



AGENDA
ETFO DURHAM OCCASIONAL TEACHERS' LOCAL
GENERAL MEETING
THURSDAY, FEBRUARY 26th, 2026

ETFO DOTL Executive Members Present: Heather Gillette, George Taylor, Connie Zoet, Thomas Wall, Ann Webb, Pavthra Vigneswaran, Candice Holt, Sirajunnisa Salim (Ruby), Harriet Hunt, Edina Bettina Toth

Parliamentarian: Doris Duni

Special Guest: None

Regrets: None

1. Call to Order

The meeting was officially called to order at 4:42 p.m. Following the opening, the ETFO Human Rights Statement and the ETFO Land Acknowledgement were read to the members.

2. Approval of Agenda

MOTION #1

MOVED BY: Connie Zoet

SECONDED BY: Bev Fiddler

**THAT THE AGENDA OF THE ANNUAL MEETING OF FEBRUARY 26, 2026,
BE APPROVED**

CARRIED

3. Welcome: George Taylor

ETFO DOTL President George Taylor welcomed the membership, emphasising the value of professional connection and the importance of remaining informed on Union matters. President George Taylor introduced the Executive members, expressing appreciation for their ongoing service, and concluded his remarks by wishing all attendees a pleasant evening.

4. Minutes of the Annual Meeting, May 28, 2025

MOTION#2

MOVED BY: Tom Wall

SECONDED BY: Sirajunnisa Salim (Ruby)

THAT THE MINUTES OF THE GENERAL MEETING OF MAY 28, 2025, BE APPROVED

CARRIED

5. Business Arising from the Minutes

There was no business arising from the minutes this time.

6. Treasurer's Report: Connie Zoet

- Revenue & Expenditures 2024-2025 – December 31st 2025

Treasurer Connie Zoet presented a summary of the financial review conducted over the summer months. The membership reviewed the final financial statement for the previous fiscal year, as well as the year-to-date financial statement for the current fiscal year.

MOTION #3

MOVED BY: Connie Zoet

SECONDED BY: Pavthra Vigneswaran

MOVE TO ACCEPT THE FINANCIAL REVIEW REPORT FROM SMITH CHAPPELL MARSH VILANDER LLP FOR THE ETFO DURHAM OCCASIONAL TEACHERS' LOCAL 2024 - 2025 FISCAL YEAR, AS PRESENTED.

CARRIED

MOTION #4

MOVED BY: Connie Zoet

SECONDED BY: Brenda Plummer

MOVE TO ACCEPT THE FINAL FINANCIAL STATEMENT FOR THE 2024 - 2025 FISCAL YEAR OF THE ETFO DURHAM OCCASIONAL TEACHERS' LOCAL AS PRESENTED.

CARRIED

MOTION #5

MOVED BY: Connie Zoet

SECONDED BY: Heather Gillette

MOVE TO ACCEPT THE FINANCIAL STATEMENT OF THE ETFO DURHAM OCCASIONAL TEACHERS' LOCAL TO DECEMBER 31, 2025, AS PRESENTED.

CARRIED

7. President's Report: George Taylor

President George Taylor expressed appreciation to Treasurer Connie Zoet for her diligent work on the financial review and reporting. He further acknowledged Doris Duni for her service as Parliamentarian for the meeting.

Office & Infrastructure

- Office Renovations: Construction of a second washroom at the Union Local office is underway. Completion is expected by the following week.

President's Report (Advocacy & Member Protection)

- Member Defence: President George Taylor reported a challenging year involving several disciplinary issues and the integration of new members. He has successfully defended multiple members in disciplinary proceedings.
- Conflict De-escalation: Members were advised to avoid engaging in direct conflicts with students to mitigate professional risk.
- Prep Time & Grievances: * The President successfully resolved three grievances regarding lost preparation periods, resulting in Board payouts.
- It was affirmed that LTOs should be entitled to "prep back" (repayment of lost prep time).
- Members were reminded that while schools may occasionally pull preps due to emergency staffing shortages, these must be tracked.

- Member Support: Members are encouraged to contact the President directly regarding missing keys, lost preparation periods, or unauthorised changes to assignments upon arrival at a worksite.

Health & Safety: Workplace Violence

- Reporting Incidents: A significant increase in violence was noted, particularly in the Kindergarten and Primary divisions. Members were strongly encouraged to submit all necessary reports following any incident.
- Committee Oversight: The Local Health & Safety Committee and Board Committees are actively addressing these trends.
- Impact on Staff: Tom Wall highlighted the increasing frequency of incidents and the grave psychological and physical impact of violence on staff members.
- Consequences for Behaviour: Board committees are currently developing a standardised system of consequences for violent student behaviour.
- Reporting Barriers: In response to member concerns regarding potential administrative repercussions or impact on future job prospects, the President reassured the membership that the Union provides full support and emphasised the high value of Occasional Teachers' work.

Professional Standards

- Timetables: Occasional Teachers (OTs) should follow the regular teacher's timetable.
- Access to Information: OTs have the right to request and receive the teacher's timetable from the school office upon arrival.

8. Collective Bargaining: George Taylor

- Contract Status: The current collective agreement is set to expire on August 31, 2026.
- Bargaining Priorities: * Transparent Hiring: Identified as a significant priority for the upcoming round of negotiations.
- Access to Keys: The lack of keys for Occasional Teachers was identified as a critical Health and Safety risk. The Union is seeking a bargaining provision to ensure members are paid for assignments they are forced to refuse due to a lack of keys.

- Preparation Time: The Local continues to advocate for members to be compensated for all lost preparation periods.
- ETFO Provincial Updates: * Public Advocacy: ETFO Provincial has launched an advertisement campaign focusing on the impact of class sizes.
- Strike Mandate: A provincial strike vote is anticipated in the near future.
- Member Consultation: * Bargaining Survey: A preliminary submission is currently being drafted based on member feedback.

9. Committee Reports: Please see the package

- 1st VP – Ann Webb
- Equity and Status of Women – Bev Fiddler
- Health & Safety – Harriet Hunt
- Political Action Committee – Tom Wall
- Professional Learning – Heather Gillette
- Social Committee– Ann Webb
- Social Media – Ann Webb

10. New Business

ETFO Annual Meeting (August 2026)

- The Local confirmed the appointment of delegates for the upcoming ETFO Annual Meeting.
- Attendees will include Ann Webb, George Taylor, Tom Wall, Bev Fiddler, and Sirajunnisa Salim (Ruby).

11. Adjournment: Timed Item 6:00 PM

MOTION #6

MOVED BY: Tom Wall

SECONDED BY: Frances Wagner

THAT THE MEETING BE ADJOURNED AT 5:52 PM.

CARRIED