

OSSTF/FEESO Judicial Council (JC) is looking for new members

The Provincial Executive is seeking to fill **two (2)** vacancies on the OSSTF/FEESO Judicial Council.

A member selected for appointment to JC by the Provincial Executive will serve the remaining three (3) years of a five (5) year term.

While we are accepting applications from all Members in good standing, special consideration will be given to applicants who identify as Black, First Nations, Métis, Inuit, Francophone, 2SLGBTQIA+, Person Living with a Disability(ies), Racialized and/or a Woman.

Dependent care, mileage, meals, hotel stays, and release time are provided. **Judicial Council members must be able to receive time release from their employer.**

There is a minimum of three (3) meetings per year for the council, not including hearings.

JC members may **NOT** concurrently serve on any other OSSTF/FEESO Provincial Standing Committees or Councils. However, JC members may serve on Advisory Work Groups.

A member of JC is prevented from simultaneously serving on the following two (2) OSSTF/FEESO bodies:

- Mediation Services Resources Bank (MSRB); and
- Appeals Committee of Provincial Council.

What is the Role of Judicial Council?

Judicial Council (JC) is a body tasked with determining if there has been a violation of the Provincial Constitution by a member.

JC's purview, according to Regulation 6 – *Judicial Council* and specifically subsection 6.3 - *Formal Complaints*, is limited to dealing with duly completed Formal Written Complaints submitted to JC alleging violations of the following Regulations, illustrated below with some potential scenarios:

- Regulation 2.3.2 – *Duties of Members During Negotiations/Sanctions*
 - If a member chooses to cross a picket line or supports actions which undermine or attempt to undermine any sanction imposed by OSSTF/FEESO in relation to central bargaining or local bargaining, then it may be within JC's purview to address;
- Regulation 2.3.3 – *Duties of Members to Other Members*
 - If a member chooses to make an adverse report to the employer on another member without providing that member with a written statement of the report as soon as possible, and not later than three (3) days after making the report, then it may be within JC's purview to determine if the Article or Regulation has been violated;

- Regulation 6.3.1.1 – *Executive Session*
 - If a member breaches the confidentiality of a duly established Executive Session portion of a meeting by releasing to any other person not in attendance during the Executive Session portion of the meeting any details of what was discussed and dealt with during Executive Session, then JC may investigate and hold a hearing to determine if there has been a violation of the Rules of Order;
- Regulation 6.3.1.3. - Regulation 18 by a member or members of a District Executive arising from the performance of the duties of their office; or (A.24)
- Regulation 6.3.1.4. - Regulation 19 by a member or members of a Bargaining Unit Executive arising from the performance of the duties of their office. (A.24)
- Regulation 6.3.1.5. - Formal Complaints shall be made in accordance with Judicial Council Procedures section of the OSSTF/FEESO Policies and Procedures. (A.15)

What are some of the JC Processes?

Specific details on the Judicial Council processes may be found in **Procedure 5** in the OSSTF/FEESO Internal Policy and Procedures document accessible on the OSSTF/FEESO Provincial website: www.osstf.on.ca under the Quick Links Tab – Constitution, Bylaws, Policies.

The following points provide a summary of the functions and duties of JC once a Formal Complaint has been received:

- JC Procedure 5.3.1 allows Judicial Council to conduct a preliminary investigation into the details of each incident in the charges and to either hold a hearing or to dismiss the complaint.
- JC Procedure 5.3.4 provides Judicial Council with the option of holding a prehearing discovery meeting (PHDM) before the case is heard by a Formal Hearing Committee. At this stage, a settlement is sometimes reached between the Complainant and the Respondent.
- If there is no settlement reached at the PHDM, then a Formal Hearing Committee may be appointed which shall consist of a minimum of three (3) JC members to act as the panel. The Chair or the Vice-Chair of JC is usually the lead to conduct the Formal Hearing.
- The JC Panel shall conduct hearings in accordance with Articles and Regulations governing hearings as approved by the Provincial Assembly or Provincial Council and shall determine whether, upon the facts so ascertained, the allegations have been proved and shall forward its written decision, including the penalty to be imposed if a guilty verdict has been reached, to the Provincial Executive for implementation.
- On receipt of the written JC decision from the Provincial Executive, either member, the Complainant or the Respondent(s), is entitled to submit a Request for Leave to Appeal the Judicial Council Decision to the Appeals Committee of Provincial Council in accordance with OSSTF/FEESO Policies and Procedures.

- Throughout the JC process, the tenets of Natural Justice are respected, and appropriate checks and balances are in place to ensure a fair process for all parties involved in a JC matter.
- All JC proceedings are held in-camera and the confidentiality of proceedings must be maintained by all JC members.

What Type of Professional Development and Training is Provided to JC Members?

Successful applicants will receive ongoing OSSTF/FEESO training on provincial structures of OSSTF/FEESO and its Articles and Regulations, and Policies and Procedures, on conflict resolution approaches, and about the key requirements of Natural Justice, rules of evidence at hearings, and how penalties are to be determined in cases of guilty verdicts.

Prior to being a voting JC Panel member on a Formal Hearing Committee, new JC members will be provided with the opportunity of participating as a non-voting observer in at least one (1) Formal JC Hearing.

Qualifications and Experiences

- i. Previous experience in successful conflict resolution in a Federation, workplace, or community setting would be beneficial.
- ii. Interest in quasi-legal proceedings.
- iii. Bilingualism in French and English would be an asset.

Deadline for Application

4:00 p.m. on Friday, February 20, 2026

Application Process

Interested candidates are to submit the following documents to Ryan Harper and Eric Laberge, Secretariat Liaisons to Judicial Council, via e-mail (ryan.harper@osstf.ca and eric.laberge@osstf.ca).

- i. A letter of application outlining their suitability for the position; and
- ii. The name and contact information of **two (2)** OSSTF/FEESO members, of which one may be a retired member, who may be contacted as a reference as part of the selection process.

Interested Members, prior to applying, are invited to speak with Ryan Harper or Eric Laberge at 416-751-8300 or 1-800-267-7867.

The Ontario Secondary School Teachers' Federation (OSSTF/FEESO) is dedicated to equity, anti-racism, and anti-oppression while protecting and enhancing public education.

Self-identification is voluntary. If you choose to self-identify, please complete the attached Voluntary Self-Identification Form with your application.