

OUR SCHOOLS  
OUR FUTURE  
OUR STORY



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# CONNECTIONS

District 29 OSSTF Hastings-Prince Edward

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**NO CUTS to EDUCATION!** more photos on page 2/3



**OSSTF D29 Collective Bargaining Committee Survey**

Thank you to all OSSTF D29 members who took time to fill out our local bargaining survey. The Collective Bargaining Committee (CBC) met on February 25<sup>th</sup> and worked through all of the member surveys that were received. The summaries that they provide to the District Office will drive the development of local bargaining language that will form the brief that we use the next time we enter into collective bargaining. While we do not yet know what bargaining items will be discussed at the Provincial tables and what items will be discussed at Local tables, all of the information from members of D29 will leave the local team well informed of our member priorities. This information will be represented by the local team at all levels of OSSTF negotiating discussions.



CBC committee working through member surveys.

**OSSTF D29 Members stand strong against Education Funding Cuts!**

On Friday February 8<sup>th</sup> OSSTF District 29 members, and others who support public education, demonstrated how important Public Education is to us by turning up in strong numbers to attend our information rally at MPP Todd Smith's Office. The strong turn out was in the face of poor weather and exceptionally high winds. Our message was successfully carried beyond our rally and into our communities through the media coverage that could not ignore the number of teachers and education workers from schools across our district who showed up. The local office thanks everyone who took time to attend this important rally, likely the first step of many needed to protect our public schools given the direction our new government seems to be taking with public services.

**“No Cuts to Education” Information Rally —  
Held Friday February 8, 2019**



**Meeting with MPP Todd Smith**



Prior to the February 8<sup>th</sup> information rally District President Scott Marshall and Executive Member Chris Masterson (BSS) met with Bay of Quinte Area MPP Todd Smith to make him aware of the negative impact cuts to education would have on our schools and the teaching and learning environment. While the meeting was cordial, there was a clear difference

of opinion about the impact funding cuts will have on our schools. The message from the local OSSTF was clear, our public system can not afford any cuts without a negative impact on teaching, learning, and student outcomes. Protecting and investing in the public education system is a smart investment with greater long term benefits for Ontarians than cuts.



**The Ford government has made it public that its mandate is to cut 4% off the Ontario budget this year.**





# Anchor FM OSSTF District 29 UnPACKed

<https://anchor.fm/district-29-pac>

## D29 UnPACKed: Segment 3.1

### District 29 UnPACKed Episode 3 ...

The latest podcast from your local PAC team is now available for members to listen to. The February 25<sup>th</sup> Podcast features former OSSTF Secretariat Member and author of *The Little Education Report*, Doug Little.



Doug is a strong advocate for public education with a significant presence on social media. We encourage all members to listen to the latest Podcast.

[The Little Education Report Link](#)



PAC members Adam Gibson (BSS) Chris Masterson (BSS) and Jason Bremner (CSS) recording latest podcast for District 29 UnPACKed.

**Subscribe to our podcast on iTunes!**



February 22, 2019  
D/BU #109/2018-2019



## Call for Writers – Secondary Resource on Social Emotional Learning for Grade 10 Careers Studies

To: Presidents and All Members  
From: Lori Foote, Associate General Secretary – Professional Services

### For Action

OSSTF/FEESO is collaborating with School Mental Health ASSIST to create an eight module resource for secondary teachers teaching the grade 10 Careers Studies course (GLC 2O). This resource will provide evidence-based research on skills for transitions from secondary school, employability, and life-long resiliency.

We are looking for up to eight (8) teachers/occasional teachers and up to two (2) PSSP members from around the province interested in being part of the writing team for this resource. The team will also include representatives from School Mental Health ASSIST. The OSSTF/FEESO teachers/occasional teachers would need to be currently teaching or have taught the grade 10 Careers Studies course within the last five (5) years. PSSP members must be a psychologist, social worker, CYW/CYC and also be working in secondary schools.

### Applicants should have:

- strong communication skills
- demonstrated knowledge in social emotional learning
- evidence of work related to student mental health and resiliency

In addition, teacher/occasional teacher applicants need to have experience with curriculum writing, lesson planning, and/or resource development.

Successful applicants are expected to attend meetings at the OSSTF Provincial Office in Toronto on April 15-16, 2019 and May 6-7, 2019, with two additional dates as necessary prior to the full release of the resource. All costs that are related to time-release, travel, and meals will be covered by OSSTF/FEESO Provincial Office. Hotel accommodations will also be covered for those who qualify.

OSSTF/FEESO values the participation of members with different voices from lived experiences. We recognize that the selection of candidates for federation positions from members of equity seeking groups is an asset. Self-identification of membership in equity seeking groups is voluntary. If you choose to self-identify, please let us know any that apply to you:

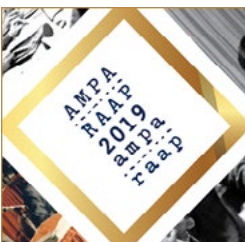
- woman
- racialized person
- LGBTQ2SI person
- FNMI person (First Nations, Metis, Inuit)
- Person with a disability
- Francophone.

The deadline for application is **March 8, 2019 at 4:00pm**. Interested candidates should submit, via mail, email, or fax, a completed application form. Please direct submissions to **Cathy Renfrew**, Director, Educational Services Department; OSSTF/FEESO 60 Mobile Drive, Toronto ON, M4A 2P3; Fax: 416-751-7079; Email: [cathy.renfrew@ossf.ca](mailto:cathy.renfrew@ossf.ca).

Inquiries regarding this D/BU are to be directed to Jenny Chen ([jenny.chen@ossf.ca](mailto:jenny.chen@ossf.ca)) at the Provincial Office.



**CONTACT THE LOCAL OFFICE IF YOU ARE INTERESTED!**



## OSSTF/FEESO CONDUCTS AN ANNUAL MEETING OF THE PROVINCIAL ASSEMBLY (AMPA) WITH REPRESENTATIVES FROM ALL ITS BARGAINING UNITS.

The Provincial Assembly is the supreme legislative body of OSSTF/FEESO and is responsible for establishing or amending Federation policies, bylaws, constitutions, budgets, the annual Action Plan and for the election of the Provincial Executive and OTF Governors.

Over 500 delegates from across the province will attend AMPA 2019 at the Sheraton Centre Hotel Toronto from March 8–11, 2019, to pass motions, vote on policies, and adopt the OSSTF/FEESO budget.

D29 AMPA delegates will go to Kingston March 1-2 to attend a regional meeting with delegates from D14, D15, D17, and D27. This meeting provides an opportunity for delegates to prepare for AMPA. They will review the Strategic Action Plan proposal, the draft Provincial Budget and all the motions coming to the floor.

**2019 is an Election Year, and delegates will hear speeches from candidates running from Districts in our region. Dave Warda (D14), Colin Matthew (D15), Stephen Helleiner (D14) and Karen Littlewood (D17) will speak.**

### District 29 Delegates:

**Scott Marshall** PRESIDENT, **Andrew Wachner** CHIEF NEGOTIATOR, **Chip Gillis** EXECUTIVE OFFICER, **Kendra Kilpatrick** EXECUTIVE OFFICER, **Doug Isaak** HEALTH & SAFETY OFFICER, **Jason Bremner** POLITICAL ACTION OFFICER, and **Michelle Dabrymple** DISTRICT OFFICER.

### COVERAGE FOR TEACHER ABSENCES:

#### From the Collective Agreement:

L60.06 Every Effort will be made to hire Occasional Teachers to replace Teachers who are absent for two (2) periods or more.

If you are absent the employer has agreed to cover the full extent of your absence under the article above. If you believe your full timetable has not been covered (only covering 2 of 3 periods for example) please contact the district office so that we can follow up.

### SEMESTER 2 STAFFING UPDATE (BRIEF):

A small number of contract sections were available to be filled by our members to begin the second semester. Each school SAC met to advise the principal and the Joint Staffing Committee (JSC) on what the school contract needs would be. The Collective Agreement was then followed in filling these sections, with some part-time teachers receiving an increase in their contractual entitlements to begin the second semester.

Feel Free to contact the district office anytime with staffing related questions.



Members of the education community can get exclusive savings through #Edvantage!

Want to stay-up-to date on the latest deals? Opt-in to e-News today <https://bit.ly/2N7X2Gb> #OTIPUpdate



Edvantage

APRIL 27<sup>th</sup>, 2019

WellnessDay

Swimming, Skating, Open Gym, and Yoga

at the  
**QUINTE**  
SPORTS & WELLNESS CENTRE  
265 CANNIFTON RD,  
BELLEVILLE

Participate in One Activity or All Four!

SKATING: 2:00 – 3:00 p.m.

GYM: 2:00 – 5:00 p.m.

POOL: 3:00 – 5:00 p.m.

YOGA: 2:00 – 3:00 p.m.  
(Adults only)

Pre-Registration is required for Yoga!  
RSVP to Sandy at: [osstf29@hotmail.com](mailto:osstf29@hotmail.com)



**FREE FOR MEMBERS!**

Family Passes are available upon request from your Branch President in April



OSSTF Occasional Teachers:  
please contact your School Branch President at the District Office



Walk into Retirement with a Plan



## Retiring in the next five years?

Have questions about retirement benefits and finances?

OTIP, Educators and your local union invite you to attend the Walk into Retirement with a Plan workshop.

During this workshop, you'll learn about:

- Retirement benefits for life – discover why OTIP is now the leading choice for plan flexibility regarding retirement health, dental and travel benefits
- Your Pension – Let Educators help you understand your OTPP and/or OMERS
- Other sources of retirement revenue, including CPP and OAS

This complimentary workshop is open only to members and spouses. A light dinner will be served. Please note any dietary requirements at time of registration.

Date:	April 29, 2019
Time:	4:30 - 7:30 p.m.
Location:	Travelodge 11 Bay Bridge Rd. Belleville

Register online at: [www.otip.com/events](http://www.otip.com/events)



## Keep your heart beating strong

February is heart health month, making it the perfect time to learn more about heart disease and how you can help prevent it by living a healthier life.

### What is heart disease?

Heart disease is a buildup of plaque in the heart's arteries that can lead to a heart attack, heart failure or death. Approximately 1 out of 12 (or 2.4 million) Canadians live with heart disease. However, as of 2013, the rate of Canadians diagnosed with heart disease began decreasing.

To learn more, visit [www.otipinsurance.com/article33](http://www.otipinsurance.com/article33)



## Reminder

The deadline for applying for a personal leave or for submitting a retirement notice is **March 31<sup>st</sup>**.

## Early Progress/Anecdotal Reports

Early progress reports are due at schools, and with the recent state of weather days, assessments may be based on quite limited information.

Members are reminded that Early progress reports are **NOT** an official report card, so there is no need to make them look the same or to include marks. Members are required to comment on three of six learning skills either with "Meeting Expectations" or "Not Yet Met", but fill in the other three with "Not Applicable Yet".

Anecdotal comments are limited to the learning skills as well, so references to poor attendance or behaviour related comments (lack of self-regulation) are acceptable. These things can affect a student's progress and eventual success.

## Sick Leave and Medical Documentation



It is the time of year when many of the calls to the District Office are about sick leave. Each year members are entitled to 11 sick days, as well as 120 days of short-term disability leave. These short-term days are payable at a minimum of 90% of salary. In addition, any of the 11 sick leave days unused at the end of the previous school year is available to top up a member's salary to 100%. You can check your sick leave usage on My EmPath by going to personal then to leave balances.

At the present time the Board can ask for medical documentation after 5 consecutive days absence, according to the Collective Agreement. The form to take to the doctor is called a [functional abilities form](#) and it is found at:

[http://www.hpedsb.on.ca/wp-content/uploads/2016/12/Form-423-4-FAF\\_OSSTF\\_Feb2019.pdf](http://www.hpedsb.on.ca/wp-content/uploads/2016/12/Form-423-4-FAF_OSSTF_Feb2019.pdf)

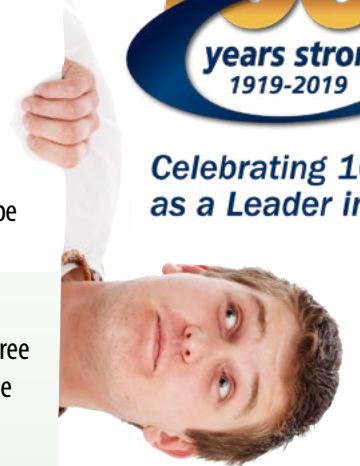
Our medical privacy is important, and you need to know that the employer is not entitled to know what is wrong with you if you don't want to share details. They are only entitled to a prognosis as to expected return. The form should not mention a diagnosis, and if you are going to be off for an extended period of time it should indicate a date for next assessment. For an initial doctor's visit the Board will accept a note if the only information is that you are unable to work and will be reassessed on such and such a date, but they will want a FAF at a subsequent visit. If your doctor charges for this service, include the receipt and the Board will reimburse you.

Please contact the District office if you have questions about sick leave medical notes or the Functional Abilities Form

OSSTF/FEESO

100  
years strong  
1919-2019

Celebrating 100 Years  
as a Leader in Education



### FEBRUARY

- 5 — Quinte Labour Council
- 6 — Council
- 19 — CEE
- 25 — Political Action Committee / Educational Services / Collective Bargaining Committee / Status of Women & Human Rights
- 27 — Executive

### MARCH

- 5 — Quinte Labour Council
- 6 — Council
- 20 — Collective Bargaining Committee
- 25 — Political Action Committee
- 27 — Executive



# AND THE LAST WORD BELONGS TO: [FORD TRACKER WEBSITE LINK](#)



Ontario Federation of Labour

Ford tracker: PC actions to date

*This list was last updated on Feb 22, 2019 PC actions to date (highlights):*



## February 2019

- [News reports revealed plans to] dismantle government agencies such as Cancer Care Ontario and the Trillium Gift of Life Network, folding patient care into a “super agency”
- Introduced voucher-based approach to children’s autism services (i.e., taking money away from regional agencies)
- [News reports revealed plans to] make it easier for landlords to evict tenants by slashing the waiting periods for eviction notices and allowing private bailiffs to remove renters
- Inked a deal with the City of Toronto that outlines the framework for uploading the subway to Queen’s Park
- [News reports revealed plans to] slash the number of regional school boards, particularly in smaller communities
- Introduced the Comprehensive Ontario Police Services Act, drastically altering how policer officers are governed and treated

## January 2019

- [News reports revealed plans to] dissolve Local Health Integration Networks
- Cut \$15M from the Ontario Trillium Foundation, which helps fund initiatives like the Coalition for Better Child Care
- Announced removing post-secondary grants for low-income students and reversing recent OSAP changes; reduced post-secondary operating funding through unfunded tuition reductions
- Announced the Student Choice Initiative, which will allow post-secondary students to opt out of union fees outside of “essential campus health and safety initiatives”
- Appointed their principal secretary as a full-time member of the Ontario Energy Board, who will earn \$197K
- Compelled Hydro One to Avista Corp USD\$103M after failed merger plan (cited Ford’s efforts to force Hydro One CEO to retire as a sign politics)
- [News reports revealed plans to] remove the cap on class sizes for kindergarten and grades 1 to 3
- “Committed” to full-day kindergarten for this Fall, leaving it uncertain thereafter
- Announced intent to re-examine how and where beer is sold throughout Ontario
- Transitioned health and safety training from in-person to online, affecting 50,000 workplaces

## December 2018

- Legislated OPG workers back-to-work
- Cut \$25M from school board funding, which funds tutors in classrooms and extra services for Indigenous and racialized students
- Revoked current and future funding for the College of Midwives of Ontario
- Slashed \$5M in base funding to the Ontario Arts Council and more than \$2 million to the Indigenous Culture Fund

- Appointed a new Ford-friendly Pay Equity Commissioner
- Introduced Bill 66, Restoring Ontario’s Competitiveness Act (e.g., loosened home-based child care regulations; reclassified employers to avoid hiring well-trained unionized workers for public infrastructure projects; removed important health & safety regulations to maintain clean drinking water; repealed Employment Standards Act provisions to protect vulnerable workers)
- Remained unmoved on eliminating street checks, despite the Independent Street Checks Review

## November 2018

- Required all provincial agencies, as of 2019, to obtain approval of 1) their bargaining mandates and 2) ratification of collective agreements, potentially expanding this oversight to other areas of the broader public sector
- Passed Bill 57, Restoring Trust, Transparency, and Accountability Act (e.g., delayed the Pay Transparency Act; removed independent officers of the House; cancelled a small increase in taxes for high-income earners; rolled back rent control for existing units)
- Passed a transphobic policy resolution at the PC convention, calling on the government to remove gender identity references from the sexual education curriculum
- Re-announced the creation 6,000 new long-term care beds – more than 80 per cent of which were established under the previous government
- Introduced regressive social assistance reforms (e.g., limiting access for persons with disabilities)
- Lowered the bar to hire Ford-friendly OPP Commissioner, Ron Taverner

## October 2018

- Allotted the sale of recreational cannabis to private retailers – in lieu of the LCBO
- Scrapped a scheduled three-cent-per-litre increase in the provincial beer tax
- Revoked a regulation that would have standardized training for volunteer firefighters across the province
- Paused the allocation of “parent reaching out grants”, which help fund school councils and student events
- Disbanded the expert panel to end violence against women
- Cut \$307.3M from post-secondary education, rescinding funding for three university satellite campuses
- Scrapped worker protections in Bill 148 (e.g., minimum wage; equal pay for equal work; access to workplace information)
- Froze proactive workplace inspections
- Withheld \$14.8M in promised funding from existing and new sexual assault centres
- Cancelled cannabis sales through the LCBO

FOR MORE, VISIT:

<http://ofl.ca/power-of-many-ford-tracker-pc-cuts-and-privatization-to-date/>

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OSSTF D29 Hastings-Prince Edward

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