

The Call Out

The Official Newsletter of the Occasional Teachers' Bargaining Unit

District 12

Election Issue 2026

ELECTION ISSUE

Every two years, the members of the OTBU D12 elect the Executive which will lead us through the next term (2026-2028). In this issue, the candidates running for Executive positions have the opportunity to present themselves and their ideas to you, the members, for consideration. This issue contains information about how and when the vote will take place.

Our election system has been structured with two main principles in mind. First, that every member will have an opportunity to vote. Given the somewhat nomadic nature of our work and our membership, it is important that everyone be given the opportunity to cast a ballot.

The second important principle is

that every elector's vote shall be private and free. We are using a voting system which allows members to vote by internet or phone. **Union Technologies**, an Ontario company, is our voting system provider.

Our union can only remain strong if people take the time to read the campaign statements enclosed in this newsletter and make an informed choice. Only then can we continue to move forward with confidence that our leadership has been chosen democratically, and with the assurance that the membership has placed their trust in the elected executive leaders to speak and act on their behalf for the next two years.



Annual General Meeting

May 13th, 2026

Does the OTBU have a non-TDSB email address for you? It's needed to receive AGM related emails, the link to register for the AGM and any additional voting instructions.

Voting:
May 13th
 8:00 p.m.
 to
May 20th
 11:59 pm

Note:
 All
 OTBU D12
 positions
 are
 part-time.

OTBU Executive Elections

Frank Cirone- Chief Returning Officer

Voting Procedures

The 2019 AGM approved a change to our voting method. Members will only be able to vote one of two ways:

1. phone
2. internet

You should receive from our election provider UNION STRATEGIES /SIMPLY VOTING voting instructions with your name, I.D. number, and PIN before the May 13th AGM. Should you have any questions about the process, call the OTBU Office at **416-423-3600** or for a more timely answer send your questions by email to: **otbu.office@d12.osstf.ca**

If you did NOT:

- a) receive a ballot by mail or email from Union Technologies/Simply Voting or
- b) your name is not on the list of voters or
- c) you lost your voting instructions but can prove you are an occasional teacher with the TDSB.

call the OTBU office: 416-423-3600

*or, for a quicker response, email: **otbu.office@d12.osstf.ca***

All queries will be handled by the Elections Committee.

Electronic voting will be available 24 hours a day, 7 days a week from May 13th starting at 8:00 pm up to 11:59 p.m. on May 20th. Results will be posted on the OTBU website by May 22nd.

You are voting to elect for the following positions:

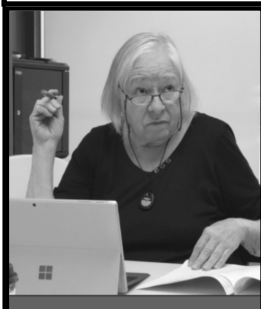
- ◆ President
- ◆ First Vice - President
- ◆ Second Vice - President
- ◆ Secretary (acclaimed)
- ◆ Treasurer (acclaimed)
- ◆ Executive Officer (4 to be elected)

The **Election Committee** is responsible for running the election, the Election Newsletter and ensuring the security of the vote.

The OTBU D12 Election Committee members are:

Frank Cirone (*Chief Returning Officer*), Nico Bruzzese and Bruce Garrett.

Candidates for President— One to be Elected



**Re-Elect
Linda Bartram**

EXPERIENCE: OTBU President for the past 12 years, former Vice-President and Executive Officer. Member of the Collective Bargaining Committee, Vice-President, District 12 Executive Committee, D12 Constitution Committee, OSSTF Provincial Councilor, Secondary OT Consultation and Staffing Committee.

DEDICATION: During my 18 years on the OTBU Executive, I have met, talked with, and advocated for hundreds of OTBU members. I have worked hard to improve OT working conditions and resolve member issues with the TDSB.

COMMITMENT: I am proud of my proven record of success in fighting for members' rights at the Board and at the school level. I am proud to represent you as your President. I will continue to fight on your behalf to improve your working conditions at the TDSB and at the negotiations table. I ask for your continued support for me and my excellent, experienced Executive Team: **Elaine Karroum, Jamie Whitaker, Michael Frascchetti, Lillian Speedie, Mitch Bubulj, Sarah Giddens, Louise Baldacchino and Susy Taylor.**

VOTE FOR PROVEN, EXPERIENCED LEADERSHIP



**Elect
Elaine Karroum**

COMMITMENT: I am seeking your vote for OTBU President to share my expertise in ways that will benefit you and the operation of the OTBU. With 8 years of experience on the OTBU Executive, and the last 5 as Vice President, I am ready! I care about your workplace issues and am passionate about advocating for your rights. Since the last OTBU election, I have increased my leadership involvement in many ways: by attending Provincial Council, communicating with senior management at the Board regarding member and systemic issues, contract negotiations, and by extensively augmenting my responsibilities in the overall operation of the bargaining unit.

EXPERIENCE: Ten years on a school's OSSTF Branch Executive ~ Elected Representative to AMPA 12+ times ~ Planning & Organizing: OTBU PA days, GM & AGM, internal OTBU protocols and communications ~ Attending numerous OSSTF conferences and workshops for union executives, committee meetings, parades & protests ~ Certified, experienced school health & safety inspector ~ Daily OT & LTO experience, post-retirement

VOTE FOR PROVEN, EXPERIENCED LEADERSHIP

Please direct any questions concerning the election to a member of the Elections Committee via the OTBU D12 office.

Chair of the Election Committee: Frank Cirone
Members: Nico Bruzzese and Bruce Garrett

www.otbu.office@d12.osstf.ca

Candidates for 1st Vice-President – One to be Elected

Elaine Karroum is a drop down candidate for this position



EXPERIENCE: Twelve years on the OTBU Executive, one term as 2nd Vice-President, seven years as *The Call Out* newsletter editor, eight years as OTBU website administrator, six years as the OT Handbook editor. six years as Constitution officer and six years as OTBU Health and Safety inspector. I have represented our members in their dealings with the TDSB as their union representative. During AMPA I organized meetings of OT’s from across the province to increase the OT voice in the provincial assembly.

COMMITMENT: I have been involved in union activities since my first-year teaching. A two-month strike was my introduction to labour management relations. I am committed to working on behalf of the OTBU members to preserve and expand their rights. I am proud to be associated with all of the members of the current Executive.

**Elect
Jamie Whitaker**

VOTE FOR PROVEN, EXPERIENCED LEADERSHIP

Candidate for 2nd Vice-President – One to be Elected



EXPERIENCE: With years of experience comes the desire to put knowledge to use by assuming greater responsibility. My duties as Executive Officer have expanded to include leading our team in 2024 and 2025 in the organization of the October PA Day at the AGO, participating in the entire negotiation process on the Collective Bargaining Committee and Negotiation Team, and organizing the Equity Committee’s January 2025 PA Day event. Also, in 2024 I was entrusted to create our bi-monthly eNewsletter—a job that requires much research and expertise and is of considerable importance to our members. I work on District 12’s Constitution and Steering Committee, act as lead in my role as Executive Liaison to the Equity Committee, and have attended AMPA as an elected representative more than ten times.

DEDICATION and COMMITMENT: Serving the membership is a privilege I take seriously. Your vote will allow me to continue to represent members, help colleagues, and contribute to the ongoing work of the Executive. My commitment to OTBU members is unwavering, and my extensive OSSTF leadership experience of 20 years is a testament to my readiness to assume the role of Second Vice President.

**Elect
Susy Taylor**

VOTE FOR PROVEN, EXPERIENCED LEADERSHIP

Candidate for 2nd Vice-President– One to be Elected

Jamie Whitaker is a drop down candidate for this position

Candidate for Secretary– Acclaimed



**Lillian
Speedie-Court**

I am currently serving the membership as the OTBU Secretary, with 12 years as OTBU Executive Officer, 22 years as an Occasional Teacher with the TDSB, and over 21 years previous union experience and as a current member of the Collective Bargaining Committee. I have experience with contract maintenance, workload and scheduling, grievance and arbitration, member representation and contract negotiations, in addition to website maintenance. I know what issues affect OTs and I have the knowledge and experience to advocate for policies which will benefit us in our daily working lives, even more critical in these strange and unprecedented times! Increased OT representation within OSSTF, benefit packages, and increasing membership involvement are issues that I continue to advocate for, so I hope you will elect me as Secretary again so I can continue to work on your behalf. My experience in the union movement over the past decades is a testament to my willingness put in hard work for you the members of D12 OTBU.

VOTE FOR PROVEN, EXPERIENCED LEADERSHIP

Candidate for Treasurer– Acclaimed



Michael Fraschetti

EXPERIENCE: Currently OTBU Treasurer, Staffing Officer, and Chief Negotiator. District Finance Committee, Human Rights Committee, Member Protection, Toronto/York Labour Council Representative, Data Management, OTBU Equity Committee. Successfully helped negotiate contracts for CUPE 3903, CUPE 3904, and the OTBU. Conducting my PhD research on equitable hiring practices in the TDSB.

DEDICATION: I will continue to protect our members' rights and forward you all protections we have under the Collective Agreement. I will continue to reach out and appeal to members in our Bargaining Unit in an attempt to help strengthen our ranks.

COMMITMENT: I am very proud to associate myself with the current Executive because I am inspired by their dedication and savviness in making sure the OTBU runs smoothly so we can advocate for our members and make our employer accountable in its actions.

VOTE FOR PROVEN, EXPERIENCED LEADERSHIP

Candidates for Executive Officer

Four to be Elected



**Re-Elect
Louise
Baldacchino**

Appointed to the executive in 2023 and elected in 2024, I hope to continue my efforts to support and serve the members of OTBU. My extensive 30-year experience with and knowledge of technical schools, TDSB programs, and alternative programs have provided me a deep understanding of members' working conditions. Having worked as OSSTF Branch President, Strike Captain, AMPA representative and co-chair of the Staffing Committee, as well as on various TTBU committees, I understand the need for and importance of improving member protection and engagement. I have learned the mechanics of the production of the OTBU eNewsletter and, by attending Protection Services Conferences, my understanding of how to support of our members is expanding. Currently, as the OTBU Education Services Officer, I assist in the planning and organization of OTBU PA days, as well as the OTBU GM and AGM. As chair of the OTBU Website Committee, I led a successful reorganization of the website to ensure its information is up-to-date and secure. I work on the District Steering and Constitution Committee, the Collective Bargaining Committee, and am both an Anti-Harassment Officer and a member of the Anti-Harassment/Anti-Bullying Appeals Committee. I remain strongly committed to defending public education and, with your vote, will strive to deserve the privilege of representing OTBU members.

VOTE FOR PROVEN, EXPERIENCED LEADERSHIP



**Elect Mitch
Bubulj**

Experience: For 25 years prior to retiring, I worked on the TTBU executives of various schools in the capacity of both President and Vice President. I also served district wide as Chair of the Eco Committee and Chair of the Communications Committee, including acting as editor of the D12Voice. At the Branch level, during contract negotiations, I not only organized grass roots engagement sessions but also served as Strike Captain. For outstanding and consistent effort benefitting the union, I received the Peter Polley Branch President of Distinction Award. As a TTBU and OTBU member, I have been elected as a representative to attend AMPA more than 20 times. I assist in the organization and running of the OTBU's GMs and AGMs, and, by serving as a member of the OTBU Collective Bargaining Committee, I will lend my voice and support in the upcoming negotiation process.

Vision: Since joining the OTBU executive, I've been in awe of the professionalism of our membership. To recognize your talents, interests, and achievements, I created the "Member Spotlight," a feature of every OTBU eNewsletter. Our diverse, talented membership is worth celebrating. To that end, I envision developing more PD opportunities and social experiences to support and recognize our members.

VOTE FOR PROVEN, EXPERIENCED LEADER-



**Re-Elect
Sarah Giddens**

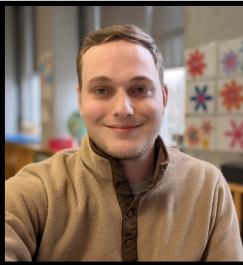
As your Executive Officer for three years, I have learned plenty about the conditions of Occasional Teachers across the TDSB. Representing and fighting for your best interests is the most important part of being an EO and the aspect I most enjoy. I continue to learn about Collective Bargaining, how to hold Administrators accountable for mismanagement, how to organize PD events, GMs, AGMs and new members events. In the past, I worked within TTBU and have attended 20 AMPAs. Still lots to learn, currently I attend meetings with other bargaining units to share and learn about system wide issues that need tackling.

It's painful to see the hits that secondary education has endured both financially and politically. As an EO I am part of a team that continues to search for ways to reduce the harm governments and local school boards seems intent on causing such as hiring ERP's or failing to pay in a timely manner. Occasional Teachers are a vital part of holding our education system together during these difficult times. Please vote to re elect me as one of your Executive Officers and I, Sarah Giddens, promise to continue to serve the members of OTBU.

VOTE FOR PROVEN, EXPERIENCED LEADERSHIP

Candidates for Executive Officer *continued*–

Susy Taylor is a drop down candidate for this position



**Elect
Stanley
Treivus**

An OT since 2022, currently serving as D12 CPAC Co-Chair & member of District Executive & OTBU Bargaining Committee. Also represented OTBU at AMPA, participated in CPAC Regionals, & served on OTBU Elections Committee. I bring 10 years of union leadership & organizing experience. With CUPE at UofT, I represented 300+ casual workers, handled grievances, & bargained across three rounds. I helped build & lead high-participation bargaining campaigns by organizing action teams, running communications, mapping membership, & mobilizing workers to win historic contracts. Public education is under unprecedented attack, & the precarious nature of our work leaves us especially vulnerable. Building power by engaging & organizing members is the only way to fight back & win. If elected my priorities are to:

Aggressively enforce our collective agreement, ensure every member knows their rights.
Fight for OT respect & dignity: SFE transparency, end ERP abuse, fair LTO hiring & support.
Engage members through transparent bargaining updates, townhalls, & organizing actions.
Be a strong voice for early career OTs, with targeted outreach & education.
Build unity by strengthening coordination with TTBU & PSSP, & deepening ties with ETFO & CUPE.

Let's build a stronger, more active union together.

Instructions for voting in an election where candidates may run for 2 positions:

Example:

Jerry and Alice are running for Treasurer. You vote for Jerry.

Jerry is also running as a drop-down candidate for Secretary against Marc. You may vote for Jerry for this contest too, even though you already voted for him in the contest for Treasurer. Voting for the same candidate twice is acceptable.

Our constitution deals with the votes for all positions in this order (2.1.3): "Votes will be counted in the order of President, First Vice President, Second Vice-President, Treasurer, Secretary and Executive Officer".

Therefore, when Jerry wins the contest for Treasurer with the most votes, the votes he received for Secretary are removed, as per (2.1.4): "Candidates elected to office shall have their names removed from any subsequent vote count".

Don't forget to:

- Complete your **Annual Employee Offence Declaration.**
- Complete the new **Police Record Check.**
- Complete your **Compliance Training.**
- Respond to the renewal notice, sent by the TDSB board email in June indicating your wish to stay on the OT roster. This must be done before the end of June or you **will** be dropped from the OT roster.
- If you are dropped from the list because of circumstances or never received a return confirmation email you can apply for re-instatement in July. After July you apply to "Recruiting" at the TDSB for re-instatement. In either case reinstatement is not automatic nor guaranteed.

NOTE: AGM and Voting Eligibility

The **OSSTF Provincial Constitution** states that a member who has not worked in the last 95 days is not an *Active Member*. You still remain our member should you need our support regarding violations of the collective agreement; however, only *Active Members* are eligible to participate in OSSTF GMs or AGMs. You will continue to receive our regular informational emails and be sent the AGM package. We are required to follow the Provincial OSSTF Constitution.

From the OSSTF Provincial Constitution p.18

Terms of Membership 2.2.1 The membership of Members who are employed on a casual basis shall continue for a period of ninety-five school days after the date of the last day employed. (A.15) 2.2.2 The membership of Members who are employed on a limited term basis shall continue for a period of sixty school days after the date of the last day employed. (A.15) 2.2.3 Notwithstanding 2.4.1 and 2.4.2, if a person qualifies for membership again during the same membership year, such membership shall be deemed to have been continuous. (A. 15)

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