



OCTU D21 NEWS

OCTU District 21 Newsletter

March 2018

A letter from our President:

It is hard to believe we are already into the month of March. What a huge success the OCTU PD Day was! With over 150 members in attendance, we enjoyed a fantastic day full of learning, fun, and networking. With a wonderful and hilarious guest speaker, Kate Davis, those who attended, certainly left feeling a little lighter and uplifted.

Thank you to everyone who was able to bring in a donation for Interval House of Hamilton. Along with your donations, we were able to raise \$270 in funds from additional raffle tickets that will go directly to Interval House of Hamilton. Thank you for your ongoing support! We look forward to planning for next year - bigger and better!

I feel it is extremely important at this time to mention that many of our members are now being asked to meet with their supervisors for a TAS (Total Attendance Support) meeting. These meetings are being held both in a formal setting as well as more casually. It is important that you be offered the ability to contact your union, if you are spoken to about your attendance by your direct supervisor. Your supervisor **MUST** inform you of your right to have your union present for this meeting/discussion.

This process can be confusing at times, please know I am here to help guide you through this. If you have any questions or are requested to discuss your attendance, please contact me immediately, I will be happy to assist.

I can be reached at the OSSTF District 21 Office via phone: **905-574-8285** or e-mail: octupres@osstf21.ca

For more information on Total Attendance please see the article in this newsletter.

In Solidarity,

Samantha



Key Dates

- March 2 PD Day
- March 8 International Women's Day
- March 12-16 March Break
- March 17 St. Patrick's Day
- March 30 Good Friday
- April 2 Easter Monday





OCTU PD Day – March 2, 2018

OCTU PD Day was a great success! Members participated in workshops to relax, renew and learn new skills. We had a great presentation by the Canadian Labour Congress on the effects of domestic abuse on workers and how to support employees who may face this challenge.

In support of members, we also had Lucy DeMartino from HWDSB hold a review of the new Employee Assistance Program—Lifeworks, which holds many great resources to help all OCTU members in your health and wellness. To lighten the mood we had great comedy from our speaker Kate Davis.

Thank you to all members who participated in this event, as we believe it is important for OCTU members to continue to grow their skills and learning. We are happy to be able to offer this opportunity to our members with great support from HWDSB'S Human Resources Dept.

A great BIG THANK YOU to Jackie McDonald, Samantha Wilson and HWDSB HR Dept. for organizing this event for our members!

Quick Fact:

Many historians attribute unions to the rise of Canada's middle class and the general prosperity of the country. By helping more workers make decent wages with more job security, unions are largely responsible for stabilizing the economy and stimulating its growth. Because of unions, more working people can afford houses, better food, clothing, cars and other consumer goods. Increasing demand for these things creates more jobs and even more economic growth.

Source: www.ufcw.ca



International Women's Day

International Women's Day 2018 campaign theme: **#PressforProgress**

With the World Economic Forum's 2017 Global Gender Gap Report findings telling us that gender parity is over 200 years away - there has never been a more important time to keep motivated and **#PressforProgress**. And with global activism for women's equality fuelled by movements like **#MeToo**, **#TimesUp** and more - there is a strong global momentum striving for gender parity.

And while we know that gender parity won't happen overnight, the good news is that across the world women are making positive gains day by day. Plus, there's indeed a very strong and growing global movement of advocacy, activism and support.

So we can't be complacent. Now, more than ever, there's a strong call-to-action to press forward and progress gender parity. A strong call to **#PressforProgress**. A strong call to motivate and unite friends, colleagues and whole communities to think, act and be gender inclusive.

International Women's Day is not country, group or organisation specific. The day belongs to all groups collectively everywhere. So together, let's all be tenacious in accelerating gender parity. Collectively, let's all Press for Progress.

Source: <https://www.internationalwomensday.com/Theme>

JOB TRANSFERS

Job transfers will be available from April 2-13, 2018. Please look for the new form on MyHWDSB in the coming weeks. Please remember that job transfers only allow permanent members to move from their job title to the same job title at another location.

JOB POSTINGS

Job postings will be held from now until late May or June. This is part of the regular process as we get ready to have staffing discussions with HWDSB. Once staffing is complete, job postings will be made available. We appreciate your patience during this time.

Total Attendance Support—Meetings with your Supervisor

How is it decided who attends these TAS meetings?

Monthly reports are sent to all supervisors indicating any employee who has reached 10 INSTANCES requiring the need for a meeting. One instance can be generated by a half day absence or a full day absence (e.g. if you are away for a half day, this will count as 1 instance for the TAS report, however will only count as a 0.5 absence for your absence report on the web portal). Once any employee reaches 10 instances, their name will show up on the monthly report and they will be called to a meeting with their supervisor. The correct procedure is for the employee's supervisor to inform the employee of the need for a meeting, informing of their right to their union representation at such meeting.

What should I do if I am called to a TAS meeting?

If you are requested to have a meeting to discuss your attendance, inform your supervisor you will attend and would like to have your union present. You should then reach out to Samantha immediately so we can arrange her attendance.

What should I expect at a TAS meeting?

Your supervisor will inform you that you have reached your 10 instances and will ask you if there is any supports they may be able to offer you to ensure you are able to attend work in a healthy atmosphere. They will inform you of supports available through the Employee Assistance Program and will provide you with information on this. This is basically all that should be discussed at a TAS meeting.

Helpful Information about TAS meetings and medical documentation:

Many supervisors have said things such as "if you provide a doctor's note to HR these absences will be cleared up" in meetings that have occurred without the union present. This is not true. A doctor's note is only to be submitted if you have been away for more than 5 consecutive days and/or a functional abilities form may be required once you have reached 10 consecutive days of absence. Submitting a doctor's note will not "clear up" these instances on the TAS report.

If you have any medical documentation to submit for absences, they are to be submitted directly to Lucy DeMartino and not your supervisor. Your supervisor never has the right to see any of your medical documentation.

Your doctor does not have to disclose a direct diagnosis at any time to HWDSB.

While TAS meetings commonly only last about 5-10 minutes in length, it is incredibly important to have Samantha attend with you. She is able to ensure the process is being done correctly and ensure you are not requested to answer questions or divulge information you do not have too. If she is not able to physically attend a meeting, arrangements for her to phone in to a meeting to facilitate can be made.

OCTU members commonly find themselves feeling guilty and/or needing to justify their absences to their supervisor. TAS meetings are not grounds for members to justify their absences, and they are not expected too.

Just because you are called in for a TAS meeting does not mean you no longer have access to your sick days. Each full time permanent member has access to 11 sick days paid at 100% and 120 sick days paid at 90% each year.

Please remember, OCTU is here to support you and protect your rights. If you are asked to attend a Total Attendance Support Meeting, please contact Samantha as soon as possible.

Reminder: Cell phone use at work

OCTU Members are reminded NOT to use their personal cell phone or electronic equipment while at work. This can be seen as time theft and can be cause for discipline.

If you are required to use a cell phone for work communications, please use the phone supplied by HWDSB. This includes communicating to Principals and Supervisors in your work locations.

You may use your personal phones and equipment during lunch and breaks only.

Holiday Hours

March break will be here soon! Holiday hours are in effect for 12 month employees during the break.

12 month employees must work a 6 hour work day with a 30 minute lunch break. OCTU 10 month employees are not required to work during the break. If you have any questions about holiday hours, please contact your branch rep. Have a safe and happy break!

Tax Returns

It is that time of year again! T4's are now available on the MyHWDSB site by logging into the Employee Portal located under MyHR. Please check your T4's for accuracy and contact Payroll immediately if there are any issues.

Chronic Mental Stress—WSIB Claims

WSIB has released a new medical form for use in Chronic Mental Stress claims. A worker is entitled to benefits for chronic mental stress arising out of and in the course of the worker's employment.

A worker will generally be entitled to benefits for chronic mental stress if an appropriately diagnosed mental stress injury is caused by a substantial work-related stressor arising out of and in the course of the worker's employment.

A worker is not entitled to benefits for chronic mental stress caused by decisions or actions of the worker's employer relating to the worker's employment, including a decision to change the work to be performed or the working conditions, to discipline the worker or to terminate the employment.

For more information please check under OCTU Resources on our webpage www.osstf21.ca

Communications Survey

To better inform and communicate with our members, we have emailed a communications survey to all members. This survey is short and should take no more than 2 minutes of your time. We appreciate if you could please take some time to answer the survey and let us know your thoughts and ideas!



Core Entertainment is inviting OSSTF Hamilton-Wentworth District 21 to come and join us for **Cirque du Soleil Presents Crystal** coming to **FirstOntario Centre** from June 20-June 24th, 2018!

Breakthrough Ice Experience where world-class ice skating and unexpected acrobatics fuse to create Cirque du Soleil's first on-ice experience!

Save up to \$18 off on select seats for ALL performances!
Code available for use March 2nd after 10am

USE CODE
OSSTFD21
TO SAVE

Special Rates*:

P1: No discount

P2: Adult - \$108.50 (\$18 savings) **Children** - \$88.00

P3: Adult - \$84.50 (\$14 savings) **Children** - \$69.00

P4: Adult - \$67.50 (\$11 savings) **Children** - \$55.50

P5: Adult - \$53.50 (\$8 savings) **Children** - \$44.00

P6: No discount

Show dates and times:

Wednesday June 20 - 7:30pm

Thursday June 21 - 7:30pm

Friday June 22 - 7:30pm

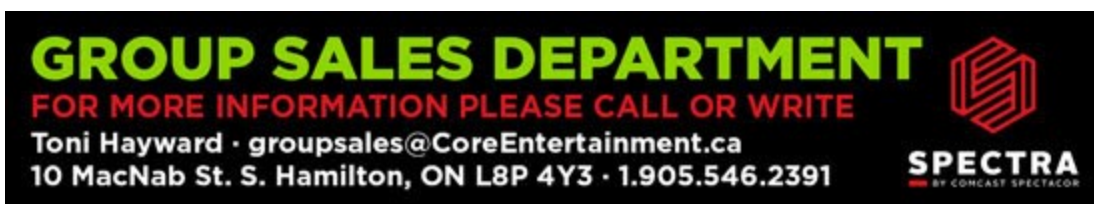
Saturday June 23 - 4pm & 7:30pm

Sunday June 24 - 1:30pm & 5pm

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

We look forward to seeing you there!

*Online fees apply. Code expires June 23rd at 10pm. Save on fees by visiting Dan Lawrie box office.



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.

This year we are planning activities, new ways to communicate with members and ways to be involved in our community.

If you are interested in joining, you are welcome to come out to one of our meetings OR contact a branch rep for more details.

Meeting dates are posted on our website www.osstf21.ca

Contact Us

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Visit us on the web at:

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

Like and Follow us on
Facebook:

[https://www.facebook.com/
OCTU-OSSTF-District-21-
1501189143295693/](https://www.facebook.com/OCTU-OSSTF-District-21-1501189143295693/)

OSSTF at the Ed Centre!

We have a brand new bulletin board installed for OSSTF information at the Ed Centre. It is located on the main floor near the elevators. OCTU Executive will be constantly posting information on this board so be sure to check it out!

HAVE YOU SEEN OUR WEBSITE?

We've updated our website! Resources are available for all OCTU members including our current collective agreement, recent newsletters, Health Insurance updates, A branch rep list—including fun facts about your branch rep! Please check out the OSSTF District 21 website and the OCTU Section for important information to all members. www.osstf21.ca



Happy Spring Break