OSSTF/FEESO Regulation Protection Council (RPC) Is Looking for a New Member

The Provincial Executive is seeking to fill **one (1)** vacancy on the OSSTF/FEESO Regulation Protection Council.

A member selected for appointment to the RPC by the Provincial Executive will serve 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. **Regulation Protection 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.

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

A member of the RPC 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 the Regulation Protection Council?
The Regulation Protection Council (RPC) is a body tasked with determining if there has been a violation of the Provincial Constitution by a member.

The RPC's purview, according to Regulation 6 – *Regulation Protection Council* and specifically subsection 6.3 - *Formal Complaints*, is limited to dealing with duly completed Formal Written Complaints submitted to RPC 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 RPC'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 RPC'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 RPC 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 Regulation Protection Council Procedures section of the OSSTF/FEESO Policies and Procedures. (A.15)

What are some of the RPC Processes?
Specific details on the Regulation Protection 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 the RPC once a Formal Complaint has been received:

- RPC Procedure 5.3.1 allows the Regulation Protection 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.

- RPC Procedure 5.3.4 provides the RPC 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) RPC members to act as the panel. The Chair or the Vice-Chair of RPC is usually the lead to conduct the Formal Hearing.

- The RPC 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 RPC decision from the Provincial Executive, either member, the Complainant or the Respondent(s), is entitled to submit a Request for Leave to Appeal

the Regulation Protection Council Decision to the Appeals Committee of Provincial Council, in accordance with OSSTF/FEESO Policies and Procedures.

- Throughout the RPC 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 RPC matter.

- All RPC proceedings are held in-camera and the confidentiality of proceedings must be maintained by all RPC members.

What Type of Professional Development and Training is Provided to RPC Members?
The successful applicant 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 RPC Panel member on a Formal Hearing Committee, new RPC members will be provided with the opportunity of participating as a non-voting observer in at least one (1) formal RPC 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
Tuesday, November 10, 2026 at 4:00 p.m.

Application Process
Interested candidates are to submit the following documents to Daryl Jerome and Eric Laberge, Secretariat Liaisons to the Regulation Protection Council, via e-mail (daryl.jerome@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 Daryl Jerome 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.