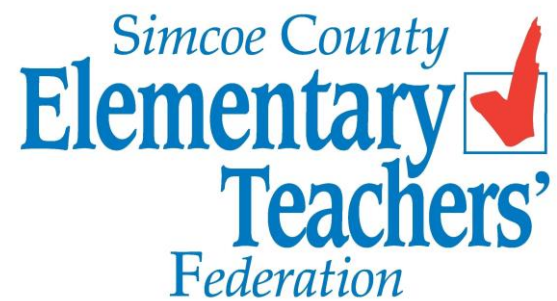


# ***SCETF***



## ***CONSTITUTION & BYLAWS***

***REVISED - MAY 24, 2023***

# CONSTITUTION & BYLAWS OF THE SIMCOE COUNTY ELEMENTARY TEACHERS' FEDERATION

## DEFINITIONS:

- Federation means the provincial Elementary Teachers' Federation of Ontario
- Local means the Simcoe County Elementary Teachers' Federation.

## ARTICLE I - NAME

- 1.1 This organization shall be known as the Simcoe County Elementary Teachers' Federation (SCETF).

## ARTICLE II - JURISDICTION

- 2.1 Simcoe County Elementary Teachers' Federation is a Local of the Elementary Teachers' Federation of Ontario (ETFO).
- 2.2 The jurisdiction of the Simcoe County Elementary Teachers' Federation shall be all teachers other than occasional teachers employed by the Simcoe County District School Board in the elementary panel. The elementary panel refers to all teachers from JK to Grade 8.

## ARTICLE III - OBJECTS

The objects of the Local shall be:

- 3.1 To represent members of the Simcoe County Elementary Teachers' Federation.
- 3.2 To regulate relations between employees and employer, including but not limited to securing and maintaining, through collective bargaining the best possible terms and conditions of employment.
- 3.3 To advance the cause of education and the status of teachers in the Local.
- 3.4 To promote a high standard of professional ethics and a high standard of professional competence.
- 3.5 To foster a climate of social justice in Ontario and continue a leadership role in such areas as anti-poverty, non-violence and equity.
- 3.6 To promote and protect the interests of all members of the Local and the students in their care.
- 3.7 To promote and defend the health and safety of members in the workplace.
- 3.8 To co-operate with other organizations in Ontario, Canada or elsewhere having the same or like objects.
- 3.9 To advance the objects of the provincial organization.

## **ARTICLE IV - MEMBERSHIP**

### **SECTION 1 - ACTIVE MEMBERSHIP**

4.1 Active members shall be all members of ETFO within the jurisdiction of the Simcoe County Elementary Teachers' Federation including members on approved Leaves of Absences.

### **SECTION 2 - ASSOCIATE MEMBERSHIP**

4.2.1 Associate members of the Simcoe County Elementary Teachers' Federation are those members whose application has been approved by the Local and approved by the Federation Executive and who have paid the annual fee in accordance with the Federation Bylaws.

4.2.2 Eligibility for Associate membership in the Simcoe County Elementary Teachers' Federation is as defined in Article IV Section 2 of the ETFO Constitution.

### **SECTION 3 - HONOURARY LIFE MEMBERSHIP**

4.3.1 Honourary Life Membership may be granted to retired members and staff of the Local or its predecessors who have given outstanding service to the Local and Federation.

4.3.2 Honourary Life Membership shall be granted in accordance with the established procedures.

4.3.3 Honourary Life Members who have been granted a Life Membership by FWTAO or OPSTF will have that membership continued in the Local.

## **ARTICLE V - RIGHTS AND PRIVILEGES OF MEMBERSHIP**

### **SECTION 1 - RIGHTS AND PRIVILEGES OF ACTIVE MEMBERSHIP**

5.1.1 An active member shall have full rights, privileges and responsibilities of membership in the Elementary Teachers' Federation of Ontario unless limited by disciplinary action taken in accordance with Article VII of the ETFO Constitution.

5.1.2 The rights of an active member shall be:

5.1.2.1 To hold office in the Local and in ETFO;

5.1.2.2 To attend General Meetings of the Local;

5.1.2.3 To participate in the vote on the Preliminary Submission in the collective bargaining process;

5.1.2.4 To participate in all votes related to collective bargaining as set out in the Ontario Labour Relations Act;

5.1.2.5 To participate in any general membership votes;

5.1.2.6 To request Local support through the grievance process;

5.1.2.7 To request Local support in any problem directly related to professional duties;

5.1.2.8 To attend, with prior approval of the President/Chair, any local Executive meeting as a non-participant;

5.1.2.9 To receive upon request, minutes of the Local Executive meetings.

5.1.3 To serve on Local committees and work groups as per Local procedures.

## **SECTION 2 - RIGHTS AND PRIVILEGES OF ASSOCIATE MEMBERSHIP**

- 5.2.1 An Associate member may:
  - 5.2.1.1 Attend Local functions in a non-voting capacity by invitation;
  - 5.2.1.2 Receive such Local communications as the Local decides;
  - 5.2.1.3 Serve on Local committees and work groups as the Local decides.

## **SECTION 3 - RIGHTS AND PRIVILEGES OF HONOURARY LIFE MEMBERSHIP**

- 5.3.2 The rights of an Honourary Life Member shall be:
  - 5.3.2.1 To attend Local functions in a non-voting capacity;
  - 5.3.2.2 To receive Local publications;
  - 5.3.2.3 To serve, by invitation, on Local task forces, committees and work groups;
  - 5.3.2.4 To attend the Evening of Recognition as a guest of the Local.

## **SECTION 4 - RIGHTS OF OTHER LOCALS**

- 5.4.1 An active member of another Local may attend SCETF functions, in a non-voting capacity, at a cost determined by the SCETF Executive by invitation of the President or designate.

## **ARTICLE VI - CODE OF PROFESSIONAL CONDUCT**

A Member shall:

- 6.1 Recognize the Federation as the official voice of all the Active Members of the Federation;
- 6.2 Adhere to the Constitution and Bylaws and Directives of the Local and Federation;
- 6.3 Support collective bargaining initiatives, including a strike authorized by the Local and/or Federation Executive;
- 6.4 Refrain from undertaking or supporting actions which undermine established bargaining procedures;
- 6.5 Honour the terms of the Collective Agreement;
- 6.6 Strive to eliminate all forms of harassment between individuals in the educational system;
- 6.7 Endeavour to ensure equity and inclusiveness in the workplace; and
- 6.8 Strive to achieve and maintain a high degree of professionalism and to uphold the honour, dignity, and ethical standards of the teaching profession.
- 6.9 A Member who is representing ETFO on the Local Executive and/or the Executive shall strive to achieve and maintain a high degree of professionalism and to uphold the honour, dignity and ethical standards of the Elementary Teachers' Federation of Ontario.

## **ARTICLE VII - DISCIPLINARY PROCEDURES**

- 7.1 A complaint alleging violation of the Code of Professional Conduct shall be submitted by a member, in writing, to the General Secretary of the Federation within 60 calendar days of violation or within 60 days of when a member ought reasonably to have become aware of the violation.
- 7.2 The complaint shall state the facts, shall include evidence to support the alleged misconduct and shall indicate that a copy has been provided to the member about whom the complaint has been lodged.
- 7.3 The General Secretary or designate shall investigate the complaint and report with recommendations for further action to the Professional Relations and Discipline Committee.

- 7.4 Should the General Secretary, or designate, after investigation, deem that a complaint against a Member is vexatious, frivolous, or an abuse of process, the full-time released officers of the Federation will be informed of the complaint, the course of the investigation, and the rationale for dismissal.
- 7.5 The Professional Relations and Discipline Committee shall consider complaints referred to the committee by the General Secretary and report with recommendations to the ETFO Executive.
- 7.6 The ETFO Executive shall determine the discipline to be enacted.
- 7.7 The principles of natural justice shall be followed in the disciplinary proceedings.
- 7.8 Members deemed to be in non-support during a job action may be subject to disciplinary procedures that include the possibility of a monetary fine of up to \$500.00 per day.
- 7.9 Members found to be in violation of Article VI, Code of Professional Conduct of the ETFO Constitution, shall be subject to a range of sanctions that may include, but is not limited to, publication of name in a Federation publication, suspension of the right to hold office in the Local and/or Federation, and suspension of Local and/or Federation services except those required by law.

## **ARTICLE VIII - ETFO ANNUAL MEETING**

### **SECTION 1 - DELEGATES/ALTERNATES TO THE ETFO ANNUAL MEETING**

- 8.1.1 An active member of the Simcoe County Elementary Teachers' Federation may submit their name for consideration as a Delegate/Alternate to the ETFO Annual Meeting.
- 8.1.2 Delegates of the Simcoe County Elementary Teachers' Federation to the ETFO Annual Meeting shall be: President; First Vice President; Second Vice President; Third Vice President, and the President-Elect if not already a delegate. The Annual Meeting Chair shall be an Alternate. The remaining Delegates/Alternates shall be elected.
- 8.1.3 Delegates/Alternates shall be elected at the Local Annual Meeting.
- 8.1.4 Names of Delegates/Alternates to the ETFO Annual Meeting shall be forwarded to the provincial office prior to June 1st.
- 8.1.5 Delegates or alternates may be added, at the discretion of the President, should additional delegates or alternates be required.

### **SECTION 2 - RESOLUTIONS TO THE ETFO ANNUAL MEETING**

- 8.2.1 Resolutions to the Federation Annual Meeting shall be passed at the Winter Local meeting to be held prior to March 1st.
- 8.2.2 Resolutions must be submitted to the Annual Meeting Chairperson by the first Friday in February.
- 8.2.3 Resolutions must be in the workplace 10 school days prior to the Winter Local Meeting.
- 8.2.4 Resolutions must be submitted to the Provincial ETFO Office by March 1st.

## **ARTICLE IX - SCETF MEETINGS**

### **SECTION 1 - GENERAL MEETINGS**

- 9.1.1 The following General meetings will be held: Fall Local Meeting before October 31st; Winter Local Meeting before March 1st; Local Annual Meeting before June 1st.
- 9.1.2 The official authority for conducting all General meetings shall be the current Robert's Rules of Order.
- 9.1.3 The Fall General Meeting shall receive the financial statement as certified by the auditors.

## **SECTION 2 - LOCAL ANNUAL MEETING**

- 9.2.1 An Annual Meeting of the members of Simcoe County Elementary Teachers' Federation shall be held prior to June 1st.
- 9.2.2 The Annual Meeting shall:
  - 9.2.2.1 Receive the annual reports of the officers and committees of the Local;
  - 9.2.2.2 Elect the officers in election years;
  - 9.2.2.3 Appoint the auditor;
  - 9.2.2.5 Elect the delegates to the ETFO Annual Meeting.

## **SECTION 3 - STEWARD MEETINGS**

- 9.3.1 There shall be a minimum of two Steward Meetings each year.
- 9.3.2 The Fall Stewards' Meeting shall be held prior to the SCETF September Executive Planning Meeting.
- 9.3.3 The Steward Chairperson shall be elected by the Stewards in attendance at the Fall Stewards' Meeting in an election year.

## **ARTICLE X - LOCAL ORGANIZATION**

### **SECTION 1 - ORGANIZATIONAL DUTIES**

- 10.1 The Local, its officers and committees, shall carry out their duties and responsibilities in accordance with both the Local and Federation policies, procedures and resolutions passed at the Local and ETFO Annual Meetings.

### **SECTION 2 - LOCAL EXECUTIVE**

- 10.2.1 The Local Executive shall include the following positions:
  - 10.2.1.1 President released full time;
  - 10.2.1.2 Immediate Past President, where the most recent President chooses to continue to serve in a non-voting Executive capacity;
  - 10.2.1.3 The Executive will appoint the Chair and Shadow Chair of the Executive;
  - 10.2.1.4 First Vice President released full time;
  - 10.2.1.5 Second Vice President released 1.0.
  - 10.2.1.6 Third Vice President released up to 1.0, the amount of release time will be subject to the funds available and the amount of release time shall be stated with the request for nominations prior to the effective year. If circumstances require more release, the President would bring a recommendation to the Executive for approval.
  - 10.2.1.7 Secretary;
  - 10.2.1.8 Treasurer;
  - 10.2.1.9 Executive Members – Annual Meeting Chairperson, Equity Chairperson, Executive Member at Large, Lead Negotiator, Health and Safety Chairperson, New Member Chairperson, Political Action Chairperson, Professional Learning Chairperson, Social Committee Chairperson, French as a Second Language Chairperson, Status of Women Chairperson and Steward Chairperson.
  - 10.2.1.10 A non-voting member from each of the other Federation Locals whose members are employed by Simcoe County District School Board.

- 10.2.2 A person who identifies as a women shall be represented among the elected President or Vice Presidents. The Chair of the Status of Women Committee shall be guaranteed to a member who identifies as a women.
- 10.2.3 The Executive shall be elected at the Local Annual Meeting except Lead Negotiator, Health & Safety Chairperson, and Steward Chairperson.
- 10.2.4 The term of office for the Executive shall be for two years except for Member at Large, Lead Negotiator, and the Health & Safety Chairperson.
- 10.2.5 The Executive, except for the Steward Chairperson, Lead Negotiator, and the Health & Safety Chairperson shall take office on July 1st except for ETFO Annual Meeting purposes.
- 10.2.6 The total FTE release time for Executive Members will be determined as per the Collective Agreement.
- 10.2.7 The Chair of French as a Second Language Committee shall be guaranteed to a member that is currently in or tentatively assigned to a French position.

### **SECTION 3 – COMMITTEES**

- 10.3.1 There shall be the following standing committees:
  - 10.3.1.1 Annual Meeting
  - 10.3.1.2 Collective Bargaining
  - 10.3.1.3 Equity
  - 10.3.1.4 Health & Safety
  - 10.3.1.5 New Member
  - 10.3.1.6 Political Action
  - 10.3.1.7 Professional Learning
  - 10.3.1.8 Social Committee
  - 10.3.1.9 French as a Second Language
  - 10.3.1.10 Status of Women
  - 10.3.1.11 Steward

### **SECTION 4 - DUTIES OF AD HOC COMMITTEES**

- 10.4.1 Ad Hoc Committees are responsible to the Local Executive.
- 10.4.2 The Elections Committee:
  - Shall consist of the Past President, should there be one, who will act as the Chair, and 2 other members;
  - Shall consist of members who are not running for a position in the current Local elections;
  - Shall be appointed by the Executive;
  - Shall be responsible for:
    - Recruiting poll clerks;
    - Drafting nomination forms;
    - Overseeing preparation of ballots;
    - Publicizing nomination procedures and election guidelines;
    - Running elections;
    - Reporting to the SCETF Executive.
- 10.4.3 The Collective Bargaining Committee:
  - Is governed by the ETFO Provincial Negotiation Procedures and the Simcoe County Elementary Teachers’ Federation Collective Bargaining Terms of Reference.

10.4.4 The Constitution Committee:

- Each year the Executive will establish a Constitution Committee that shall consist of the President, 1st Vice President, 2nd Vice President, 3rd Vice President, Secretary, and other Executive Members;
- Be responsible for bringing to the Local Executive all proposed amendments to the Local Constitution from the Membership before or at the March Executive Meeting;
- Present proposed amendments of the Local Constitution of this committee to the Executive;
- Present Executive proposed amendments of the Local Constitution at the Local Annual Meeting.

10.4.5 The Benefits Committee: Is governed by the Simcoe County Elementary Teachers' Federation Benefits Committee Terms of Reference.

10.4.6 Other ad hoc committees and special committees may be established as required to carry out the work of the Local by the Executive or by General Meetings as necessary.

**SECTION 5 - PROGRAMS FOR WOMEN**

10.5.1 There shall be guaranteed programs for members that identify as women.

10.5.2 Funds shall be allocated for programs for members that identify as women.

**ARTICLE XI - AMENDMENTS TO LOCAL CONSTITUTION**

11.1 Proposed amendments to the Local Constitution must be submitted in writing, signed by a mover and seconder, to the Executive by the first Friday in March prior to the Local Annual Meeting. Either the mover or the seconder must be present at the Local Annual Meeting.

11.2 The Executive shall publish all proposed amendments to the general membership 15 working days prior to the Local Annual Meeting.

11.3 New business motions will be accepted at the Local Annual Meeting. New business motions to amend the Constitution and Bylaws are not accepted.

11.4 The Constitution and Bylaws shall be amended if 60% of the members present at the Local Annual Meeting vote in favour of the proposed amendment.

11.5 Successful amendments will take effect immediately unless otherwise stated in the amendment.

**ARTICLE XII - FINANCES**

12.1 The Executive of the Local shall develop a financial policy for such items as kilometrage rates, responsibility allowances, meeting expenses, and limits for expenditures without Executive approval.

12.2 All financial transactions shall be signed and/or approved by two of the three signing officers.

12.3 The fiscal year for the Simcoe County Elementary Teachers' Federation shall be the period from July 1st of one calendar year to June 30th of the succeeding calendar year.



# **BYLAWS**

## **BYLAW 1**

### **SECTION 1 - DUTIES OF THE EXECUTIVE**

#### **THE EXECUTIVE SHALL:**

- 1.1.1 Uphold the Constitution, the Code of Professional Conduct, bylaws and policies of the Elementary Teachers' Federation of Ontario;
- 1.1.2 Execute the business of the Simcoe County Elementary Teachers' Federation in accordance with the Constitution and the decisions of General Meetings of the Simcoe County Elementary Teachers' Federation;
- 1.1.3 Hold at least 9 regular Executive Meetings;
- 1.1.4 Hold an Executive meeting at the call of the President;
- 1.1.5 Receive a financial report at each regular Executive Meeting;
- 1.1.6 Forward to the Provincial Office by September 30th of each year the Annual Audited Financial Statement;
- 1.1.7 Forward to the Provincial Office each year the Annual Report of the Local if required;
- 1.1.8 Publish committee membership;
- 1.1.9 Appoint and develop terms of reference for ad hoc committees;
- 1.1.10 Appoint at least 3 signing officers of the Local with a minimum of 2 signatures required;
- 1.1.11 Appoint, when necessary, a successor to complete any unexpired term of an elected or appointed Local representative;
- 1.1.12 Appoint, when necessary, an Executive Member when no candidate has been duly elected as per the election procedures as outlined in Bylaw II;
- 1.1.13
  - a) To consider, by Executive motion, nominations to Provincial Executive positions, such requests to be submitted, in writing, to the President by January 31st of the election year, and which may include a request for campaign funding, not to exceed the provincial campaign spending guidelines;
  - b) Subsequent to the approval of a candidate for Provincial Executive positions, the Executive shall direct the President to apply their signature to the nomination of the candidate;
- 1.1.14 Approve Disciplinary Action: Each individual Executive Member is accountable to the Executive as a whole. Any discipline deemed necessary, in regard to the action or inaction of an Executive Member, will proceed only after advisement from the Provincial Federation. The appeal process would take place through the Provincial Federation;
- 1.1.15 Recommend the appointment of the auditors at the Local Annual Meeting;
- 1.1.16 Develop an investment policy;
- 1.1.17 Appoint an alternate non-voting Health and Safety Representative;
- 1.1.18 Appoint the Health and Safety Chairperson;
- 1.1.19 Confirm the Lead Negotiator who shall be a member of the Simcoe County Elementary Teachers' Federation Executive. The Lead Negotiator shall be released as necessary, as determined by the Executive.

#### **DUTIES OF OFFICERS**

##### **SECTION 2 - THE DUTIES OF THE PRESIDENT SHALL BE:**

- 1.2.1 To co-ordinate all Simcoe County Elementary Teachers' Federation Executive Meetings, all General Meetings, and all Committees.

- 1.2.2 To act as ex-officio member for all committees.
- 1.2.3 To ensure an update on all matters pertaining to Local and Federation business is brought to the attention of all members.
- 1.2.4 To act as spokesperson for the Local.
- 1.2.5 To designate to Executive Members responsibilities other than those outlined in the By-Laws.
- 1.2.6 To represent Local ETFO on the Simcoe County District School Board Committees as required (for example: Working Conditions, Director's Advisory Council).
- 1.2.7 To oversee SCETF Office Management including SCETF Office health and safety.
- 1.2.8 To attend the ETFO Representative Council as required.
- 1.2.9 To attend the ETFO Provincial Annual Meeting as a Delegate.
- 1.2.10 To liaise with Committee Chairs.
- 1.2.11 To oversee the maintenance of all Federation records.
- 1.2.12 To consult with the Treasurer regarding financial matters of the Local.
- 1.2.13 To be a member of the Collective Bargaining Committee and a member of the Constitution Committee.
- 1.2.14 To be a signing officer.
- 1.2.15 To mentor the Workplace Stewards and other interested members to develop leadership skills.
- 1.2.16 To oversee the production of the Local publications including newsletters and a website.
- 1.2.17 To attend all Executive Meetings.
- 1.2.17 To attend all Local General Meetings and the Local Annual Meeting.

**SECTION 3 - THE DUTIES OF THE FIRST VICE PRESIDENT SHALL BE:**

- 1.3.1 To attend the ETFO Representative Council as required.
- 1.3.2 To serve as the acting President in the absence of the President or to complete the remainder of an unexpired term of office of the President.
- 1.3.3 To serve as Grievance Officer: to represent members within the terms of the Collective Agreement; to consult with the President and/or assigned ETFO Liaison Officer regarding any alleged infraction of the Collective Agreement and to prepare the written presentation when needed; to communicate with Provincial Office regarding any alleged infractions of the Collective Agreement; to present grievances to the Board when carried beyond the informal stages.
- 1.3.4 To liaise with the Chairpersons of Committees listed in Article 10, Section 3 as determined by the President.
- 1.3.5 To co-ordinate the SCETF September Executive Planning Meeting.
- 1.3.6 To chair the budget process and to present a proposed budget at the Annual Local Executive Planning Meeting.
- 1.3.7 To attend the ETFO Annual Meeting as a Delegate.
- 1.3.8 To consult with the Treasurer regarding financial matters of the Local.
- 1.3.9 To perform such other functions as directed by the President.
- 1.3.10 To be a member of the Collective Bargaining Committee and a member of the Constitution Committee.
- 1.3.11 To represent the Simcoe County Elementary Teachers' Federation on the Simcoe County District School Board Committees as required.
- 1.3.12 To be a signing officer.

- 1.3.13 To mentor the Workplace Stewards and other interested members to develop leadership skills.
- 1.3.14 To co-ordinate Local resolutions for the Provincial ETFO Annual Meeting with the Annual Meeting Chairperson by liaising with other ETFO Locals and with SCETF Executive Members.
- 1.3.15 To attend all Executive Meetings.
- 1.3.16 To attend all Local General Meetings and the Local Annual Meeting.

**SECTION 4 - THE DUTIES OF THE SECOND VICE PRESIDENT SHALL BE:**

- 1.4.1 To serve as acting President in the absence of the President and the First Vice President in a greater capacity than the Third Vice President or to complete the remainder of an unexpired term of the First Vice President.
- 1.4.2 To liaise with the Chairpersons of Committees listed in Article 10, Section 3 as determined by the President.
- 1.4.3 To co-facilitate the Fall Local Stewards Meeting.
- 1.4.4 To co-ordinate the Annual Local and Provincial Recognition Awards and Local Bursaries and Scholarships.
- 1.4.5 To co-ordinate with the Third Vice President representation at all public Simcoe County District School Board meetings and report to the Executive.
- 1.4.6 To be a member of the Collective Bargaining Committee and the Constitution Committee.
- 1.4.7 To mentor the Workplace Stewards and other interested Members to develop leadership skills.
- 1.4.8 To attend the ETFO Representative Council as requested by the President.
- 1.4.9 To attend the ETFO Provincial Annual Meeting as a Delegate.
- 1.4.10 To perform such other functions as directed by the President.
- 1.4.11 To co-ordinate representation at the local Labour Council Meetings in conjunction with the Third Vice-President.
- 1.4.12 To attend all Executive Meetings.
- 1.4.13 To attend all Local General Meetings and the Local Annual Meeting.

**SECTION 5 - THE DUTIES OF THE THIRD VICE PRESIDENT SHALL BE:**

- 1.5.1 To serve as acting President in the absence of the President and the First Vice President in a lesser capacity than the Second Vice President or to complete the remainder of an unexpired term of the Second Vice President.
- 1.5.2 To liaise with the Chairpersons of Committees listed in Article 10, Section 3 as determined by the President.
- 1.5.3 To co-facilitate the Fall Local Stewards Meeting.
- 1.5.4 To co-ordinate with the Second Vice President representation at all public Simcoe County District School Board meetings and report to the Executive.
- 1.5.5 To be a member of the Collective Bargaining Committee and the Constitution Committee.
- 1.5.6 To mentor the Workplace Stewards and other interested Members to develop leadership skills.
- 1.5.7 To attend the ETFO Annual Meeting as a Delegate.
- 1.5.8 To perform such other functions as directed by the President.

- 1.5.9 To co-ordinate representation at the local Labour Council Meetings in conjunction with the Second Vice-President.
- 1.5.10 To attend all Executive Meetings.
- 1.5.11 To attend all Local General Meetings and the Local Annual Meeting.

**SECTION 6 - THE DUTIES OF THE TREASURER SHALL BE:**

- 1.6.1 To keep account of all monies received and disbursed.
- 1.6.2 To have all monies received on behalf of the Local deposited in an Ontario Chartered Bank and/or Trust Company or Credit Union in the name of Simcoe County Elementary Teachers' Federation and record same.
- 1.6.3 To deposit the said funds forthwith with the financial institutions covered by government deposit insurance or to invest in government-backed securities or double A (or better) investments. Said deposits shall be known as Simcoe County Elementary Teachers' Federation.
- 1.6.4 To present, at the Fall Local Meeting, the Annual Financial Statement for the preceding fiscal year.
- 1.6.5 To acquire financial reports and requests from Committee Chairpersons.
- 1.6.6 To guide, along with the 1<sup>st</sup> Vice President, the Executive in formulating a proposed budget for presentation at the SCETF September Executive Planning Meeting.
- 1.6.7 To submit a final budget, for the approval of the Executive.
- 1.6.8 To present a proposed budget, in written form, to the Membership at the Fall Local Meeting.
- 1.6.9 To communicate to the Membership a minimum of three times a year regarding the budget.
- 1.6.10 To close the financial books of the Local by June 30th as per Provincial Guidelines.
- 1.6.11 To submit the books annually to be audited and then send the audited report to the Provincial Office by September 30th.
- 1.6.12 To be a signing officer.
- 1.6.13 To attend all Executive Meetings.
- 1.6.14 To attend all Local General Meetings and the Local Annual Meeting.

**SECTION 7 - THE DUTIES OF THE SECRETARY SHALL BE:**

- 1.7.1 To record and to submit to the SCETF Executive for approval, the minutes of all Executive, General, Annual, Steward and Constitution Committee Meetings.
- 1.7.2 To attend all Executive Meetings.
- 1.7.3 To attend all Local General Meetings and the Local Annual Meeting.

**SECTION 8 - ANNUAL MEETING CHAIRPERSON**

- 1.8.1 To attend all Executive Meetings.
- 1.8.2 To co-ordinate Local resolutions for the Provincial ETFO Annual Meeting with the 1<sup>st</sup> Vice President.
- 1.8.3 To co-ordinate the Local representation team for the Provincial ETFO Annual Meeting.
- 1.8.4 To attend the Provincial ETFO Annual Meeting as an Alternate.
- 1.8.5 To organize the election of the ETFO Annual Meeting Delegates as per By-Laws.

- 1.8.6 To present a proposed budget and an overview of the business at the past ETFO Annual General Meeting and to review the procedures for submitting resolutions to the ETFO Annual Meeting at the SCETF September Executive Planning Meeting.
- 1.8.7 To schedule and co-ordinate the Local Pre-ETFO Annual Meeting.
- 1.8.8 To communicate vital issues through the Local publications and other suitable means.
- 1.8.9 To attend all Local General Meetings and the Local Annual Meeting.

### **SECTION 9 – CHAIR OF THE EXECUTIVE**

- 1.9.1 To attend all Executive Meetings.
- 1.9.2 To Chair, along with the Shadow Chair, all Executive and General Meetings including the Local Annual Meeting.
- 1.9.3 To facilitate all business according to the current Robert’s Rules of Order.
- 1.9.4 To mentor the Shadow Chair.
- 1.9.5 To attend ETFO Parliamentary Training when available.
- 1.9.6 To attend all Local General Meetings and the Local Annual Meeting.

### **SECTION 10 – SHADOW CHAIR OF THE EXECUTIVE**

- 1.10.1 To assist the Chair in performing their duties at all Executive and General Meetings including the Local Annual Meeting.
- 1.10.2 To serve as Chair in absence of the Chair.
- 1.10.3 To attend all Executive Meetings.
- 1.10.4 To attend all Local General Meetings and the Local Annual Meeting.

### **SECTION 11 - LEAD NEGOTIATOR**

- 1.11.1 To attend all Executive Meetings.
- 1.11.2 To negotiate on behalf of the membership, the Collective Bargaining Committee and the Simcoe County Elementary Teachers’ Federation Executive.
- 1.11.3 To ensure that the Terms of Reference for the Collective Bargaining Committee are followed.
- 1.11.4 To liaise with the President of the Simcoe County Elementary Teachers’ Federation and carry out appropriate duties.
- 1.11.5 To present the Preliminary Submission and the Tentative Agreement to the Simcoe County Elementary Teachers’ Federation Executive.
- 1.11.6 To present the Preliminary Submission and the Tentative Agreement to the Membership.
- 1.11.7 To maintain constant communication with Provincial Office in regards to Collective Bargaining and to attend all relevant workshops and training sessions.
- 1.11.8 To attend all Local General Meetings and the Local Annual Meeting.

### **SECTION 12 - HEALTH & SAFETY CHAIRPERSON**

- 1.12.1 To attend all Executive Meetings.
- 1.12.2 To be appointed for a term of three years.
- 1.12.3 To attend all Joint Health & Safety Central Committee meetings, or if unable to attend, the Additional Health & Safety Representative will attend.

- 1.12.4 To assume the position of co-chairperson when SCETF represents all the workers.
- 1.12.5 To assume the roles and responsibilities as described in the SCDSB Joint Health & Safety Central Committee Terms of Reference.
- 1.12.6 To ensure that the Simcoe County Elementary Teachers' Federation members are knowledgeable of their rights, restrictions, responsibilities and duties under the Occupational Health and Safety Act.
- 1.12.7 To deal with any local matters relating to health and safety;
- 1.12.8 To act in accordance with the dictates of the Occupational Health and Safety Act.
- 1.12.9 To keep the Joint Health & Safety Central Committee and the Additional Health & Safety Representative advised on all issues and decisions of the Executive.
- 1.12.10 To present a proposed budget for the committee they represent at the SCETF September Executive Planning Meeting.
- 1.12.11 To communicate vital issues through the Local publications and other suitable means.
- 1.12.12 To facilitate ETFO Annual Meeting Resolutions pertaining to Health & Safety.
- 1.12.13 To attend all Local General Meetings and the Local Annual Meeting.

### **SECTION 13 - NEW MEMBER CHAIRPERSON**

- 1.13.1 To attend all Executive Meetings.
- 1.13.2 To contact and liaise with SCETF Members in their first five years of teaching.
- 1.13.3 To plan and implement workshops and events that will encourage teachers to remain in the teaching profession.
- 1.13.4 To plan and implement workshops and events that will encourage teachers to become and remain involved with the Local and Federation.
- 1.13.5 To bring forth New Member concerns.
- 1.13.6 To represent the Simcoe County Elementary Teachers' Federation at Provincial training workshops for New Member Chairpersons.
- 1.13.7 To present a proposed budget for the committee they represent at the SCETF September Executive Planning Meeting.
- 1.13.8 To facilitate ETFO Annual Meeting Resolutions pertaining to New Members.
- 1.13.9 To communicate vital issues through the Local publications and other suitable means.
- 1.13.10 To attend all Local General Meetings and the Local Annual Meeting.
- 1.13.11 To nominate a SCETF Member to be considered for the Jade McCullough Memorial Award.

### **SECTION 14 - POLITICAL ACTION CHAIRPERSON**

- 1.14.1 To attend All Executive Meetings.
- 1.14.2 To bring to the attention of the Membership those policies of provincial and federal political parties that may directly affect members in their roles as teachers.
- 1.14.3 To encourage citizens to accept nominations for election of Trustees.
- 1.14.4 To lobby our local MPPs on issues that have been approved by our Local Executive and/or Provincial Executive.
- 1.14.5 To present a proposed budget for the committee they represent at the SCETF September Executive Planning Meeting.
- 1.14.6 To attend the Board meetings when necessary.

- 1.14.7 To co-ordinate and chair meetings of the Political Action Committee as required.
- 1.14.8 To facilitate ETFO Annual Meeting Resolutions pertaining to Political Action.
- 1.14.9 To be a delegate of a Labour Council to which SCETF is affiliated and to attend this Labour Council's monthly meetings.
- 1.14.10 To communicate vital issues through the Local publications and other suitable means.
- 1.14.11 To represent the Simcoe County Elementary Teachers' Federation at Provincial training workshops for Political Action Chairpersons.
- 1.14.12 To attend all Local General Meetings and the Local Annual Meeting.

**SECTION 15 - PROFESSIONAL LEARNING CHAIRPERSON**

- 1.15.1 To attend all Executive Meetings.
- 1.15.2 To be responsible for the organization and management of any Simcoe County Elementary Teachers' Federation sponsored seminars and workshops.
- 1.15.3 To organize and conduct professional learning programs.
- 1.15.4 To manage Simcoe County Elementary Teachers' Federation Professional Learning Funds and process applications for said funds.
- 1.15.5 To sit on any SCDSB Professional Learning Committee as required.
- 1.15.6 To present a proposed budget for the committee they represent at the SCETF September Executive Planning Meeting.
- 1.15.7 To review and distribute SCETF PL Guidelines as approved by the SCETF Executive.
- 1.15.8 To facilitate ETFO Annual Meeting Resolutions pertaining to Professional Learning.
- 1.15.9 To communicate vital issues through the Local publications and other suitable means.
- 1.15.10 To represent the Simcoe County Elementary Teachers' Federation at Provincial training workshops for Professional Learning Chairpersons.
- 1.15.11 To attend all Local General Meetings and the Local Annual Meeting.

**SECTION 16 - SOCIAL COMMITTEE CHAIRPERSON**

- 1.16.1 To attend all Executive Meetings.
- 1.16.2 To facilitate social events for members and their families to encourage participation in Local and Federation events.
- 1.16.3 To communicate vital issues through the Local publications and other suitable means.
- 1.16.4 To endeavour to enhance the image of teachers and the teaching profession within the Simcoe County Elementary Teachers' Federation.
- 1.16.5 To present a proposed budget for the committee they represent at the SCETF September Executive Planning Meeting.
- 1.16.6 To attend all Local General Meetings and the Local Annual Meeting.

**SECTION 17 - FRENCH AS A SECOND LANGUAGE CHAIRPERSON**

- 1.17.1 To attend all Executive Meetings.
- 1.17.2 To be responsible for the organization and management of any Simcoe County Elementary Teachers' Federation sponsored FSL seminar, workshop or course.
- 1.17.3 To organize and conduct FSL professional learning programs.

- 1.17.4 To present a proposed budget for the committee they represent at the SCETF September Executive Planning Meeting.
- 1.17.5 To facilitate ETFO Annual Meeting Resolutions pertaining to French Language.
- 1.17.6 To communicate vital issues through the Local publications and other suitable means.
- 1.17.7 To attend all Local General Meetings and the Local Annual Meeting.

### **SECTION 18 - STATUS OF WOMEN CHAIRPERSON**

- 1.18.1 To attend all Executive Meetings.
- 1.18.2 To be responsible for the organization and management of any Simcoe County Elementary Teachers' Federation Status of Women seminar, workshop or course.
- 1.18.3 To lobby for women's programs to maintain and enhance the status of women in ETFO and in society in general.
- 1.18.4 To present a proposed budget for the committee they represent at the SCETF September Executive Planning Meeting.
- 1.18.5 To facilitate ETFO Annual Meeting Resolutions pertaining to Status of Women.
- 1.18.6 To communicate vital issues through the Local publications and other suitable means.
- 1.18.7 To co-ordinate and chair meetings of the Status of Women committee as required.
- 1.18.8 To represent the Simcoe County Elementary Teachers' Federation at Provincial training workshops for Status of Women Chairpersons.
- 1.18.9 To attend all Local General Meetings and the Local Annual Meeting.

### **SECTION 19 - STEWARD CHAIRPERSON**

- 1.19.1 To attend all Executive Meetings and to bring forth the Stewards' concerns.
- 1.19.2 To represent the Simcoe County Elementary Teachers' Federation at Provincial training workshops for Stewards.
- 1.19.3 To assist the President and Vice Presidents in mentoring the workplace Stewards.
- 1.19.4 To co-chair the Steward Meetings and help prepare the agendas.
- 1.19.5 To present a proposed budget for the committee they represent at the SCETF September Executive Planning Meeting.
- 1.19.6 To be elected by the Stewards in attendance at the Fall Stewards' Meeting.
- 1.19.7 To send a memorial donation on behalf of the Simcoe County Elementary Teachers' Federation upon the death of a member or one of their immediate family or in special circumstances related to a school staff.
- 1.19.8 To inform the Executive of Members who are in need of special support.
- 1.19.9 To account for all monies received and disbursed for Goodwill.
- 1.19.10 To communicate with members in need, as required.
- 1.19.11 To communicate vital issues through the Local publications and other suitable means.
- 1.19.12 To attend all Local General Meetings and the Local Annual Meeting.



## **SECTION 20 - EQUITY CHAIRPERSON**

- 1.20.1 To attend all Executive Meetings.
- 1.20.2 To be responsible for the organization and management of any Simcoe County Elementary Teachers' Federation sponsored Equity seminar, workshop or course.
- 1.20.3 To plan and carry out a program of events related to Equity.
- 1.20.4 To co-ordinate and chair meetings of the Equity Committee as required.
- 1.20.5 To present a proposed budget for the committee they represent at the SCETF September Executive Planning Meeting.
- 1.20.6 To facilitate ETFO Annual Meeting Resolutions pertaining to Equity.
- 1.20.7 To communicate vital issues through the Local publications and other suitable means.
- 1.20.8 To attend all Local General Meetings and the Local Annual Meeting.

## **SECTION 21 - EXECUTIVE MEMBER AT LARGE:**

- 1.21.1 Open to a SCETF Member who has never held a position on the SCETF Executive.
- 1.21.2 To be elected for a term of one year.
- 1.21.3 To be elected for a maximum of two terms running consecutively.
- 1.21.4 To attend all Executive Meetings.
- 1.21.5 To attend all Local General Meetings and the Local Annual Meeting.
- 1.21.6 To sit on a minimum of one standing committee as determined by the President.
- 1.21.7 To perform such other functions as directed by the President.
- 1.21.8 To attend an ETFO Annual General Meeting as an alternate if not elected as a delegate.

## **BYLAW II - ELECTIONS**

- 2.1.1 Members shall follow the SCETF Elections Guidelines.
- 2.1.2 An active member in good standing may be nominated to stand for an elected office.
- 2.1.3 Members shall be notified of the request for nominations 30 days prior to the Local Annual Meeting.
- 2.1.4 The deadline for receipt of nominations shall be by 5:00 p.m., 10 school days prior to the election.
- 2.1.5 Notwithstanding the above (2.1.2 and 2.1.3), nominations duly moved and seconded in writing and with the consent of the nominee, shall be accepted at the Annual Meeting prior to it beginning at which point the Elections Chair shall call for final nominations.
- 2.1.6 The Executive of the Simcoe County Elementary Teachers' Federation shall be elected at the Local Annual Meeting or by an alternative method.
- 2.1.7 Candidates shall have the opportunity to address the Local Annual Meeting before election, and/or each candidate shall have the opportunity to prepare a brief profile to be included in a candidate's booklet, which will be distributed to the membership prior to the Local Annual Meeting.
- 2.1.8 The election shall be by secret ballot. Members must be in attendance to vote. There will be no proxy voting.
- 2.1.9 Each candidate may appoint one scrutineer to observe the counting of the ballots for that candidate's election.
- 2.1.10 The results for all elected positions shall be released to the members following each ballot. The vote count of the election shall be made available upon the request of a member.

- 2.1.11 To be declared successful, a candidate for the office of President, First Vice President, Second Vice President and Third Vice President must obtain a majority of the votes cast. In the case of more than two nominees for any of the above stated offices, and failing a majority for any candidate on the first ballot, the count of the vote will be announced and the name of the candidate with the least number of votes shall be dropped from the second and succeeding ballots until one of the candidates has a majority.
- 2.1.12 Unsuccessful candidates for President, 1st Vice President, and 2nd Vice President may seek one other Vice President position. The candidate must declare their intentions when they are informed of the election results.
- 2.1.13 Unsuccessful candidates for President or Vice Presidents may seek another position on the Executive for which the member is eligible. In order to be eligible, the nomination must be submitted as per Bylaw 2.1.1 to 2.1.5 inclusive.
- 2.1.14 By a motion at the Annual meeting, ballots shall be destroyed.

### **BYLAW III - FINANCES/EXPENSES**

- 3.1 Kilometrage shall be paid to SCETF Executive Members who are performing a Local responsibility.
- 3.2 Kilometrage shall be paid from the members' school or permanent place of residence, whichever is less.
- 3.3 Pre-approved eligible child/adult care expenses, shall be reimbursed following the provincial guidelines, upon the issuance of a receipt.
- 3.4 Responsibility Allowances shall be paid annually to SCETF Stewards, CBC Representatives, Executive Members and Released Officers to be determined by the SCETF Executive and approved by the Membership.
- 3.5 Non-released Executive Member who also serve as Steward and/or CB Rep will be eligible for one (1) additional responsibility allowance if not other school staff is able or willing to assume the role(s). The additional responsibility allowance will only be paid if the President or designate can verify that no other staff member is willing to assume the role.
- 3.6 Kilometrage shall be paid to SCETF Members performing a Local responsibility and attending a Local activity/event/meeting as pre-approved by the SCETF Executive.
- 3.7 When a school has only one SCETF Member available to complete the role of SCETF Steward and CBC Representative, the SCETF Member may receive the Responsibility Allowance for both roles.

### **BYLAW IV - PROGRAMS & SERVICES**

#### **SECTION 1 - AWARDS/BURSARIES**

##### **4.1.1 HONOURARY LIFE MEMBERSHIP**

The Honourary Life Membership Award(s) may be granted to Members or Staff of the Local who:

- a) Has retired or has tendered their resignation for retirement effective that school year end;

- b) Has, in the opinion of the Simcoe County Elementary Teachers' Federation Executive, given outstanding service to the SCETF/ETFO as a member of the Executive, SCETF Office Staff, committee or any other activity which has contributed to the progress of the well-being of SCETF/ETFO;
- c) The Award(s) shall be presented to the selected recipient(s) at a General Meeting/Evening of Recognition;
- d) The Simcoe County Elementary Teachers' Federation may grant the Award posthumously.

**PROCEDURES:**

- 1. All nominations shall be confidential.
- 2. Nomination forms shall be made available to Simcoe County Elementary Teachers' Federation members. Deadlines for nominations shall be made available to the member annually.
- 3. The applications shall be reviewed by the Awards Committee and those recommendations shall be taken forward to the Simcoe County Elementary Teachers' Federation Executive.
- 4. Complimentary dinner tickets shall be provided for one dinner annually.

**4.1.2 DISTINGUISHED SERVICE AWARD**

The Distinguished Service Award(s) may be granted subject to the following guidelines:

- a) May be nominated by an individual Simcoe County Elementary Teachers' Federation member;
- b) In the opinion of the Executive, the person has rendered outstanding service/leadership to the Simcoe County Elementary Teachers' Federation;
- c) The Award(s) shall be presented to the selected recipient(s) at a General Meeting/Evening of Recognition;
- d) The Simcoe County Elementary Teachers' Federation may grant the Award posthumously.

**PROCEDURES:**

- 1. All nominations shall be confidential.
- 2. Nomination forms shall be made available to the Simcoe County Elementary Teachers' Federation members. Deadlines for nominations shall be made available to the member annually.
- 3. The applications shall be reviewed by the Awards Committee and those recommendations shall be taken forward to the Simcoe County Elementary Teachers' Federation Executive.

**4.1.3 AWARD OF EXCELLENCE**

The Award(s) of Excellence may be granted subject to the following guidelines:

- a) Shall be nominated by an individual Simcoe County Elementary Teachers' Federation member;
- b) Shall be given to members who have given outstanding service to education, to the community and/or the teaching profession outside of Federation activities
- c) The Award(s) shall be presented to the selected recipient(s) at a General Meeting/Evening of Recognition;
- d) The Simcoe County Elementary Teachers' Federation may grant the Award posthumously.

PROCEDURES:

1. All nominations shall be confidential.
2. Nomination forms shall be made available to the Simcoe County Elementary Teachers' Federation members. Deadlines for nominations shall be made available to the member annually.
3. The applications shall be reviewed by the Awards Committee and those recommendations shall be taken forward to the Simcoe County Elementary Teachers' Federation Executive.

4.1.4 PATRICK DURKIN BURSARY

The Patrick Durkin Bursary may be granted subject to the following guidelines:

- a) Candidate applicants must be a member of the Simcoe County Elementary Teachers' Federation and who has demonstrated leadership in their school, as well as leadership or active participation in their Federation.
- b) The Bursary shall be granted to members who are enrolled in a post-graduate program.
- c) Preference shall be given to post-graduate work in education.

PROCEDURES:

1. All applications shall be confidential.
2. Application forms shall be made available to the Simcoe County Elementary Teachers' Federation member. Deadlines for applications shall be made available to the member annually.
3. The application shall be reviewed by the Awards Committee and those recommendations will be taken forward to the Simcoe County Elementary Teachers' Federation Executive.

4.1.5 EILEEN COFFEY MEMORIAL FUND

- a) Any member that identifies as a woman of the Simcoe County Elementary Teachers' Federation may apply.
- b) The award(s) shall be granted to members that identify as women who are enrolled in a post graduate program.
- c) Preference shall be given to post-graduate work in education.

PROCEDURES:

1. All applications shall be confidential.
2. Application forms shall be made available to the Simcoe County Elementary Teachers' Federation members. Deadlines for applications shall be made available to the member annually.
3. The applications shall be reviewed by the Awards Committee and those recommendations will be taken forward to the Simcoe County Elementary Teachers' Federation Executive.

4.1.6 JOAN THORN MEMORIAL AWARD

The Joan Thorn Memorial Award may be granted to a person in the community for outstanding work in the labour movement and/or for demonstrated labour activism in Simcoe County subject to the following guidelines:

- a) May be nominated by an individual Simcoe County Elementary Teachers' Federation member;
- b) Preference will be given to a person whose affiliate is a member of a Labour Council in Simcoe County;
- c) The Award(s) shall be presented to the selected recipient(s) at a General Meeting/Evening of Recognition;
- d) The Simcoe County Elementary Teachers' Federation may grant the Award posthumously.

**PROCEDURES:**

- 1. All nominations shall be confidential.
- 2. Nomination forms shall be made available to Simcoe County Elementary Teachers' Federation members. Deadlines for nominations shall be made available to the member annually.
- 3. The applications shall be reviewed by the Awards Committee and those recommendations shall be taken forward to the Simcoe County Elementary Teachers' Federation Executive.

**4.1.7 THE JADE MCCULLOUGH MEMORIAL AWARD**

The Jade McCullough Memorial Award may be granted annually to a Member of the Simcoe County Elementary Teachers' Federation in their first 5 years of contract who demonstrates a commitment to, and active participation in, Local and Provincial Federation activities subject to the following guidelines:

- a) May be nominated by an individual Simcoe County Elementary Teachers' Federation Member;
- b) The nominee must be a Simcoe County Elementary Teachers' Federation Member in their first five (5) years of a contract;
- c) The award shall be given to a Member who has consistently and actively promoted the Objects of the Federation;
- d) The Award will be presented at a Local Meeting following the nomination period.
- e) The Award may be granted posthumously.

**PROCEDURES:**

- 1. All nominations shall be confidential.
- 2. Nomination forms shall be made available to Simcoe County Elementary Teachers' Federation Members. Deadlines for nominations shall be made available to Members annually.
- 3. The applications shall be reviewed by the Awards Committee and those recommendations shall be taken forward to the Simcoe County Elementary Teachers' Federation Executive.

REVISED – May 24, 2023