

OCCASIONAL TEACHERS' BARGAINING UNIT

OSSTF DISTRICT 17 - SIMCOE

Unit 6 – 51 King Street Barrie 705-726-1722 www.d17otbu.ca d17otbu@gmail.com

YE A R - E N D N E W S L E T T E R

Summer 2019



2018/2019 EXECUTIVE

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CBC: Collective Bargaining Committee Gr.: Grievance Officer Neg: Negotiator Sec: Secretary



Dear Member:

Hopefully this past school year has been a good one. Premier Ford and his Conservatives have thrown a bit of a monkey wrench into our education system. Work offerings have been on par with last year in both casual and LTO work.

Please read this newsletter! Even though it's the end of the school year, there is still important information within and it is your bank account and career to which these items pertain. However, superseding all of this there is one critical thing to keep in mind; **EasyConnect** won't be jolting you out of bed at 6:00am until September, so enjoy the sleep-ins. Hopefully you are already enjoying some of your summer activities.

ATTENTION – IMPORTANT!

For the last few years we have been alerted to the fact that some of you did not know or understand fully certain key elements of our Contract. To that end and I know it is repetitive, but important, we bring them up again. Some of these things could even impact you staying on EasyConnect. They are listed below so that you are fully aware of them come fall start up:

- **WORK COMMITMENT - Article 12.03 (a):** The Board's commitment language is set at having to teach 10 assignments each semester for a total of 20 for the school year. If you are in an LTO or are a part Contract teacher on the Supply List, your work with the Board is pro-rated towards the 10 day/semester commitment language. For example: teaching 1 period LTO/contract you should be doing at least 7 days per semester to fulfil that commitment.
- **LEAVES - Article 12.03 (g):** Language has been tightened up when applying for non-medical leaves. Personal leaves commencing in September had to be in to the Board by June 1 and January 1 for Semester II leaves. Medical leaves are obviously a bit different, but get them in to HR as soon as possible once you know something.

- **REMUNERATION - Article 15.07 (a):** Currently pay is \$231.22.
 - **EMERGENCY REPORTING SHEET** – You should always carry the form “[Occasional Teacher Emergency Record](#)”. The maximum number of emergency duties is 4 full periods of APAs per year (Additional Professional Activities). These apply to assignments that are **not** on the replacement teacher's schedule and can include on-calls, hall duties, bus duty etc. A normal emergency assignment of 37.5 minutes or less counts as a half (.5) duty and if it is more than 37.5 minutes it is considered a full (1.0) duty. Make sure you get these duties signed off by an administrator. After you have completed the 4 full period duties, scan a copy to HR (Board Office). Following that you can legally **refuse** to do any emergency duty assigned to you by showing the original sheet to school administration, if indeed, they try to assign extra APAs. Do **not** volunteer for any extra duties (on-calls especially) as you could deprive another supply teacher of a possible assignment.
 - **DECLINE RULE – 15 per semester:** This rule applies to only your discipline/subject area and the job has to be a full day assignment. Also, if you turn down a job days ahead of in your discipline for a full day but pick up another job for that day, the decline is negated.
 - **DECLINING A JOB (on the day of) – Article 12.03 (f):** Beware of cancelling a job then subsequently accepting another job the same day. That is unacceptable in the Board's eyes and is in our contract. Unfortunately it will result in discipline.
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ANNUAL GENERAL MEETING

This year's AGM was held on May 16th with 48 members present, our largest turn-out ever. We capped the night off at the **Lob** (“Red Lobster”) where the majority of us from the AGM chowed down. Peggy Stevens was our chairperson again this year, running a meeting which had very few resolutions. Peggy will be retiring from her position and we wish her nothing but the best in a full retirement setting. We'll miss her expertise in Constitutionality issues. Several items were discussed along with Treasurer Marcia D'Antimo's future budget. There were no changes to our Executive even though it was an election year.

COMMUNICATION

Our membership is highly transitory as you can well imagine. Many of you do not have permanent work sites; therefore, communication with our members is our most critical element in all we do. The best way we have found is by direct email and, to that end, we have approximately 65% of your personal email addresses. Please forward your personal email address to Communications Officer Chris Petersen at d17otbu@gmail.com.

COMMITTEE REPRESENTATIVES

District Committees

Kate Dewey	Health & Safety + Human Rights: 705-209-3586 katedewey@hotmail.com
Deanna Nelson	Status of Women
Marcia D'Antimo	Status of Women
Chris Petersen	Communications Officer
Matthew Boyd	CPAC
Paul Cudney	Educational Services Officer

CONTRACT

(Collective Agreement)

With respect to our current contract, is the maintenance of that binding agreement. We do this by ensuring that our employer follows the collective agreement's legal intent. If you know of violations in any area, please let us know. Examples would be the assigning of extra duties above the actual teacher's timetable; such as “illegal” on-call coverages or on-going pay discrepancies. Contact Ben Andrews by email or text (so he has a written record) of any problems associated with “contract maintenance”.

EasyConnect

ATE

The number of supply teachers currently on ATE is 405 (Main List) with 27 on the Supplemental List. To insure your daily remuneration is correct I would advise people to record the job number, date of the assignment, location, and the teacher you are replacing. If admin refuses to sign your **Emergency Sheet** for some reason contact Grievance Officer Ben Andrews (info on letterhead).

One can access EasyConnect info on the Apply to Education web site. A multitude of data can be accessed there such as days taught, i.e.: for Pension restrictions or Employment Insurance purposes.

An issue over the last few years has been unfilled jobs. The Board and Contract Teachers obviously have warranted concerns when jobs are not filled plus members miss out on a job opportunity. If you know you're not available for a particular time period, please sign yourself out of the system.

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EMPLOYMENT INSURANCE

Because all Occasional Teachers **including** LTOs are not contractualized, one can apply for Employment Insurance in the off months. Some things to note about EI are:

- Again this summer there will be no ubiquitous automatic EI codes issued, simply apply and follow directions.
- You can start your application by logging on to www.servicecanada.gc.ca and going to **On Line Forms and Services**.
- Follow EI's obligations of having to look for work, being available for work, and be willing to accept other related occupations within a specified geographic area.
- There are minimum hours that are required for each application and for the area you reside in. For EI purposes, a day worked for the Board is set at 8 hours in length (**Article 15.14 (1)**).
- Check with EI to determine your hours needed as it varies by region, whether you are a first time applicant and the unemployment rate in each particular area.
- The eligibility period or the period one collects for is dependent on your hours worked toward the claim and, again, the regional unemployment rate.
- To qualify for EI **Maternity/Paternity** benefits, the minimum hours required are **600**.

FACEBOOK

Don't forget that we have a dedicated Facebook page. To join in, search **d17 otbu ossif** and ask to join as an invited guest. We will at that point accept you and you will then be connected to all our posts etc. and current communications regarding Secondary Occasional Teachers.

GRIEVANCES

Most grievances were thankfully of a minor nature this year and all have been resolved at the time of this writing by our judicious Grievance Officer Ben Andrews. Most grievances were related to Reg 274, missed assignments, classroom management, and pay.

NEGOTIATIONS

As you are well aware, our current extended Contract expires August 31, 2019. The Province is trying now to figure out what are Central/Local issues and they're not getting anywhere fast.

OFFENCE & MANDATORY TRAINING PROGRAM DECLARATIONS

Your Offence Declaration and Mandatory Training declarations should have been updated by June 15th. If the Declaration is not filed prior to September start-up, your teaching privileges will be suspended and removal from EasyConnect.

OTIP LOYALTY PROGRAMME

We were approached 4 years ago by the Ontario Teachers' Insurance Plan (OTIP) to support them through what's known as a Loyalty Programme. By us supporting them through advertising this teacher owned insurance company we would be helping get the word out about their services. They are wholly owned by all the Teacher/Support Staff unions in Ontario. By us supporting them, they will in turn provide a stipend to us that we can use locally for members, from everything such as PD funds, charity donations, or overall assistance. You will see the use of their logos, banners, footers, and ads on our communiques etc. throughout the year. They are highly competitive so we would, of course, highly recommend checking them out. See their ads within.



Planning a Summer Road Trip Through Canada on a Budget

Canada is known worldwide for its natural beauty. With rolling hills, sparkling blue waters, boreal forests, natural parks and mountain peaks, Canada really has it all.

If you're looking to explore more of this beautiful country over the summer without breaking the bank, follow this helpful guide of national attractions you can visit that won't cost you much more than the gas required to take you there.

To learn more, click here: www.otipinsurance.com/article41

PROFESSIONAL DEVELOPMENT

We have adequate funds available for OT PD. If you have something that is PD based, please download the form from our web site www.d17otbu.ca, get it back to us, and we will then take it to our Executive for consideration.

SUPPLY TEACHING

A GENERALIZED OVER-VIEW

If you've had a bad day or two while you've been teaching this past year, please consider the following:

- *We have the availability of well-stocked libraries.*
- *The use of workout facilities that are normally accessible to us.*
- *One can choose the days when one works.*
- *The majority of times we only work a total of 3 hours 45 minutes per day in the classroom (over)*

- We are surrounded by energetic and for the most part optimistic kids.
- Other than bus duty, no outside yard duties compared to our Elementary compatriots (where in February ,you could be standing on the NW side of a school playground with winds howling down from Nunavut at 90+ km/hr and a wind chill of -47C).
- Most times a long lunch period that is solely yours to attend school cafeterias, or sometimes enough time to go and procure sustenance.
- We have full computer access and Wi-Fi accessibility.
- Compared to the corporate world, we get a very respectable part-time wage.

WEB SITE

Our OTBU web site is located at www.d17otbu.ca. Please take time to check it out, as there is a lot of pertinent information on the site and contains such items as: our Constitution, the Current Collective Agreement (Contract), posts, Emergency sheets, blogs, archived newsletters, PD fund forms, and links to other Bargaining Units within District 17.

Yours in camaraderie,

Jeff Parton



(President, D 17 Occasional Teachers' Bargaining Unit)

