional Teacher Representative, be an occasional teacher member of the Unit.</p> <p><b>Rationale:</b> <i>Members of the Unit Executive should be in good standing with the Association. This matches Provincial language.</i></p>
27	<p><b>Article III - Section 2 – Unit Executive Elections</b></p> <p>2.8.9 For the election of Regional Councilors, <del>eligible voters shall be</del> permanent teachers <del>in the elementary or secondary panels</del> may vote for the Councilor(s) <del>from the region they are assigned to</del> in which they work at the time of the election.</p> <p><b>Rationale:</b> <i>Housekeeping for clarity. It was unnecessarily confusing the way it was written. This would not change the meaning or intent.</i></p>
28	<p><b>Article III - Section 4 – Delegates to the Provincial Annual General Meeting</b></p> <p>4.2 The Unit Executive must hold at least one <b>workshop meeting</b> to thoroughly acquaint delegates with their responsibilities.</p> <p><b>Rationale:</b> <i>There has not been an “AGM workshop” in recent memory. This would align the bylaws with the long established practice of holding a “pre-AGM meeting” in the week prior to the Provincial AGM.</i></p>
29	<p><b>Article IV - Amendments</b></p> <p>2.3 Should a panel bargaining unit choose to establish a separate unit, as outlined in <del>the Unit By laws Article IV, Amendments, 2.4</del>, assets of the OECTA PVNC Unit shall be divided proportionate to the percentage of membership in each of the elementary and secondary panels.</p> <p><b>Rationale:</b> <i>Housekeeping for clarity. This would simply point to the specific article in the bylaws where the referenced information can be found.</i></p>

\*proposals 17 to 25 should be moved “as a whole,” provided number 16 has passed. If 16 does not pass, number 20 would have to be withdrawn.