



OCTU D21 NEWS

OCTU District 21 Newsletter

November 2017

A letter from our President

While we may have set the clocks back one hour, time certainly hasn't slowed down, welcome to November!

In keeping with our focus on opening up two-way communication for all OCTU members, your Executive and Council members recently attended Branch Rep Training. Your branch reps are ready to be your first contact when you have questions or concerns when seeking assistance from your union. Please watch for more information shortly from your branch rep.

We continue to work on building relations with HWDSB on behalf of our members at ongoing relations meetings. At these meetings we discuss areas of concern and areas to build on our relationship with HWDSB. In attendance at these meetings we commonly bring 1 rep from each large panel (Elementary, Secondary, and Ed Centre) to ensure all voices are represented. We use these meetings to pull topics from Council discussions and member concerns that are brought to our attention. It is important you continue to contact your branch rep when having concerns so that we can address them. More often than not, there are other members out there with similar concerns/questions. We typically share items that have been discussed at these meetings through various newsletter articles, make sure you read each article carefully!

A meeting has been scheduled to discuss the updating of the "OCTU Supervision Memo" for early next week. Once this memo has been updated and the union and board sign off, it will be distributed in the "Principal Weekly Memos". It will also be emailed by OCTU to all members. We have requested this memo be discussed at the next OLM and the board agrees with the need to do so.

HWDSB is in the process of hiring additional OCTU casual members and hope to have them ready for work in the next short while. It is always exciting to welcome new members to OCTU!

Pay Equity is in motion and meetings are scheduled. Please read the important information about the upcoming meetings for affected job classes.

We have set the wheels in motion on a couple of socials for members coming soon! Please read the newsletter for more information on an upcoming OCTU Night Out at the Races - Flamboro Downs and our first OCTU Paint Night of the year.

With the upcoming meetings and social events I look forward to the opportunity to see many of you at the union office or at the races!

Samantha

Key Dates

- **Nov 11**
Remembrance Day
- **Nov 16** International
Day of Tolerance
- **Nov 20** Pay Equity
Process meeting 5pm
- **Nov 22** Flamboro
Downs Social
- **Nov 25** International
Day for the
Elimination of
Violence Against
Women
- **Nov 29** Pay Equity
Document Review
meeting 5pm
- **Nov 25—Dec 10**
16 days of Activism
against gender based
violence
- **Dec 6** OCTU Paint
night social

**"The living owe it to those
who no longer can speak, to
tell their story for them".**

- Czeslaw Milosz

**Their sacrifice, for our
freedom.**

We Shall Not Forget



Human Rights and Status of Women Committee's

OSSTF has Human Rights and Status of Women Committee's both at the Provincial level and local level. Both committee's are made up from volunteers on District Council's and Executive teams and contribute greatly to advancing OSSTF's commitment to equality in Education and in Canada.

Human Rights as defined in our collective agreement, are principles upheld by law "In accordance with the Ontario Human Rights code, there shall be no discrimination against any member because of race, creed, colour, age, sex, gender identity, gender expression, marital status, family status, religion, citizenship, ancestry, ethnic origin, place of origin, place of residence, record of offences, disability or sexual orientation."

The Status of Women Committee works to promote equality for women through economic security and prosperity, encouraging women's leadership and ending violence against females of all ages.

Both committee's meet once a month at the union hall. If you are interested in being part of either of these committee's, please contact your branch rep.

OTIP Changes through Manulife

Manulife recently conducted an extensive review of osteopath associations. This type of review is common practice for insurance companies, as they are always working to ensure the highest level of member health and financial protection.

There are six osteopathic associations that do not meet the administrative standards as required by Manulife, that are comparable to other paramedical providers governed by provincial bodies. As a result, effective November 1, 2017, Manulife will no longer recognize these associations.

This decision is not intended to call into question the conduct of any individual osteopath. However, if you or an eligible family member uses the services of an osteopath registered with any of these associations after October 31, 2017, claims will be ineligible for reimbursement. Please see the OTIP website for more information.

Absences in SFX

All OCTU members are responsible for recording their own absences in SFX. If you know you are going to be away, the earlier you enter your absence, the better your chances of getting a casual member for coverage. Members who work in 10 month positions can request coverage as soon as they know they will be away.

Members who work 12 month positions can request coverage after 3 consecutive days of absence. The request would be made on the 4th consecutive day. When requesting coverage, please let SFX do it's job and find a casual member for you!. Continually choosing the same casual members holds our other casual members back from gaining experience and impedes the functionality of SFX.

If you need to cancel your coverage - do so as soon as possible. This will allow casual members a greater chance of picking up another job. Many casual members also have situations where they may need to make childcare arrangements or family arrangements in order to attend a job. Please keep this in mind when cancelling the coverage. We have many new members in the casual pool—they have varied experiences and backgrounds, which might be the right fit for your office or department!

Pay Equity Update

All members of the groups involved in pay equity this year are being asked to attend a meeting on Monday Nov 20 at 5pm at the union hall. This meeting will be brief and will explain the process going ahead. Light refreshments will be served. There will also be a meeting on Wednesday Nov 29 at 5pm please keep these dates free in your calendars and join us.

As we are moving ahead with pay equity, a process will be formed between HR and the union to create a timeline of jobs. All OCTU members will have a chance to be evaluated on the maintenance schedule. We are trying to address each job according to the dates they were last reviewed and to start with the oldest first. Please be patient as this process continues, we are committed to being fair and equitable to all OCTU members.

To members not being evaluated this year, it is helpful if you print a copy of your job description and if any changes occur, write the event and dates they occurred. This will help you moving forward when your job comes up for evaluation.

Education Grants and Scholarships for Members

Every year OSSTF offers fellowships and grants to members to assist them with their educational endeavours. The following are the 2017 recipients.

The recipients of the S. Hunter Henry Grant are Vanessa lafrate, District 18, Upper Grand—ESS and Karen McCormick, District 12, Toronto—TBU. The S. Hunter Henry Grant assists members in their full-time studies at a university of their choice.

Carol Fortin, District 3, Rainbow—PSSP, is this year's recipient of the I.M. (Brick) Robb Fellowship which assists members with doctoral studies on a full-time basis at a university of their choice.

Heath Bennett, District 20, Halton—TBU, has been awarded the Dr. S.G.B. Robinson Travelling Grant; a grant that allows members to travel for the purpose of serving education.

The recipient of the Educational Enhancement Grant is Christal Cabral, District 12, Toronto—PSSP. The Educational Enhancement Grant assists members with their studies leading to a first undergraduate degree/diploma at a university or community college of their choice, or in gaining a secondary school diploma from a publicly-funded secondary school.

OSSTF/FEESO congratulates all of the applicants and wishes them success in their studies. Application forms and other criteria concerning these fellowships and grants, which are administered by the OSSTF/FEESO Educational Services Committee, will be available at www.osstf.on.ca/awards in early October. The deadline for applications for 2017–2018 is April 1, 2018.

Please direct your questions regarding these fellowships and grants to Rob Dubyk at the Provincial Office at: 416-751-8300 or 1-800-267-7867 or email rob.dubyk@osstf.ca

Quick Fact: OSSTF does not dictate how its members should vote; nor does it have an exclusive political partnership with any one party. Our Federation strives to maintain good working relations with all the major political parties in Ontario. Through our lobbying efforts, we try to keep all politicians aware of issues facing our members. We promote the importance of public education and champion ideas and practices that benefit education workers and students. OSSTF by its very nature is a political entity, but rather than siding with a single political party, we spread our influence across the spectrum. All members are free to vote as they choose.

Source: OSSTF website

Health and Safety Training

Compliance Training took place on the PA Day Sept 22, 2017. All permanent members are required to complete this training. If you missed the compliance training at your location, please check PD Place on MyHWDSB to sign up to one of the sessions offered at the Board. Coverage is provided.

If you are not able to go to training or have questions, please contact Samantha immediately.



Management Rights 101

OCTU works on behalf of it's members to ensure a fair and equitable workplace.

Outside of specific parameters described in the collective agreement, management reserves the right to manage it's affairs as it sees fit.

OCTU will always seek to provide council to members and protect against discriminatory behaviour.

Members should be aware, the employer retains the right to govern employment, policies and procedures in accordance with it's mandate.

If members are ever asked to meet with management—all members have the right to representation.

Branch Training

OCTU Executive and Council members met on October 27 to complete branch rep training. It was a successful afternoon and covered many areas of the central and local collective agreements, reviewing frequently asked questions from members and exploring the various ways in which branch reps can help to support members.

Our branch reps are ready to help members with any questions or concerns. They are able to answer most questions and can bring any concerns from their branches to Council meetings.

OCTU members should feel free to contact their Branch Rep as they are knowledgeable and friendly ladies and are looking forward to protecting and helping our membership.

Thank you to everyone who participated in the Branch Rep Training—your hard work and support to our members is appreciated!

OCTU AT THE RACES!!

Join us at Flamboro Downs

Wednesday November 22, 2017 at 6:30pm

Cost is \$10, with \$5 returned to you at arrival

Please send payment to the OSSTF District 21 office OR
Pam Mulholland in the Athletic Dept at the Ed. Centre

We will be supplying a bus from the Union Hall—Arrive at 5:30pm

Included is a 3 course meal, OCTU race name in the program and a group photo with the winning horse! Members will also receive \$5 slot play with valid government ID—Please bring your government issued ID.

R.S.V.P. by Wed Nov 15 at 4pm—Email Brandie at district21@osstf21.ca

Please indicate whether you will be meeting us out there
or taking the bus so we can ensure enough seats.

Please also indicate if you have any food allergies.



SAVE THE DATE

OCTU is also holding a Paint Night!

Wednesday Dec 6

Cost is \$10 includes dinner and paint materials

REGISTRATION IS NOT OPEN YET—DETAILS TO BE ANNOUNCED SOON!

There have been some changes to Branch Reps please see the chart below for your branch rep and how to contact them.

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

OSSTF District 21

1423 Upper Ottawa St

Unit 2&3

Hamilton, ON L8W 3J6

(905) 574-8285

Communications Email:

octucommunications@osstf21.ca

President's Email:

octupres@osstf21.ca

Visit us on the web at:

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

Like and Follow us on

Facebook:

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

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

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

Collecting members information

All bargaining units in OSSTF are being asked to update their information on file with the union. We will be sending forms out to each school and department soon. We are looking to collect updated address, phone and email contact info for our members.

This is to ensure that we are able to keep our members up to date with information and updates and will be especially important when we start negotiations for the collective agreement next year.

When you receive the form, please fill it out and send it back to OSSTF District 21. If you have any questions or concerns about this, please contact your branch rep.

OCTU Branch Reps for 2017-2018

Branch #	Branch Rep(s):	Rep Contact	Locations
1	Doris Thomsen-Griffin Pam Mulholland	Doris_thomsen@hotmail.com Pam.mulholland14@gmail.com	Education Centre, Robert Thompson Building, St. Helens
2	Janice Marela	jmarela@hotmail.com	Ancaster High, Ancaster Meadow, Ancaster Senior, C.H. Bray, Fessenden, Mount Hope, Rousseau, Tiffany Hills
3		octucommunications@osstf21.ca	Nora Francis Henderson, C.B. Stirling, Franklin Road, Lincoln Alexander, Ray Lewis, Templemead, Helen Detwiler
4		octucommunications@osstf21.ca	Delta, A.M. Cunningham, Memorial (City), Queen Mary, W.H. Ballard, Rosedale
5	Ann O'Donnell	annabeller0221@hotmail.com	Glendale, Elizabeth Bagshaw, Glen Brae, Glen Echo, Lake Avenue, Sir Wilfred Laurier, Sir Isaac Brock
6	Dianne Wojtasik	diannewojtasik@gmail.com	Dundas Valley, Beverly Central, Dr. John Seaton, Dundana, Queens Ranger, Sir William Osler
7	Kathleen Russell	krussell0609@gmail.com	G.L. Armstrong, Pauline Johnson, Ridgemount, Norwood Park
8	Sharon Ryckman	philandsharon1990@gmail.com	Orchard Park, Collegiate Avenue, Eastdale, Green Acres, Memorial (Stoney Creek), Mountain View, R.L. Hyslop, Winona
9	Sharon Ryckman	philandsharon1990@gmail.com	Dundas Central, Yorkview, Spencer Valley
10	Debbie Turner	Turner.bill.deb@hotmail.com	Saltfleet High, Bellmoore, Billy Green, Gatestone, Janet Lee, Mount Albion, Tapleystown, Ecole Elementaire Michealle Jean
11		octucommunications@osstf21.ca	Sir John A MacDonald, Adelaide Hoodless, Prince of Wales, Continuing Education
12	Jackie McDonald	shamrock95@hotmail.com	Sherwood, Highview, Huntington Park, Lisgar, Richard Beasley
13	Kathy Faulknor Kathleen Russell	kathyfaulknor@icloud.com krussell0609@gmail.com	Sir Allan MacNab, Chedoke, Lawfield, R.A. Riddell, Queensdale
14	Debbie Turner	Turner.bill.deb@hotmail.com	Bennetto, Cathy Weaver, Hess St., Queen Victoria, Central, Ryerson, Dr. Davey
15		octucommunications@osstf21.ca	Sir Winston Churchill, Hillcrest, Parkdale, Viscount Montgomery
16	Lisa Hiscox	lisa.hiscox@gmail.com	Waterdown, Balaclava, Flamborough Centre, Guy Brown, Mary Hopkins, Millgrove, Allan A. Greenleaf
17	Maria George (Bazzo)	bazzo@sourcecable.net	Westdale, Dalewood, Earl Kitchener, Glenwood, Cootes Paradise, Strathcona
18	Lori Millar	lmillar8@hotmail.com	Westmount, Buchanan Park, Gordon Price, Holbrook, James Macdonald, Mountview, Westwood, Westview
19	Samantha Wilson	octupres@osstf21.ca	All OCTU Casual Members