



# OCTU D21 NEWS

**OCTU District 21 Newsletter**

**End of Year June 2018**

A letter from our President:

Smile, we did it! We made it through another school and federation year!

Many of our OCTU members will now enjoy some time off for the summer to relax and unwind. We are a full-service bargaining unit that provides support to the HWDSB system year-round with over half of our members working through July and August.

My role as President also allows for service to be provided to the membership for 12 months of the year. I will be taking some vacation time throughout the summer and will put an "out of office" on my e-mail when doing so. Members are encouraged to e-mail as a first route when attempting to contact myself as our district office does not have the support of our Executive Assistant, Brandie over the summer. With meetings being scheduled both in and out of the office, not all phone calls will be able to be answered. The answering machine will be checked regularly, however e-mails may be received in a more timely manner. If you have an emergency requiring immediate assistance and unable to reach me, please phone Provincial OSSTF: 1-800-267-7867 and ask for the Duty Officer.

I look forward to having a productive summer and have been setting meeting dates with board personnel through July and August to continue working on key items. The focus will be on setting up our unit to proceed with job re-evaluations through pay equity, strengthening communications, and preparing for the year ahead. We will work closely with HWDSB to prepare and present professional development opportunities for OCTU members by way of workshops/training being offered throughout the upcoming years.

I want to take a moment to thank each of you for your support and encouragement for myself, as well as your Executive, and Council (Branch Reps) members. We thrive off the information and interactions we have with the membership and appreciate the conversations. We look forward to continuing to serve the members through the 2018-2019 school and federation year.

We have already begun planning exciting events and opportunities for members for the year and hope to see many of you out at these events.

Thank you again for a wonderful year, I look forward to continuing to serve the members, always looking ahead. Whether you are a 10-month member, 12-month member, or Casual member, I hope you are able to dedicate some time to yourself and doing activities that you find joy in!

*Samantha*

## Key Dates

June is LGBTQ Month

- June 28 Payment made for Grid delays—Check your pay!
- June 29 Last day of school
- July 1 Canada Day
- September 3 Labour Day—Join us at the Parade!
- September 4—School Starts



## Be part of a survey on work and Musculoskeletal disorders



Researchers at the Institute for Work & Health are conducting a study to explore current workplace practices to prevent and manage MSDs in the workplace. They are going to draw on the published research, as well as employer, worker and practitioner experience through surveys, interviews and focus groups to synthesize information for Ontario workplaces.

To participate in the **online survey portion of the study**, click on this anonymous link:

[https://iwhca.ca1.qualtrics.com/jfe/form/SV\\_1KQaCYFzBhBcpUh](https://iwhca.ca1.qualtrics.com/jfe/form/SV_1KQaCYFzBhBcpUh) . The survey will only take **10 minutes**.

### Scholarship Opportunity

As members of OSSTF, we are affiliated with the Ontario Federation of Labour. The OFL is offering a \$2500 scholarship for members or their children to pursue post-secondary education. All members (or your child) are invited to apply. The deadline is August 1, 2018.

<http://ofl.ca/apply-for-the-2018-ofl-ail-labour-post-secondary-scholarships-today/>

### Summer Hours and Vacation Time

**Summer Hours Language from Collective Agreement** - As a reminder to all 12 month OCTU members, we have specific language regarding the scheduled hours of work over July and August. This language applies to all OCTU members working in a 12 month position. Please ensure you still take your lunch and breaks accordingly.

*L37.2 (b) The scheduled hours of work during July and August, the Christmas Recess period and the Mid-Winter Break, may vary depending upon the location of work but shall be six (6) hours per day normally between 8:00 a.m. and 4:00 p.m. In Secondary Schools, the hours of work shall be six (6) hours per day commencing at 7:30 a.m. and ending at 2:30 p.m. with a one (1) hour lunch, or 8:00 a.m. and ending at 2:30 p.m. with a one-half (1/2) hour lunch. Each Member shall be entitled to a one (1) hour unpaid lunch break which shall be scheduled as close as possible to the mid-point of the Member's workday. There shall be no reduction in the weekly salary/wages as a result of this reduced schedule.*

Further to the information regarding scheduled hours of work over July and August, we feel it is important to remind the OCTU members working in secondary schools of the language found in the collective agreement with regard to vacation and coverage in the office:

*L41.4(e) There will be a minimum of two (2) Members in a Composite Secondary School Office at all times.*

This language is here to ensure the safety of OCTU members when working in secondary schools over the school breaks. This ensures there is always two members in the school while other employees and students are not expected to be there. It is an expectation from HWDSB that customer service is provided 12 months of the year. No secondary schools shall close during the year, meaning offices will remain open all summer within the scheduled hours of work for OCTU members.

### Vacation Rotation Language from Collective Agreement

As a reminder, please see the language below from the collective agreement regarding vacation rotation:

*L41.4 (c) If more than one (1) Member in a work location or department requests the same vacation time off, then, the most senior Member shall be granted the first choice the initial year after ratification of this Agreement. Thereafter, vacation time shall be on a rotation basis beginning with the next most senior Member having first choice.*

## The birth of Unemployment Insurance

During the economic depression of 1929-39, young, unemployed men had to work in government work camps for paltry wages in isolated locations.

In pursuit of a living wage, workers in Vancouver abandoned the camps, launching a strike. After striking for two months with no relief in sight, they took their case directly to Ottawa, travelling by rail and on foot. This journey became known as the 'On to Ottawa trek'.

The trek was stopped by the RCMP on orders from Ottawa and after rioting and arrests of union leaders, the strike ended. Mackenzie King's Liberals won the next election and legislated against the repressive conservative government, abolishing the camps.

This epic strike and trip captured the hearts and minds of Canadians and gave birth to unemployment insurance in 1940. Canada was the last major Western country to adopt an unemployment insurance system. Today we refer to this system as Employment insurance (EI). Research has shown that EI was the single most important economic stabilizer in the past 3 recessions.



Source: <http://canadianlabour.ca/why-unions/history-labour-canada#ei>

## Labour Day Parade

**The Labour Day Parade is always a fun event! We will be marching again this year in the Hamilton Labour Day Parade on Sept 3, 2018 with a Free BBQ in Bayfront park!**

**We would love to get as many OCTU members out as we can and look forward to seeing you! Further details on our meeting spot will come in August. We hope you can join us and show solidarity for the union movement in Canada!**



## **Grid Restoration**

A joint memo between HWDSB and OSSTF/OCTU has been recently released to all members informing of the upcoming lump sum payment for those who were affected by the salary grid freeze in the years 2012-2013 and 2013-2014. This only affected those OCTU members who were still moving on the salary grid (in the collective agreement). The OCTU salary grid is only 4 steps (Minimum - 3 Years) for Grades 2-10 job classes, and 5 steps (Minimum - 4 years) for Grades 11-13 job classes. If you were scheduled to move forward a step during the specified time frame and were frozen for half the year, you will receive this payment on June 28th. Not all OCTU members will receive this payment as not all OCTU members were affected by this freeze.

## **Benefits Documents**

Attached in the email with this newsletter is an important memo concerning members benefits. Please ensure you read this memo as it affects 10 month members and any members that are retiring. As well there is a document pertaining to Emergency Travel Assistance through our benefits for any members who will be travelling this summer.

## **Employment Insurance (10 month members)**

Many of you will recall each year we are provided with a 16-digit reference code for school board workers when applying for Employment Insurance. This is no longer the case. We will no longer be receiving a reference code and will be expected to complete the application without using a reference code.

## **Contacting Samantha over the summer**

The OSSTF District 21 Office does not have support of our Executive Assistant over the summer months. While Samantha does work 12-months, she is not always physically in the office and is not able to answer all phone calls that come in. In order to ensure timely communication, it is suggested that e-mail be used as the first mode of communication/contact when trying to reach Samantha over the summer months. She will be checking phone messages left on the answering machine throughout the summer, however e-mail will be monitored frequently. Samantha will be accessing some vacation time periodically through the summer and may be unavailable at certain times. If you are unable to reach Samantha and need immediate assistance, you may call Provincial OSSTF and ask for the "Duty Officer". They will provide support and ensure Samantha is informed upon her return. Samantha's e-mail: [octupres@osstf.ca](mailto:octupres@osstf.ca) (this is the only e-mail for direct/confidential contact with Samantha).

## **The New Political Landscape: A Message From the Provincial Executive**

In the months leading up to the June 7 provincial election, OSSTF/FEESO developed and released a detailed education platform focused on key issues facing publicly funded education in Ontario. We urged members to use that platform as a basis upon which to evaluate the positions of the major political parties.

As the election loomed closer, it became clear that the Progressive Conservatives' campaign promises offered nothing to suggest that any of these issues were even on their radar. That in itself was cause for concern, but Doug Ford's repeated commitment to slash billions of dollars from the provincial budget—a goal that cannot possibly be achieved without serious consequences for education and virtually all public services—led us to conclude that the election of a PC government would not be in the best interest of OSSTF/FEESO members and the work they do on behalf of students.

Accordingly, OSSTF/FEESO settled on an election strategy that encouraged members to work against the prospect of a PC majority by supporting and voting for OSSTF/FEESO-endorsed candidates in ridings across the province. It's worth noting that, of the 40 seats that were won by the New Democratic Party, 38 were won by candidates that had been endorsed by OSSTF/FEESO.

Nevertheless, on June 7 the people of Ontario elected a majority Progressive Conservative government; on June 29 a new cabinet will be sworn in and Doug Ford will become the Premier of Ontario.

While this is not the result we were hoping for, we will not be adopting a hostile disposition toward the new government from the outset. Instead, we will be firm and forthright in the pursuit of publicly funded education's and our members' interests. We will reach out and make an honest effort to establish a meaningful dialogue, through which we will hope to advocate for the issues that are important to our members. We will attempt to impress upon the government that the students of Ontario are always best served when the government respects and supports the crucial work that our members, and all educators, do on behalf of those students, from junior kindergarten to university.

Beyond offering a truly regressive approach to Health and Physical Education and some bromides regarding other aspects of curriculum and cell phones in class, at the time of writing Doug Ford has said almost nothing at all about his plans for education once his party transitions to government. If, through frank dialogue and reasoned discussion, we can help to steer his government away from actions that harm the working conditions of our members and the learning conditions of our students, then we will follow that course of action for as long as it remains productive.

That said, we are well aware that it's simply not possible to square any kind of meaningful, ongoing support for our members' work with the budget cuts the PCs promised during the campaign. We must be fully prepared for the very real possibility that this government will veer in directions that would effectively subvert the work of our members and undermine publicly funded education in Ontario.

Should that occur, OSSTF/FEESO will tenaciously oppose those actions by all appropriate means. As always, we must be prepared to adjust our tactics accordingly, but our objective will always be, as it has always been, to advance the interests of our members, and to protect and enhance publicly funded education.

## **OCTU Meeting Dates for 2018-2019:**

Please find listed below the Executive, Council, Collective Bargaining Committee, Constitution Committee, Membership Meetings, as well as the Annual General Meeting dates for the Office Clerical Technical Unit for the 2018-2019 federation year:

### **September**

Tuesday, September 4th (first day of school) - Executive Meeting  
Tuesday, September 11th - Council Meeting  
Tuesday, September 25th - CBC Meeting

### **October**

Tuesday, October 2nd - Executive Meeting  
Tuesday, October 9th (after long weekend) - Council Meeting  
Tuesday, October 23rd - CBC Meeting

### **November**

Tuesday, November 6th - Executive Meeting  
Tuesday, November 13th - Council Meeting  
Tuesday, November 27th - Potential OCTU Membership Meeting (Frequently Asked Questions Night)

### **December**

Tuesday, December 4th - Executive Meeting  
Tuesday, December 11th - Council Meeting

### **January**

Thursday, January 10th - Constitution Committee Meeting  
Tuesday, January 15th - Council Meeting  
Tuesday, January 29th - CBC Meeting

### **February**

Tuesday, February 5th - Executive Meeting  
Tuesday, February 12th - Council Meeting  
Tuesday, February 26th - Potential OCTU Membership Meeting

### **March**

Tuesday, March 5th - Council Meeting \*this is the 1st Tuesday of the month\*  
Thursday, March 21st - Constitution Committee Meeting

### **April**

Tuesday, April 2nd - Executive Meeting  
Tuesday, April 9th - Council Meeting  
Tuesday, April 23rd - CBC Meeting

### **May**

Wednesday, May 15th - OCTU Annual General Meeting (AGM)

### **June**

Tuesday, June 4th - Executive Meeting  
Tuesday, June 11th - Council Meeting  
Wednesday, June 19th - District Retirement Social

\*Meetings begin at 5:00 p.m. (unless communicated otherwise) and are typically over by 7:00 p.m.\*

Please consider joining Council as a Branch Rep with meetings once a month.

We will also be seeking members at large to join our Collective Bargaining Committee in the Fall. This committee is comprised of any interested members who wish to take part and contribute to the bargaining of the collective agreement. Not all members of the committee will be on the "Table Team" who will negotiate with HWDSB. This team will be made up of those who wish to be a part of direct negotiations and will be voted from within the committee. We will have plenty of information and answers to questions at our first meeting in the Fall. We hope to see you there!





**OSSTF Hamilton-Wentworth District 21, join us this fall at FirstOntario Concert Hall for the The WIGGLE, WIGGLE, WIGGLE Tour and save!**

**October 6th and 7th at 12:30PM and 3:30PM**

**Wiggle in the aisles, while singing along to classics like “Hot Potato” and “Rock a Bye Your Bear”. The Wiggles are excited to bring their new, highly interactive, fun and educational message to all of their Canadian Fans. red coat dancers.**

**Use code  
OSSTFD21  
to save \$3 off per ticket!  
Make sure to get your tickets before they disappear!**

**Tickets go on sale on June 25th at 10AM!**

**Tickets price: \$41.75\***

**Redeem your code by visiting [www.ticketmaster.ca/groupdeals](http://www.ticketmaster.ca/groupdeals), calling Ticketmaster's toll free line 1-855-872-5000 or by visiting the Dan Lawrie box office located at FirstOntario Centre.**

**\*Online fees apply \*Save on fees by purchasing at box office  
\*Code valid until Oct. 4th at 10PM**



## Join Us!

We have openings for Branch Reps!

The time commitment for Branch Reps is 1 meeting per month 5pm to 7pm from Sept to June.

We offer training and support along the way, so you are never on your own to deal with a situation.

We hope members will consider joining us for the next school year in September!

Meeting dates are posted on our website [www.osstf21.ca](http://www.osstf21.ca)

## Contact Us

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Visit us on the web at:

<http://www.osstf21.ca/>

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Facebook:

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