



ETFO-UCL 2025-2027



March 20, 2025

EXECUTIVE ELECTIONS BULLETIN

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LOCAL ELECTIONS ARE COMING!

This spring members of the ETFO Upper Canada Local will elect our Executive (President, Vice- Presidents and non-released Executive members) for the 2025-2027 term. Once again, we will be conducting an online vote.

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FAQ

Q: Who can run for these elected positions?

A: You can! Any member in good standing can hold a position on the Executive.

Q: Why should I consider running?

A: Becoming an elected member of the Executive is a great opportunity for personal and professional growth. It is also the best way to learn how the local unit of your federation interacts with the Board and management, and how it strives to protect your rights, improve your working conditions and offer professional development opportunities.

Q: What if I decide to run after the April 15th deadline?

A: **Nomination forms will be accepted at the Local office until April 15th for Executive and April 15th for Annual Meeting Delegates.** Nomination forms can also be submitted when called for from the floor during the Annual General Meeting on April 16th, however, your campaign materials will have missed the March 17th deadline to be included in this bulletin or posted on the website, so your election campaign will be limited.

Q: Where can I find out about the candidates?

A: Visit the ETFO-UCL website, 2025-2027 Elections tab: www.etfo-ucl.on.ca

Q: What if I want to get involved, but don't want to run for office?

A: Join one of ETFO's many committees. You can learn the ropes and make a valuable contribution while you consider other opportunities for involvement with our Local. Check them out on our website!

YOUR ELECTION COMMITTEE

Lindsley Cowan (Acting Chairperson)
Trevor Deschamps

Please contact the local ETFO office (office@etfo-ucl.on.ca/613-345-4893) if you have questions.



ETFO-UCL ELECTIONS**IMPORTANT DATES**

February 18th to April 15th:

Candidates' nominations accepted. Nominations also accepted from the floor at the ETFO-UCL AGM April 16th. Forms are on the ETFO-UCL website www.etfo-ucl.on.ca

April 16th, 5:00 p.m.:

ETFO-UCL Annual General Meeting and Candidates' Speeches

Online Election Dates:

April 17th – 22nd: President

April 23rd – 24st: VPs

April 25th – 28th: Executive

**ETFO - Upper Canada
Local Annual General
Meeting
2025**

**Virtual Meeting
Wednesday
April 16, 2025
5:00 p.m.**

Register:

<https://www.surveymonkey.com/r/HZCQVBW>

VOTING

for the election of the 2025-2027 ETFO-UCL Executive will be conducted **online**.



**ELECTION of DELEGATES
To the
2025 ETFO PROVINCIAL ANNUAL MEETING**

August, 2025

Toronto, Ontario



Annually in August, ETFO members from across Ontario gather to conduct the business of our federation.

The Annual Meeting ratifies the priorities of the organization, elects the Executive, approves the budget and fees, amends the Constitution, votes on resolutions, and fulfills a variety of other responsibilities.

There is more however! There will be a host of important speakers speaking on the issues of the day.

To gain a greater insight into ETFO (and to have fun) you owe it to yourself to become a delegate.

MEET YOUR CANDIDATES

**Candidate Nominations Received as of the Deadline: 12:00 noon
March 17, 2025**

President – One (1) to be elected board-wide

Claire Church

Vice-President – Two (2) to be elected board-wide

**Cindy Becker
Heather Donihee**

Executive Members – Nine (9) to be elected board-wide

**Amy Bryan
Paula Carmichael
Norm Denney
Angela Lacelle
Mary McLaughlin
Norlynda Owen
Jennifer Russell
Sarah-Jane Woods**

ETFO Provincial Annual Meeting - Seven (7) to be elected

**Cindy Becker
Amy Bryan
Paula Carmichael
Lindsley Cowan
Norlynda Owen
Sarah-Jane Woods**

**Visit our website for up-to-date election / candidate information.
www.etfo-ucl.on.ca**



Committed to Leadership

Advocating with Integrity

Representing Effectively



Choose Claire Church for President

Insist on accountability from the person you choose to represent you.

I have kept best practices from the past, maintained relationships and trust with the members, while trying to implement positive changes on your behalf.

Demand that the person you elect will accurately represent and amplify your voices.

I have established a reputation of professionalism in interactions with members and the Board; I have the experience to advocate passionately on your behalf.

Expect your President to listen carefully to what is needed and understand what is at stake.

I approach situations with thorough knowledge of the collective agreement and the ability to think and reason from multiple viewpoints.

Re-Elect Cindy Becker

Vice-President

Your vote counts!

Experience matters :

Calm - I will continue to guide you through difficult situations.

Honest - I will investigate all avenues.

Confident - I will achieve the best results available.



Experienced-Informed-Knowledgeable



Elect
**HEATHER
 DONIHEE**
 to continue as
Vice-President

MY EXPERIENCE:

- Vice-President (2024-25)
- Finance Committee Secretary (2023-25)
- Collective Bargaining, Table Team Secretary (2023)
- Secretary of the Executive (2019-23)
- Political Action Public Relations Committee (2019-25)
- Joint Health and Safety Committee (2019-23)
- Health and Safety Committee, Chair (2020-23)
- Certification - Health and Safety (2021 & 2023)
- FSL Teacher (Core, FI)
- Professional Learning Committee (2018-21)

ADVOCATING AND LISTENING

Leadership Goals

- **Advocate:** My priority is to listen to our members' concerns and aggregate those concerns to communicate and advocate at the school and board level.
- **Empower:** When I respond to member questions, I take the time to research and gather the correct information to empower informed decisions on their part.
- **Be Informed:** I seek out educational opportunities to gain more insight into the issues of concern for members, especially Health and Safety, Legislation and Collective Bargaining.

COMMUNICATION, EMPATHY & EMPOWERMENT:

THE TOOLS REQUIRED TO
 REPRESENT OUR MEMBERS.

Re-Elect

MARY McLAUGHLIN



for

ETFO-UCL Executive

ETFO-UCL Executive member since 2011

School Steward since 2007

Collective Bargaining Table Team 2014- 2024

Treasurer and Finance Chair 2011 - 2014

Finance Committee 2011 - Present

Awards Committee 2019 - 2025

ESL Committee 2011 - 2015

**My experience and passion to defend and promote
our Collective Agreement rights
underscores my dedication to continue working for you.**

THANK YOU FOR YOUR SUPPORT.

Please exercise your right to vote.

Candidate for ETFO-UCL Executive



Norlynda Owen

Current ETFO-UCL Experience:

- Treasurer since 2016
- Executive committee member since 2013
- Finance committee member and chair
- Collective Bargaining & Table Team member
- Awards committee member



Prior ETFO-UCL Experience:

- ETFO-UCL delegate to ETFO's Annual Meeting in Toronto
- Steward or alternate for over 15 years
- Committee Member on various committees from 2003-present: Status of Women, Professional Development/Learning, Awards, Collective Bargaining, PA/PR
- Lanark Labour Council rep
- Participant in several ETFO conferences, including Leadership, Collective Bargaining and Political Action and Professional Relations (PAPR)

The Executive is the governing body of your Local. It works to maintain the integrity of your Local, discussing and bringing to light the issues that affect our everyday working life. I find my time at the table enriching and informative. This spring, I ask for your support and vote in order to continue my dedicated work on behalf of you and for our union!



Online voting dates for Executive positions are
April 25th 12:01 a.m. - April 28th 12:00 noon.

Vote for Norlynda Owen!

