



## MEMORANDUM

**DATE:** April 26, 2024

**TO:** PETL Membership

**FROM:** Jessica Cooper, President  
Felipe Pareja, Vice-President/Organizer/Constitution Committee Chair

**RE:** Notice of Motion – Proposed Amendments to the PETL Constitution and Bylaws

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As per the PETL Constitution and Bylaws, all proposed amendments to the Constitution (Article 12.3) and Bylaws (Article 12.4), received by the Executive, must be published to the general membership at least 14 days prior to the PETL Annual General Meeting (AGM).

The following proposed amendments to the Peel Elementary Teachers' Local Constitution and Bylaws will be presented and voted on at the PETL AGM on May 28, 2024 and will take effect immediately upon their adoption, unless otherwise specified. These proposed amendments can also be found in the Member Secure Area (MSA) of the local website at [www.effopeel.com](http://www.effopeel.com).

### MOTION 1:

**That Constitution Article VI – Local Organization, Section 1 – Executive, be amended to read:**

6.1.1 The Executive shall include the following positions:

- (d) **Eight (8)** Committee Chairs:
  - (1) **Chair of the Two Spirit and LGBTQIA+ Committee**

**Effective July 1, 2025**

**and that Constitution Article VI – Local Organization, Section 2 – Committees, be amended to read:**

6.2.1

- (a) There shall be the following standing committees:  
 (1) **Two Spirit and LGBTQIA+**

**Effective July 1, 2025**

**RATIONALE:**

At the 2023 ETFO Annual Meeting, delegates passed a motion “that locals shall strive to establish a Two Spirit and LGBTQIA+ standing committee”. As the second largest local in the province, the PETL has the ability and the capacity to operationalize this motion. Given the current social and political climate, there is a need to create a Two Spirit and LGBTQIA+ standing committee to provide members with learning opportunities and respond to Two Spirit and LGBTQIA+ issues. This standing committee aligns with the PETL Strategic Plan for equity.

<b>CONSTITUTION ARTICLE VI – LOCAL ORGANIZATION</b>	
<b>CURRENT LANGUAGE</b>	<b>PROPOSED LANGUAGE</b>
<p><b>Section 1 – Executive</b></p> <p>6.1.1 The Executive shall include the following positions:</p> <p>(d) Seven (7) Committee Chairs:</p>	<p><b>Section 1 – Executive</b></p> <p>6.1.1 The Executive shall include the following positions:</p> <p>(d) <b>Eight (8)</b> Committee Chairs:            (1) <b>Chair of the Two Spirit and LGBTQIA+ Committee</b></p> <p><b>Effective July 1, 2025</b></p>
<p><b>Section 2 – Committees</b></p> <p>6.2.1</p> <p>(a) There shall be the following standing committees:</p>	<p><b>Section 2 – Committees</b></p> <p>6.2.1</p> <p>(a) There shall be the following standing committees:            (1) <b>Two Spirit and LGBTQIA+</b></p> <p><b>Effective July 1, 2025</b></p>

**MOTION 2:**

That Constitution Article VII – Organizational Duties, Section 3 – Organization & Responsibilities of Committees, be amended by the addition of:

**7.3.x The Two Spirit and LGBTQIA+ Committee:**

- (a) Shall consist of the elected Executive chair and shall endeavour to have at least five other members.
- (b) The position of chair shall be open only to members who identify as members of the Two Spirit and LGBTQIA+ community.
- (c) Shall have the other members appointed by the Executive.
- (d) Shall be responsible for making recommendations to the Executive to address Two Spirit and LGBTQIA+ issues.
- (e) Shall raise awareness about and take social action on issues that affect members of the Two Spirit and LGBTQIA+ community.
- (f) Shall provide programs and services to meet the specific needs of members to address cisgenderism and heterosexism.

**Effective July 1, 2025**

and that Bylaws Article VII – Organizational Duties, Section 3 – Organization & Responsibilities of Committees, be amended by the addition of:

**7.3.x The Two Spirit and LGBTQIA+ Committee may, with the approval of the Executive, assign duties to sub-committees.**

**Effective July 1, 2025**

**RATIONALE:**

This motion seeks to outline the organization and responsibilities of Two Spirit and LGBTQIA+ standing committee. The description highlights the actions that the committee will take to address the systemic impact of cissexism and heterosexism and how it shows up in educational settings.

<b>CONSTITUTION ARTICLE VII – ORGANIZATIONAL DUTIES</b>	
<b>CURRENT LANGUAGE</b>	<b>PROPOSED LANGUAGE</b>
N/A	<p><b>Section 3 – Organization &amp; Responsibilities of Committees</b></p> <p><b>7.3.x The Two Spirit and LGBTQIA+ Committee:</b></p> <ul style="list-style-type: none"> <li>(a) Shall consist of the elected Executive chair and shall endeavour to have at least five other members.</li> <li>(b) The position of chair shall be open only to members who identify as members of the</li> </ul>

	<p>Two Spirit and LGBTQIA+ community.</p> <p>(c) Shall have the other members appointed by the Executive.</p> <p>(d) Shall be responsible for making recommendations to the Executive to address Two Spirit and LGBTQIA+ issues.</p> <p>(e) Shall raise awareness about and take social action on issues that affect members of the Two Spirit and LGBTQIA+ community.</p> <p>(f) Shall provide programs and services to meet the specific needs of members to address cisgenderism and heterosexism.</p> <p style="text-align: right;"><i>Effective July 1, 2025</i></p>
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BYLAWS ARTICLE VII – ORGANIZATIONAL DUTIES	
CURRENT LANGUAGE	PROPOSED LANGUAGE
N/A	<p>Section 3 – Organization &amp; Responsibilities of Committees</p> <p>7.3.x The Two Spirit and LGBTQIA+ Committee may, with the approval of the Executive, assign duties to sub-committees.</p> <p style="text-align: right;"><i>Effective July 1, 2025</i></p>

**MOTION 3:**

That Constitution Article VII – Organizational Duties, Section 3 – Organization & Responsibilities of Committees, be amended by the addition of:

**7.3.x The Occupational Health and Safety Committee:**

- (a) Shall consist of the PETL Health and Safety Officer as the chair, and shall endeavour to have at least five other members.
- (b) Shall have the other members appointed by the Executive.

- (c) Shall raise awareness about and take action on issues that affect the health and safety of members.
- (d) Shall provide programs and workshops to meet the health and safety needs of members.
- (e) Shall undertake health and safety initiatives as directed by the Executive.

and that Bylaws Article VII – Organizational Duties, Section 3 – Organization & Responsibilities of Committees, be amended by the addition of:

**7.3.x The Occupational Health and Safety Committee may, with the approval of the Executive, assign duties to sub-committees.**

**RATIONALE:**

The Occupational Health and Safety Committee has been in existence for many years. Inclusion in the Constitution and Bylaws is necessary to recognize the Occupational Health and Safety Committee as a standing committee of the Local.

<b>CONSTITUTION ARTICLE VII – ORGANIZATIONAL DUTIES</b>	
<b>CURRENT LANGUAGE</b>	<b>PROPOSED LANGUAGE</b>
N/A	<p><b>Section 3 – Organization &amp; Responsibilities of Committees</b></p> <p><b>7.3.x The Occupational Health and Safety Committee:</b></p> <ul style="list-style-type: none"> <li>(a) Shall consist of the PETL Health and Safety Officer as the chair, and shall endeavour to have at least five other members.</li> <li>(b) Shall have the other members appointed by the Executive.</li> <li>(c) Shall raise awareness about and take action on issues that affect the health and safety of members.</li> <li>(d) Shall provide programs and workshops to meet the health and safety needs of members.</li> <li>(e) Shall undertake health and safety initiatives as directed by the Executive.</li> </ul>

BYLAWS ARTICLE VII – ORGANIZATIONAL DUTIES	
CURRENT LANGUAGE	PROPOSED LANGUAGE
N/A	<p><b>Section 3 – Organization &amp; Responsibilities of Committees</b></p> <p><b>7.3.x The Occupational Health and Safety Committee may, with the approval of the Executive, assign duties to sub-committees.</b></p>

**MOTION 4:**

**That Constitution Article VIII – Meetings, Section 1 – General Membership Meetings, be amended to read:**

8.1.3 There shall be **three** General Membership Meetings (**GMMs**) per year (**one in the fall, one in the winter, and one additional during the year**). There shall be an Annual General Meeting (AGM) in the spring.

**RATIONALE:**

Currently, it is not uncommon for local General Membership Meetings (GMMs) to run well past 7:00 p.m. After a long workday, it is difficult to sit through a three hour or longer meeting. We also lose many members who can only stay for a short time due to other responsibilities and personal commitments. By adding one additional GMM we would hopefully be able to spread out the important work we need to do throughout the year and honour members’ personal time.

CONSTITUTION ARTICLE VIII – MEETINGS	
CURRENT LANGUAGE	PROPOSED LANGUAGE
8.1.3 There shall be two General Membership Meeting (Fall and Winter) per year plus an Annual General Meeting (AGM) in the Spring.	8.1.3 There shall be <b>three</b> General Membership Meetings ( <b>GMMs</b> ) per year ( <b>one in the fall, one in the winter, and one additional during the year</b> ). There shall be an Annual General Meeting (AGM) in the spring.

**MOTION 5:**

**That Constitution Article IX – Elections, Section 1 – Eligibility, be amended to read:**

9.1.1 An active member, **including members on Employment Standards Act (ESA) leaves**, may be nominated to stand for elected office.

**RATIONALE:**

Teachers are considered active members of the local while on ESA leaves. According to the PETL Constitution, an active member may be nominated to stand for elected office. This motion does not change the practice or the spirit of our constitution. It simply clarifies where there may be confusion regarding the eligibility of members on ESA leave during local elections.

<b>CONSTITUTION ARTICLE IX – ELECTIONS</b>	
<b>CURRENT LANGUAGE</b>	<b>PROPOSED LANGUAGE</b>
9.1.1 An active member may be nominated to stand for elected office.	9.1.1 An active member, <b>including members on Employment Standards Act (ESA) leaves,</b> may be nominated to stand for elected office.

**MOTION 6:**

That Constitution Article IX – Elections be amended by the addition of:

**Section 4 – Vice-President Executive Officer By-elections**

**9.4.1 If a permanent vacancy or a vacancy of 90 or more days occurs during the term of a Vice-President, a by-election will determine how the vacancy is filled, so long as there are 90 or more days remaining to be served in the term.**

***Effective July 1, 2025***

and that Bylaws Article IX – Elections be amended by the addition of:

**Section 4 – Vice-President Executive Officer By-elections**

**9.4.1 The by-election procedure shall be as outlined in the *PETL Election Procedures and Candidate Guidelines*.**

***Effective July 1, 2025***

**RATIONALE:**

The Vice-President liaison is the single most important connection members have to the local. A democratic by-election will allow for the membership to decide who the successful Vice-President is via a process that is transparent and centers the choice and voice of members. This would replace the current process of the Executive appointing a Vice-

President on behalf of the membership via a secret ballot vote. Vice-Presidents should be chosen by the membership, not by an Executive that holds all the power. Any PETL member should be able to run for a vacancy and all PETL members should have a say in who the elected Vice-President is.

<b>CONSTITUTION ARTICLE IX – ELECTIONS</b>	
<b>CURRENT LANGUAGE</b>	<b>PROPOSED LANGUAGE</b>
N/A	<p><b>Section 4 – Vice-President Executive Officer By-elections</b></p> <p><b>9.4.1 If a permanent vacancy or a vacancy of 90 or more days occurs during the term of a Vice-President, a by-election will determine how the vacancy is filled, so long as there are 90 or more days remaining to be served in the term.</b></p> <p><b>Effective July 1, 2025</b></p>

<b>BYLAWS ARTICLE IX – ELECTIONS</b>	
<b>CURRENT LANGUAGE</b>	<b>PROPOSED LANGUAGE</b>
N/A	<p><b>Section 4 – Vice-President Executive Officer By-elections</b></p> <p><b>9.4.1 The by-election procedure shall be as outlined in the <i>PETL Election Procedures and Candidate Guidelines</i>.</b></p> <p><b>Effective July 1, 2025</b></p>

**MOTION 7:**

That Bylaws Article X – Delegates to the ETFO Annual Meeting be amended by the addition of:

10.3

- (a) A member must anticipate being an active member of the Local as of September 1 in order to attend as a PETL delegate.**

**RATIONALE:**



In past years, the PETL delegation to the ETFO Annual Meeting has included members who were already retired or those who had already accepted promotions to the position of Vice-Principal effective September 1. The purpose of the ETFO Annual Meeting is to set priorities, budget, policies, position statements, action plans, and much more, for the upcoming school year. Therefore, those members who are representing PETL at the ETFO Annual Meeting should be those who anticipate being an active member for the upcoming school year.

<b>BYLAWS ARTICLE X – DELEGATES TO THE ETFO ANNUAL MEETING</b>	
<b>CURRENT LANGUAGE</b>	<b>PROPOSED LANGUAGE</b>
N/A	10.3  <b>(a) A member must anticipate being an active member of the Local as of September 1 in order to attend as a PETL delegate.</b>

**MOTION 8:**

**That Constitution Article X – Delegates to the ETFO Annual Meeting be amended to read:**

10.5 Names of delegates to the ETFO Annual Meeting shall be forwarded to the Provincial Office prior to **the deadline set by ETFO.**

**RATIONALE:**

The date of June 1 is currently ETFO’s date for submission of the ETFO Annual Meeting delegates. That date is set by ETFO. If that date were to ever be changed by ETFO, our Constitution would no longer be aligned with that date. Given that, this is meant to be a ‘housekeeping’ motion to simply reflect that the date is set by ETFO and that, as a local, we would abide by it and meet that due date, whatever that date may be.

<b>CONSTITUTION ARTICLE X – DELEGATES TO THE ETFO ANNUAL MEETING</b>	
<b>CURRENT LANGUAGE</b>	<b>PROPOSED LANGUAGE</b>
10.5 Names of delegates to the ETFO Annual Meeting shall be forwarded to the Provincial Office prior to June 1.	10.5 Names of delegates to the ETFO Annual Meeting shall be forwarded to the Provincial Office prior to <b>the deadline set by ETFO.</b>

**PROCEDURAL MOTION:**

**That, notwithstanding Articles 12.5 and 12.6, the merging of the Constitution and Bylaws to be one body of work, called the Bylaws, be presented at a General Membership Meeting (GMM) of the 2024-2025 school year.**

**RATIONALE:**

With the approval of the membership, the local would engage the services of a certified Parliamentarian to assist with the merging of our current 'Constitution and Bylaws' into a single document (called the 'PETL Bylaws') to better align with practices outlined in the current edition of *Roberts Rules of Order* which, as per our Constitution, is the official authority for conducting meetings and deliberative decision-making in our local. This complete, consolidated version of the PETL Bylaws would then be presented to the General Membership for approval at a GMM in the 2024-2025 school year.