



OCTU D21 NEWS

OCTU District 21 Newsletter

September 2017

Welcome to a new school year!

It has already been a fast-paced start to the school year for all OCTU members. We all take pride in the work we do to support the parents, staff and students in HWDSB and tend to go that extra mile, especially at this time of year. It is important that you remember to pace yourself and be mindful of how you feel. You can not give your all if you do not focus on yourself first! Work your proper hours, take your full lunch break (yes every day), and take your 15 minute breaks (step away from your desk and take a breather). I assure you by taking proper breaks (no matter how crazy things are) allows you to return more calm and focused.

For the first time in quite a few years, we are starting the school year with the stability of a collective agreement in place for another two years. This means our attention and focus will be spent on areas that affect all members such as having fruitful discussions during relations meetings with the HWDSB, assisting members, and enhancing two-way communication for members and the union.

Your OCTU Council of Branch Reps and Executive members took some time in June to plan and strategize new and creative ways of ensuring two-way communication between your union and the members. I am thrilled that some of these new techniques are already being put into practice. Have you heard, OCTU has a Facebook page?? You should also look forward to receiving communication shortly from your Branch Rep that will explain how you can communicate with them when you have questions or concerns.

All members will have the chance to come meet your Branch Rep and see the District Office at an upcoming Open House. These are just some new ideas we have to help enhance communication with all OCTU members. Please take part, join conversations, share positive news stories to the Facebook page, share concerns and questions with your branch reps, and come on out to our Open House...we look forward to chatting with all of you!

~Samantha

Quick Fact:

Your right to belong to and be active in a union is protected by provincial and federal laws and is guaranteed by the Canadian Charter of Rights and Freedoms.

"All of us do not have equal talents but all of us should have an equal opportunity to develop our talents..."

- John F Kennedy

Key Dates

- **Sept 1** Salary Increase effective
- **Sept 5** First day of School
- **Sept 14** Pay Equity Brainstorming—Elementary @ 5pm
- **Sept 21** Pay Equity Brainstorming—Secondary @ 5pm



Labour Day Parade

Often, Labour Day is seen as the unofficial end of summer. The time when parents, students and education workers are gearing up for a new school year. In Canada, it is also when rival football teams face off in traditional Fall Season Classics. Labour Day however, is a holiday that celebrates the achievements of workers and the labour movement. It's roots go back to the late 19th Century and began with the 8 hour workday movement. Each Labour Day we celebrate and honour the labour movement for sacrifices and legislation leading to improvements in the working life of Canadians.

OCTU members of District 21 were proud to be part of the Labour Day Parade and celebrations in downtown Hamilton on September 4, 2017. We had a great turnout!. OCTU members marched with other members of OSSTF District 21, alongside ETFO, OPSEU, HWETL, UNIFOR, HDIWG, Oakville Labour Council and community groups.

New EAP Launched by HWDSB

HWDSB has launched a new Employee Assistance Program through Mohawk Shared Services. Members will be receiving an email from the school board with information about this new program.

The new EAP service strives to help employees with Emotional, Work and Financial well being. This program is meant to be interactive and include a web based component to incorporate more social interaction. We support improvements being made to look after our members and their well being.

OSSTF D21 Support Staff Open House

Support Staff Bargaining Units of District 21 are having an Open House!!

We are inviting all members to come out and visit us at the union hall.

OCTU members will receive a ticket to enjoy a snack from Tony's Corner food truck.

We encourage members to come out, as we will have all our branch reps attending.

We would love to get to know our members better and for you to get to know us!

When: Wed Sept 27 4pm-7pm

**Where: OSSTF D21 Office
1423 Upper Ottawa St
Hamilton, ON**

This is an OSSTF members event only. If you have any questions or concerns, please contact your branch rep.

New Facebook Page

We are very proud to announce the launch of our new Facebook page! To stay up to date– Like and Follow our page!

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

Pay Equity Update

Our new Labour Relations Officer at HWDSB is Brent Richardson. We are looking forward to working with him regarding OCTU negotiations and pay equity.

With many changes in the HWDSB HR department we have been allowing time to get re-established. This will allow both sides to be better prepared for the pay equity process.

Training will begin shortly for both OCTU and HWDSB reps who will be part of the evaluation team.

The pay equity process for the pre-determined groups will begin this fall. There will be a final brainstorming session for these groups:

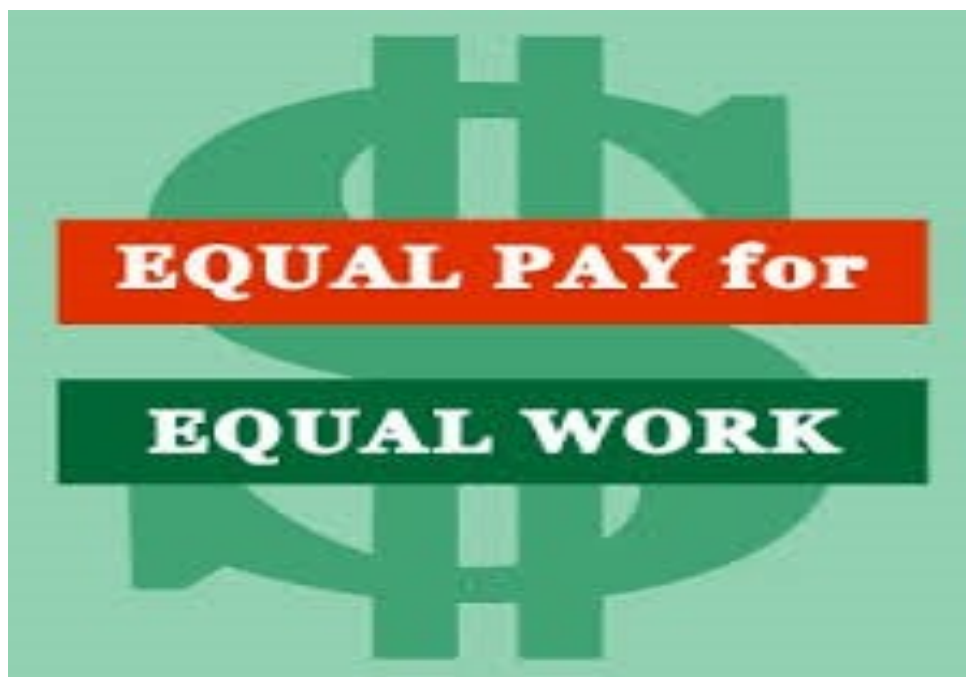
Sept 14 Elementary Group
Sept 21 Secondary Group

At the union office 5pm

It is the initiative and hope of both OCTU and HWDSB to re-evaluate all job positions in our bargaining unit. This will be an extensive process but be assured that all job positions will have their chance to be evaluated.

In Solidarity, we wish for the best outcome for the positions going ahead this Fall.

Any questions about Pay Equity, please contact Samantha Wilson



Financial Matters

0.5% Lump Sum Payment

As a result of the contract extension OSSTF signed, a 0.5% lump sum payment is to be paid to all members (Permanent and Casual) who worked in the 2016-17 school year. This will be calculated on your earnings and will be paid on or near Nov 1, 2017. Members must be on the active payroll as of Sept 5, 2017 to be eligible.

1.5% Permanent Salary Increase

All OCTU members will be receiving a 1.5% permanent increase to their current salary as of Sept 1, 2017. This is for all permanent and casual members. The next permanent salary increase will be Sept 1, 2018.

Bill 115 payment

Any OCTU member who had non-vested sick leave as of August 31, 2012 (members who had under 10 years service) will receive a payment of \$1208 by Oct 1, 2017.

Any OCTU member who had vested sick leave, to be paid out upon retirement, will receive a payment of \$604 by Oct 1, 2017.

Each member who did not move on the grid for the 2012-13 and 2013-14 school years will also receive a payment equal to 50% of the loss they incurred due to grid delay for those 2 school years.

Any questions about these payouts, please contact your Branch Rep

Paul Elliott Receives Life Membership

Paul Elliott, OSSTF/FEESO's 65th Provincial President, received a Life Membership at the June Provincial Council meeting. The honour was presented by incoming President, Harvey Bischof. Paul has been giving his time and energy to OSSTF/FEESO since his second year of teaching, when he became a Branch President in District 5B, Rainy River. He was elected to the Provincial Executive as an Executive Officer in 2005, and then served as Vice President from 2007 until 2013, when he was elected President.

Paul has earned a reputation not just as a steadfast advocate for OSSTF/FEESO members, but for building strong relationships within the labour movement both across Canada and internationally. His final term as President ended June 30, but Paul will continue to serve OSSTF/FEESO even in retirement, serving as the Federation's representative on the OMERS Board of Directors.

Join Us!

We are looking forward to this school year! We are planning activities, new ways to communicate with members and ways to be involved in our community. We are always looking for fresh faces to join us! If you are interested in joining, you are welcome to come out to one of our meetings OR contact your branch rep for more details.

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

Contact Us

OSSTF District 21

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Visit us on the web at:

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

Like and Follow us on
Facebook:

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

Scholarship for Members Children

Do you have a child attending a University, College or Apprenticeship program? As an OSSTF member, your child may be eligible to receive a \$1500 Bursary through the OSSTF Federation Family Education Fund.

Application deadline is April 1 of each year; members are encouraged to submit early!!

For more information on this or other scholarship and bursary funds, please visit the OSSTF Provincial website.

<https://www.osstf.on.ca/services/awards-scholarships-grants-and-bursaries/osstf-feeso-financial-assistance-awards-for-further-education/federation-family-education-fund.aspx>

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	Heidi Snelling	Heidi.snelling@icloud.com	Nora Francis Henderson, C.B. Stirling, Franklin Road, Lincoln Alexander, Ray Lewis, Templemead, Helen Detwiler
4	Sue McCormick	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	Lisa Hiscox	lisa.hiscox@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	Sue McCormick Helena Ryce	octucommunications@osstf21.ca	Sir John A MacDonald, Adelaide Hoodless, Prince of Wales, Continuing Education
12	Jackie MacDonald	shamrock95@hotmail.com	Sherwood, Highview, Huntington Park, Lisgar, Richard Beasley
13	Kathy Faulknor	ted.faulknor@sympatico.ca	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	Helena Ryce	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