

RESOLUTIONS CARRIED AT THE 2018 ANNUAL GENERAL MEETING HELD MARCH 10, 11, 12,
2018 AT THE WESTIN HARBOUR CASTLE HOTEL, TORONTO, ONTARIO

SECTION A

- AGM18-A-1 That the Annual General Meeting 2018 adopt the standing rules as presented.
- AGM18-A-2 That the constitution, by-laws, policies and procedures as contained in the latest edition of the Association's Handbook be confirmed.
- AGM18-A-3 That the expenses of Annual General Meeting 2018 be paid, subject to ratification by the Credentials Committee.
- AGM18-A1-1 That the agenda of the Annual General Meeting 2018 be adopted as presented.
- AGM18-A3-1 That the minutes of the 2017 Annual General Meeting be adopted, as amended.
- AGM18-A4-1 That the ballots be destroyed.

SECTION B

- AGM18-B2-1 That the Annual General Meeting approve the 2018-2019 Key Priorities and Challenges, as amended.
- a) To enhance support for publicly funded Catholic education in Ontario, in conjunction with our Catholic community.
 - b) To promote the spiritual growth and development of Catholic teachers and the principles of Catholic social justice for the common good.
 - c) To improve and strengthen relationships with Ontario's major political parties, as well as educational partners at the local and provincial levels.
 - d) To prepare for the next round of provincial and local negotiations.
 - e) To continue to improve communication with our membership and the broader public, especially during collective bargaining.
 - f) To continue to strive to maintain pension stability for Ontario teachers and retirees.
 - g) To promote the interests of Catholic teachers at all levels of educational decision-making and implement strategies to ensure that teachers are properly consulted on all matters of educational change.
 - h) To assist Catholic teachers in their professional development through the offering of broad-based AQ programs.
 - i) To enhance union education programs for current and future leaders in the Association.
 - j) To finalize the move to have all unit audits performed by the Finance department.
 - k) To improve and strengthen relationships with our sisters and brothers in the broader labour movement of the Canadian Labour Congress, Ontario Federation of Labour and local Labour Councils.
 - l) To continue to address issues of violence in the classroom.
 - m) To continue to address the need to ensure the Ministry and all Catholic school boards address the issues affecting the mental well-being and health of our Catholic teachers.

- n) To address the needs of Catholic teachers delivering French Second Language and French Immersion programs.
- o) To develop staff representative training province wide.
- p) To continue to address the issue of occasional teacher shortages throughout the province.

AGM18-B3-1 That the Annual General Meeting 2018 approve the re-appointment of Grant Thornton as auditors for 2018-2019.

SECTION E

By-Laws

AGM18-E3-5 That By-laws, Provincial Bargaining, 2.70, be amended by deletion and substitution to read: "Prior to entering into provincial bargaining of any form, the provincial bargaining team shall develop and present the initial bargaining priorities to the provincial executive for input and approval. Upon approval, the provincial executive shall then present the initial bargaining priorities to the council of presidents for input and approval, in a timely fashion, at least seven days prior to a council of presidents meeting being held."

AGM18-E3-2 That By-laws, Pre-Hearing Process, 2.220, be amended by the addition of: "If the agent is a member of the Association, the member must be in good standing." after "who is not legal counsel";

It would then read:

"Upon receipt of this information, the general secretary shall serve the complainant(s) and the respondent(s) with a notice of hearing containing:

- the date, time and place of the hearing;
- the names of the members of the discipline panel and the name of the chair of the panel;
- a statement that the parties are entitled to appear in person and/or be represented by a member of the secretariat or an agent, who is not legal counsel. If the agent is a member of the Association, the member must be in good standing;
- a statement that the parties must inform the panel chair, within seven days, of the name and contact information of their agent, if one is to be used;
- a statement that if the parties do not appear at the time scheduled for the hearing, the discipline panel may consider the matter in their absence without any further notice; and
- a statement that the Association will pay reasonable travel and accommodation costs incurred by the parties and their agent at the hearing."

AGM18-E4-4 That By-laws, Bargaining Unit Executive Duties, 2.134, be amended by the addition of a new section to read: "to promote the interests of the Association;"

AGM18-E4-5 That By-laws, Discipline Process, be amended by the addition of a new section to read: "Without limiting the jurisdiction of the discipline panel to act accordingly and to provide appropriate relief and to make findings, the "Safe Workplace and Member Conduct" policy applies to all conduct by the parties, including but not limited to, conduct with respect to other parties, potential and/or actual witnesses and the discipline panel during the pre-hearing and hearing processes."

- AGM18-E4-7 That By-laws, Pre-Hearing Process, 2.220, be amended by the addition of: "a statement specifying the alleged handbook violations which are to be decided upon by the panel."
- It would then read:
 "Upon receipt of this information, the general secretary shall serve the complainant(s) and the respondent(s) with a notice of hearing containing:
- the date, time and place of the hearing;
 - the names of the members of the discipline panel and the name of the chair of the panel;
 - a statement that the parties are entitled to appear in person and/or be represented by a member of the secretariat or an agent, who is not legal counsel;
 - a statement that the parties must inform the panel chair, within seven days, of the name and contact information of their agent, if one is to be used;
 - a statement that if the parties do not appear at the time scheduled for the hearing, the discipline panel may consider the matter in their absence without any further notice;
 - a statement that the Association will pay reasonable travel and accommodation costs incurred by the parties and their agent at the hearing; and
 - a statement specifying the alleged handbook violations which are to be decided upon by the panel."
- AGM18-E5-8 That By-laws, Hearing Process, be amended by the addition of a new section to read:
 "Should a party abandon the hearing process, the discipline panel may continue with the hearing to its conclusion and render its decision."
- AGM18-E5-9 That By-laws, Appeal Process, be amended by the addition of a new section to read: "Where a party abandons the hearing process and the discipline panel continues the hearing process and renders its decision, the abandonment of the hearing process by that party may be a ground for dismissing any appeal that has been initiated by that party."
- AGM18-E5-10 That By-laws, Appeal Process, 2.233 be amended by the addition of a new section to read: "The respondent party to the appeal shall be the Association."
- AGM18-E5-11 That By-laws, Appeal Process, be amended by the addition of a new section to read: "The other party to the discipline hearing, who is not the appellant, may choose to be a party to the appeal."
- AGM18-E6-12 That By-laws, Appeal Process, 2.244 be amended by the addition of a new section to read: "amending the penalty where the appeal officer determines that it is not reasonable and appropriate in all circumstances."
- AGM18-E6-13 That Policies, Health and Safety: Assault Upon Teachers, 3.98, be amended by deletion and substitution to read:
- "That where a member has suffered workplace violence the following steps should be followed:
- the assailant is - removed from the presence of the member immediately;
 - the member - receives immediate medical attention, where warranted, and medical verification (as per Workplace Safety and Insurance Board reporting protocol) of the incident of workplace violence;
 - the member, or if necessary a colleague, informs the principal at the earliest opportunity, and the principal, in turn, informs the central board

- office that an incident of workplace violence has taken place and requests that the board's legal counsel be so advised;
- the principal immediately establishes that an incident of workplace violence has occurred, conducts an investigation, and completes a written risk reassessment as per the Occupational Health and Safety Act;
 - where the alleged assailant is a student in that school, the principal immediately reassigns the student out of the classes of the assaulted member and, where it is possible this reassignment is permanent;
 - where the investigation establishes that an incident of workplace violence has taken place and that the assailant is a student in that school, the student is considered for suspension from school and the parent or guardian is so informed; that student is not subsequently assigned to the member's classes;
 - where the investigation establishes that the assailant is a person other than a student in that school, or where, in any event, the incident of workplace violence is of a serious nature, in terms of bodily harm, the principal calls the police service to investigate;
 - subject to consultation with the assaulted member, and the member taking legal advice through the Association and/or the board, the principal calls the police service to investigate, regardless of the source or gravity of the incident of workplace violence;
 - the principal makes a written account of the events, times and witnesses and furnishes the member with a copy of this account and any other reports pertaining to the incident of workplace violence, as per the Occupational Health and Safety Act;
 - the member, or, if necessary, a colleague or the principal, informs the Association representative and the unit president of the incident of workplace violence; and
 - the unit president informs the Association's provincial office of the incident of workplace violence.

Policies

AGM18-E7-14 That Policies, Health and Safety: Assault Upon Teachers, 3.99, be amended by deletion of "a risk of" and substitution with "incidents of workplace".

It would then read:

"That the Association support in principle, that support staff put in place to address incidents of workplace violence be adequately trained prior to being assigned to a classroom."

AGM18-E7-15 That Policies, Health and Safety: Assault Upon Teachers, 3.100, be amended by deletion of "assaults" and substitution with "incidents of workplace violence".

It would then read:

"That the Association support the principle that incidents of workplace violence, as described in policies 3.96 - 3.100, are, by definition, acts of workplace violence under the *Occupational Health and Safety Act* (OHSA, PART III.0.1) and therefore must be reported, investigated, reassessed as to risk and the subject of hazard controls as per the *Occupational Health and Safety Act* in addition to being subject to these provincial handbook policies on assault."

AGM18-E7-16 That Policies, Health and Safety, 3.85, be amended by deletion of "664" and insertion of "NFPA 664: Standard for the Prevention of Fires and Explosions in Wood Processing and Woodworking Facilities" after "Association".

It would then read:

"That the Association support the right of all workers to work in an environment where the control of wood dust complies with the *Occupational Health and Safety Act*, the Ontario Building Code and National Fire Protection Association NFPA 664: Standard for the Prevention of Fires and Explosions in Wood Processing and Woodworking Facilities."

AGM18-E7-17 That Policies, Health and Safety, 3.92, be amended by the addition of: ", including sexual harassment," after each instance of "harassment".

It would then read:

"That the Association support the principle that the *Occupational Health and Safety Act* (OHS) definitions of workplace violence and harassment, including sexual harassment, as well as PART III.0.1 of the OHS, violence and harassment, including sexual harassment, are applicable to all persons in a workplace including students, students with special needs and members of the community at large."

AGM18-E8-18 That Policies, Health and Safety: Assault Upon Teachers, 3.96, be amended by deletion and substitution to read: "That the Association support members who have been subjected to workplace violence while performing their professional duties. Workplace violence is an assault, an attempted assault or the threat of an assault."

AGM18-E8-19 That Policies, Administration, be amended by the addition of a new section to read: "That local units be encouraged to join local labour councils and to participate in their activities."

AGM18-E8-20 That Policies, Bargaining Goals, Benefits, be amended by the addition of a new section to read: "That collective agreements provide for increases in funding to reflect real benefits costs based upon the principle of comparability increases in consumer prices and productivity and the rising costs of medication, health services and other health-related needs."

Procedures

AGM18-E9-24 That Procedures, Audited Statement, 4.108, be amended by deletion.

AGM18-E10-25 That Procedures, Marion Tyrrell Memorial Award of Merit, 4.17, be amended by deletion.

AGM18-E10-26 That Procedures, Pearse Shannon Memorial Association Service Award, 4.24, be amended by deletion.

AGM18-E10-27 That Procedures, Fintan Kilbride Memorial Social Justice Recognition Award, 4.28, be amended by the insertion of "or former member," between "member" and "who".

It would then read:

"A member or former member who has demonstrated significant personal commitment to the achievement of social justice and has inspired students to engage in activities focused on social justice objectives shall be eligible for the award."

AGM18-E10-28 That Procedures, Fintan Kilbride Memorial Social Justice Recognition Award, 4.32, be amended by deletion.

AGM18-E10-29 That Procedures, Post-Graduate Scholarships, 4.39, be amended by the addition of: "and who have demonstrated local and/or provincial involvement in the Association."

It would then read:

"Priority consideration shall be given to those applicants whose leaves have been approved by their employing boards and who have demonstrated local and/or provincial involvement in the Association."

- AGM18-E11-30 That Procedures, Fellowships for Religious Studies, 4.43, be amended by the addition of: "and who have demonstrated local and/or provincial involvement in the Association."

It would then read:

"Priority consideration shall be given to those applicants whose leaves have been approved by their employing boards and who have demonstrated local and/or provincial involvement in the Association."

- AGM18-E11-31 That Procedures, Fellowships for Labour Studies, 4.48, be amended by the addition of: "and who have demonstrated local and/or provincial involvement in the Association."

It would then read:

"Priority consideration shall be given to those applicants whose leaves have been approved by their employing boards and who have demonstrated local and/or provincial involvement in the Association."

Action Directives

- AGM18-E11-32 "That the Association, through the Ontario Teachers' Federation, call on the Ontario Teachers' Pension Plan Board of Directors to oppose investments in for-profit water companies whose operations limit access to clean and affordable water to local communities."
- AGM18-E12-33 "That the Association lobby the Ministry of Education to create a standardized electronic platform for Ontario Student Records."
- AGM18-E13-37 "That the Association, in conjunction with other labour affiliates, lobby the provincial government to amend the *Ontario Public Sector Salary Disclosure Act* (1996) so that the salary threshold of \$100,000 reflects cost of living increases since its inception."
- AGM18-E13-38 "That the Association study and report to the fall council of presidents on the factors contributing to the increasing number of unfilled teacher absences across the province."
- AGM18-E15-44 "That the Association commemorate June as right-to-strike month."
- AGM18-E15-45 "That the Association study and report on the cost and feasibility of the establishment of a new award 'in recognition of outstanding leadership and service in the promotion and defence of Catholic Education in Ontario.' The award will mark the 200th anniversary of Catholic education in Ontario and will be named the Alexander Macdonell Award in honour of the founder of the first English Catholic school in Upper Canada (Ontario) in 1818."

Financial Implications

- AGM18-E17-49 That By-laws, Reserve Fund, 2.157, be amended by the addition of a new section to read: "to underwrite any wind-up shortfall of the Occasional Teacher Benefit Plan, excluding any liability attributable to a board required to provide benefit funding under the occasional teacher collective agreement."

By-Laws

- AGM18-F3-53 That, By-laws, Unit Executive, 2.109, be amended by the addition of a new section to read:
- "All members of the unit/bargaining unit executive and any member acting in the capacity of a unit/bargaining unit release officer shall surrender to their successor all equipment and records of the unit/bargaining unit, in good order, upon completion of their respective term of office or at any other time upon written request of the Association, through the general secretary.
 - Failure to surrender all equipment and records of the unit/bargaining unit shall result in a complaint under the Discipline Process or civil action should the individual cease to be a member of the Association.
 - All members of the unit/bargaining unit executive and any member acting in the capacity of a unit/bargaining unit release officer shall execute two copies of a statutory declaration upon assuming office. One copy of the statutory declaration shall be retained by the unit/bargaining unit and the other shall be forwarded to the general secretary within thirty (30) days of execution.
 - Every unit or bargaining unit shall ensure that officers acting in a release capacity shall maintain all records on unit authorized systems and/or services.

Procedures

- AGM18-F3-54 That, Procedures, Campaign Expenses, 4.75, be amended by deletion of "\$500" and substitution with "\$1,000".

It would then read:

"The campaign expenditures, including refreshments for a candidate, shall not exceed \$1,000".

- AGM18-F3-55 That, Procedures, Campaign Expenses, 4.76, be amended by deletion and substitution to read: "Units may contribute up to a maximum of \$400 towards a candidate's campaign."

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