



OCTU D21 NEWS

OCTU District 21 Newsletter

October 2017

A MESSAGE FROM OUR PRESIDENT:

Are we really into October already? Does anyone else feel like September just flew by? The school year started off on a busy note and the OCTU members greeted the chaos with professionalism and pride as usual!

On September 20th, we had a relations meeting between OCTU Executive and Human Resources. This meeting allowed us to raise concerns by OCTU members and brainstorm for some solutions. We brought forward concerns of an improper salary formula used during staffing enhancements in June, where we believe, if properly funded, this would produce some form of additional positions in the unit. After using the correct data, this has allowed for an *additional 1.0 FTE to be added to our unit* in the very near future. We were able to discuss the memo regarding student supervision that was released last January, and the need for it to be re-issued. This was agreed to by both parties and will be released shortly.

We discussed the great success of our past few OCTU PD Days and the incredible success of offering a full day for members. This was greeted with enthusiasm from HR and instant approval for a *FULL DAY of Professional Development for all OCTU members*. Overall, this was a great opportunity to represent OCTU members at large. We will be attending quarterly relations meetings to ensure ongoing communication and relationship building continues.

With a new school year, some changes in personal schedules occur, which has opened a few positions on our Council for Branch Reps. We have great discussions and are always looking for new voices. We are offering *full training for all Branch Reps* and Executive Members on *Friday, October 27th* - everyone will be learning together from the same level. We are incredibly welcoming and would love to have you join us! Please join us at our next council meeting, Tuesday, October 10th at 5pm to see if you may be interested in Branch Rep training.

Even more change is happening with the recent hiring of 23 new OCTU Casuals, and the current posting for more to be hired. I had the opportunity to meet the recent group of casuals hired at the orientation session held on September 27th. It is always great meeting new members and giving a brief explanation of what belonging to this union means. These casuals are ready to work - hopefully you will meet one soon!

I will be committing time over the next few months to get out and visit OCTU members at your worksites. These will be short visits to bring some greetings and be an ear if you need one. I hope to meet most of you when I make these visits.

~Samantha

Key Dates

Oct 2 Caretaker
Appreciation Day

Oct 5 World
Teacher Day

Oct 9 Thanksgiving

Oct 10 Council
Meeting

Oct 27 Branch Rep
Training

Oct 31 Halloween

WOMEN'S HISTORY MONTH

October is Women's History Month in Canada. We remember and celebrate the achievements of Canadian women, through their struggles for equality and fairness. This year the Status of Women Committee is promoting #Claimyourplace where everyone can support the voices of women in continuing to create change in Canada.



OSSTF Members at Open House Sept 27

OSSTF Support Staff Open House

We had a great turn out from OCTU District 21 members. We would like to thank everyone who came out and all the branch reps who participated. Thank you also to Tony's Corner Food Truck for bringing delicious food to our open house. We hope everyone enjoyed the event—stayed tuned for exciting upcoming events!

OCTU Folder on MyHWDSB

There have been a few changes to the MyHWDSB portal. Information for OCTU from HR can now be found here:

- 1) Log into MyHWDSB
- 2) Put the cursor over MyHR to get the drop down box
- 3) Click on HR Staffing and Operations
- 4) In the left side menu, click on Documents
- 5) Click on the OCTU folder

This is where you can find the Successful Applicants List and the Seniority List.

Visits from our President

Samantha will be making visits to schools and departments from now until the New Year. She will be dropping by on Wednesdays and would like to hear any questions or concerns you may have—as well as get out and meet the members.

New Facebook Page

To stay up to date– Like and Follow our page!

<https://www.facebook.com/OCTU-OSSTF-District-21-1501189143295693/>

Correspondence to HR

Please remember to include Samantha Wilson on any emails to HR when requesting leaves of absence. This will ensure your leave is on file with OCTU. If you are required to attend a return to work program or meet with a supervisor upon return, it is important that OCTU has your information on file. You can request union representation any time you are asked to meet with a supervisor.

Quick Fact:

When unions stand up for fairness, they raise the bar for everyone. Many of the things first won by unions are enjoyed by all workers today – minimum wages, overtime pay, workplace safety standards, maternity and parental leave, vacation pay, and protection from discrimination and harassment.

Source: CLC Website

Political Action Day

On October 20 Samantha Wilson and Lisa Hiscox will be meeting with the Provincial Political Action Committee to discuss the upcoming provincial elections.

The Provincial strategy for the elections will be new, as legal changes have been made in Ontario regarding how unions can support political parties.

More news will follow as we receive updates from Provincial OSSTF.

OCTU PD Day

We are proud to announce that OCTU's PD Day will be a full day event again. All members are invited to attend and will be paid for the day, including casual members.

PD Day will be held on March 2, 2018. Location is TBD.

We are looking for suggestions on the workshops, guest speaker and any ideas members want to focus on.

Any suggestions should be sent to Jackie McDonald: shamrock95@hotmail.com

Collective Agreement 101

This month we would like to focus on member's sick leave. Under our collective agreement, members are entitled to 11 sick days. **These must be used for yourself only.** These days cannot be used to take care of children, parents, spouses, partners etc. If you require leave for these reasons, it may require you take unpaid days off or there may be other ways to handle your situation. Each situation is unique, so please make sure to contact your branch rep to discuss options.

Each school year, members receive 11 sick days to be paid at 100% of your salary and 120 days short term sick leave, to be paid at 90% of your salary. If you do not use all 11 days in a school year, those days will be carried over to your 120 days, times 10% for each day. They are used as a top up of the 90% salary for one school year.

Example: If you have 5 remaining days of your 11, they will carry over to short term sick leave. Instead of 120 days at 90% of your salary - you will have 50 days at 100% and 70 days at 90% of your salary for short term sick leave.

Doctors notes may be requested by HR only and after 5 consecutive days off. This means the request will be on the 6th consecutive day off. If you are away for 10 consecutive days, HR will issue a Functional Abilities Form to be filled out by your doctor before you can return to work. If you are required to fill out a Functional Abilities Form, please contact Samantha Wilson as she can offer other supports and attend Return to Work meetings.

Do you have a question about the Collective Agreement? Is there part of the Collective Agreement you would like to see featured? Please email: octucommunications@osstf21.ca

MEMBER PAYMENTS

Lump Sum payment will be happening shortly – this is 0.5% of your earnings from the 2016-2017 school year. If you were on the active payroll on September 5, 2017 you are eligible to receive this money. Watch your paystubs shortly for this payment.

Bill 115 payment—A memo was emailed from HWDSB regarding information for any members who worked in August 2012 and qualified for the gratuity owed. This payment includes the gratuity which was paid on Sept 21, 2017 and the grid back payment to be paid by the end of June 2018. If you have any questions, please contact Carrie Hinnich in Human Resources.

SENIORITY LIST

The seniority list has been posted to MyHWDSB—please ensure you check it by October 30, 2017. If you have any questions or concerns, please email Brenda Maxwell in Human Resources by the Oct 30 deadline.

COMPLIANCE TRAINING

A memo will be coming out from Matthew Kwan (HWDSB Health & Safety) shortly for any casual or permanent members who did not have an opportunity to complete compliance training on the September PD Day. If you have any questions about the completion of compliance please contact Matthew at 905-527-5092.

SOCIAL COMMITTEE

Over the next few months OCTU Social Committee will be brainstorming ideas on events to hold for members. We would like to hear your opinions! Are there any previous events you really enjoyed? Any new events you would be interested in? Any ideas you would not like to see? This is your opportunity to let us know! We are interested in any ideas that engage members and create unique opportunities. Please email suggestions to: octucommunications@osstf21.ca

Delays enrolling in OTIP Benefits program

HWDSB is experiencing difficulties with the electronic transfer of members information to OTIP in the required format. New employees will experience a delay in enrolling in their benefits plan. Existing employees with a change to their work status or personal information will also experience a delay.

A quick fix is taking place immediately where members files are being manually entered every day as priority at OTIP. A more permanent fix, “middleware” is being looked at to transition the data from IPPS to OTIP. As we receive communication and updates regarding benefits, Samantha will send this to members.

If you have not had any recent changes in your employment status or your personal information, you will not be impacted.

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

Discount Programs

As a member of OSSTF and HWDSB you are a member of two great discount programs! Edvantage and Perkopolis allow members to save on a variety of items such as travel, shopping, dining, beauty, fitness, electronics, event tickets and more!

To sign in on Edvantage—use your last name and Edvantage number—found on the front of your OSSTF member card. If you do not have a card, please contact your branch rep.

www.edvantage.ca

To sign in on Perkopolis, you must register for an account.

www.perkopolis.com

REMEMBER: Do not use HWDSB computers or time at work to engage in activities that are not part of your work duties. This includes cell phone use, shopping online, Facebook etc. This can be labelled as time theft/misuse of equipment from HWDSB and discipline may be enacted upon at any time members are found engaging in non-work related activities.