



# ONE FOR ALL

[www.d14.osstf.ca](http://www.d14.osstf.ca)



## PRESIDENT'S MESSAGE

by Janie Kelly

Hello and welcome back. It is an honour for me to serve this District for another year. It has been a privilege to have the opportunity to meet so many of you during branch visits and various meetings across the District. The times when I get to put faces to names are always a highlight of this role. I continue to look forward to meeting many more of you throughout the year, so please be sure to introduce yourself to me during the visits/meetings again this year.

We are anticipating that 2015-2016 will be a very busy year. At the front of most members' minds is the issue of negotiations. As you know we have a tentative Central Collective Agreement with a General Meeting to explain on September 15 and a ratification vote September 16. It is important for you as an individual member to be informed and engaged throughout this process. So, please plan to attend and vote. We do not have any Local negotiations dates set up yet, but will keep you informed as information becomes available.

Declining enrollment continues to present challenges for the members of this District and indeed across the province. The threat of school closure/consolidation weighs heavy for many members, as does surplus from home schools, and the ongoing redundancy situation which is heartbreaking for those involved, to say the least. We are fully aware that these processes are very difficult for our members and their families (as well as students and parents) to endure. We will continue to support our members to the best of our abilities and discuss potential strategies and processes which consider best case scenarios for the vast majority of the members that we represent.

I know how busy you all are, so I won't take up any more of your time. In closing, just let me say that it is a pleasure to serve the District with Tracey Germa, Daniel McLean, and Jen Deck. I believe that we make a strong team! We are here and available to answer your questions, or get answers to your questions regarding your employment with KPRDSB. Please don't hesitate to contact us.

## A PEEK INSIDE THIS ISSUE

- P. 1 - President's Message
- P. 2 - OT President's Message
- P. 2 - Local Negotiations
- P. 2 - Dear Jimmy
- P. 3 - GENERAL MEETING
- P. 3 - Integration Research
- P. 4 - Summer Leadership
- P. 4 - Your Local Executives

### CONTRIBUTORS

- Jen Deck
- Tracey Germa
- Jimmy
- Janie Kelly
- Daniel McLean

### EDITORIAL TEAM

- Tracey Germa
- Janie Kelly
- Daniel McLean

## OT PRESIDENT'S MESSAGE

by Jen Deck

Welcome back to all our Occasional Teacher Bargaining Unit members. I hope the time over the last two months has given everyone a chance to relax, recharge, and rev up for a new year.

It is encouraging for us all to return to our year with a Central tentative Collective Agreement on the table and I look forward to seeing as many of you as possible at the September 15th General Meeting. It is important that all OT members have all the information about what is contained in the Provincial side of the proposed Agreement.

We will continue to move

forward with Local negotiations with the Board and will be sure to keep our members updated on the process. News and announcements will continue to be posted to the private D14OTBU information blog. If you're set up for instant notifications, new posts will land straight into your email inbox. Be sure to contact me at [jendeck@gmail.com](mailto:jendeck@gmail.com) if you need help setting this up, or for an invitation to join.

This is a challenging profession at the best of times, and these are tough times for OTs. We are in for a difficult year, but be sure your union is committed to making the process fair to the membership.

## LOCAL NEGOTIATIONS UPDATE

by Daniel McLean

What a summer! As you are hopefully well aware, our Provincial Negotiators have come to a tentative deal that we are going to have a General Meeting about on Sept 15<sup>th</sup>, and vote in branches Sept 16<sup>th</sup>. However, what about the Local part? A common question we've been getting in the office is about our Local process.

Local Negotiations continued right up until July, and some progress has been made. While we have differed in

areas, the Local process has been professional and respectful.

For now, until we see the result of the Central ratification process, we are on hold Locally. We will resume Local Negotiations after the Central deal has been dealt with (although dates have not been set yet) with our continued eye towards improving Local items for members.

Should you have any questions, feel free to contact me at the office.

## Dear Jimmy

Dear Jimmy:

*I had a great, relaxing summer, and now I'm back at school. Guess what? I have 2 English classes that are at Maximum + Flex + more! And, Guidance just put one more kid in one of them yesterday!*

*I thought Article 9 outlined Class Size Maxima, so how can I have these overages? And, who should I tell to stop putting kids in this class: the Principal or Guidance? Finally, can we grieve?*

*Boiling over,  
Red Ross.*

Hey Ross,

Great question! Every year at the start-up of school, we get lots of calls with concerns about class sizes. I totally understand how frustrating it is to have such large classes and see them grow.

An important part of Article 9 is that the Employer has a few weeks to sort out these large classes. You know the phrase, 'whites of their eyes' or 'bums in seats' when it comes to students? Well, that means until final counts are done and students have either moved on or are actually showing up, we use Article 9 for our target. Class overages that remain as of October 1<sup>st</sup> can be grieved, or classes can be shuffled in order to avoid violating Article 9 for teachers.

So for now, Robert, keep doing what you do best: teach! And, although it's frustrating with so many students, give the school a chance to sort it out. Failing that, OSSTF will be notified through System Staffing and take action on our end to rectify the situation.

Keep up the good work,  
Jimmy.

**Disclaimer:** Although care has been taken in preparing the information contained in this publication, accuracy can not be guaranteed. The opinions and views expressed do not necessarily reflect those of OSSTF District 14. We reserve the right to edit for content and / or space.

## GENERAL MEETING ON PROVINCIAL TENTATIVE DEAL

OSSTF's Teacher and Occasional Teacher Bargaining Unit members across the province are being asked to attend information meetings in September detailing the tentative deal reached between OSSTF and the Ministry of Education/OPSBA. At each of these meetings, members will be able to hear about the tentative Provincial side of Contract Negotiations, the proposed deal, and next steps in the ratification process. Members will have a chance to ask questions of representatives from the Provincial Executive about the deal.

District 14's General Meeting will be held on TUESDAY, SEPTEMBER 15th at the Peterborough Curling Club (2195 Lansdowne Street, West) starting at 5pm.

Members are reminded to access the specifics of the deal by logging in to the Members Only page of the Provincial website - [www.osstf.on.ca](http://www.osstf.on.ca) - and to take time to look at the side-by-side comparison chart of the Crown/OPSBA positions and the agreed upon language provincial OSSTF Negotiators negotiated on our behalf.

*Members should remember that this vote is for the Provincial Table items only - no Collective Agreement is in place until both sides of negotiations, Provincial and Local, are agreed upon and ratified by the members.*

It is very important that members attend this meeting in order to gain clarity on the elements of the deal.

**MEMBERS WILL BE VOTING, IN THEIR BRANCHES, THE FOLLOWING DAY, SEPTEMBER 16TH.** OT Members are able to vote at any OSSTF D14 branch or the D14 office on September 16th.

As per OSSTF bylaws and procedures for the ratification of collective agreements, there is no advance voting and no proxy voting. Please call us at the office if you have any questions about how to place your vote.

*Carpooling is recommended as a green choice and to ensure there is sufficient parking at the event.*

*Please bring your own copies of the documents which you can find in the Members Only section of the provincial website.*

## THE DISTRICT AD-HOC COMMITTEE TO EXPLORE POSSIBLE FUTURE INTEGRATION

**At the May 2015 Annual General Meeting of District 14 the following motion was passed:**

***DIST-AGM 15-11*** BIRT an Ad Hoc Committee be formed of 3 OTBU, 3 TBU Members, 1 OTBU Executive Member, and 1 TBU Executive Member with the mandate to determine the viability of integration of OTBU and TBU, and present any corresponding motions to the 2016 DAGM. Cost \$1000.00

In June, members interested in being on the Committee were asked to forward their names to the District. From the names submitted, the following members were selected:

**TBU** - Martha Coward (CCI), Doreen Parker (CCSS), David Roberts (ASCVI), Tracey Germa (TBU Executive)

**OTBU** - Ben Medd, Melanie Parkin, Mark Vining, Keith Noland (OTBU Executive)

The Committee will **determine the viability of merging the Teacher and Occasional Teacher Bargaining Units into one combined unit.** The Committee members are tasked with **presenting any resulting motions, if necessary.**



The Committee will be meeting for the first time this September and will be reporting back to the District membership in May 2016. We thank everyone who voiced an interest in participating and especially those who will be giving up their personal time to work on this Committee.

## Leadership Moments 2015



## OSSTF District 14 Digitally Yours

Email - [dist14@nexicom.net](mailto:dist14@nexicom.net)

Twitter - @OSSTF14

Facebook - OSSTF District 14

Website - [d14.osstf.ca](http://d14.osstf.ca)

Dear Jimmy -

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Visit us regularly to find links to resources, relevant articles, Provincial updates, and important information.

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## SUMMER LEADERSHIP 2015

Every year, OSSTF holds its Summer Leadership training conference. This year, delegates from every District made their way to Ottawa to give of their personal time to attend workshops and training sessions focused on a number of issues. For District 14, this event gave members from both Bargaining Units a chance to engage in a variety of sessions. Members learned about OSSTF's involvement in the Federal Election, managing our Long Term Disability plan, embedding Equity into Collective Agreement language, understanding the effects of Mental Health on our members, working as an Anti-harassment Officer, Contract Maintenance, and the Teachers' Pension Plan. The three keynote addresses explored the importance of identifying and supporting members experiencing Domestic Violence, the value of Environmentalism as a Labour issue, and the dangers of ignoring the creep of the Right-Wing Agenda.

At this meeting, we also heard from our President, Paul Elliott, who detailed the hard work our Provincial Negotiators put into the development of the Teacher / Occasional Teacher tentative agreement we now have in front of us. Because the Tentative Agreement was only reached the day before Leadership, all Chief Negotiators and Presidents were gathered at Leadership to hear about and vote on endorsing the proposed deal. With the high-level of endorsement by our local leaders, the Tentative Agreement now stands before the whole membership for consideration and ratification.

*A special thanks to those members of D14 who gave up four days of their summer to attend on your behalf: Jen Deck, Aileen Fletcher, Tracey Germa, Janie Kelly, Ryan McCracken, Kevin McFadden, Daniel McLean, James Matheson, and Vanessa Woodacre.*

## THE LOCAL EXECUTIVES FOR TBU AND OTBU

### TBU Executive 2015/2016

*President:* Janie Kelly  
*1st Vice-President:* Tracey Germa  
*2nd Vice-President:* Dave Warda  
*3rd Vice-President:* Steve Helleiner  
*Secretary:* Darcy Wight  
*Treasurer:* Victoria Waterfield  
*Chief Negotiator:* Daniel McLean

### OTBU Executive 2015/2016

*President:* Jen Deck  
*Vice-President:* Keith Noland  
*Secretary:* Meaghan Dyas  
*Treasurer:* Andrew Gartenburg  
*CBC Chair:* Matt Skopelianos  
*Members-at-Large:*  
Toby Gullick, Chris Clarke, Ryan McCracken, Kees Beekers

### FOR THE DISTRICT (Representing both TBU and OTBU jointly)

*President:* Janie Kelly  
*Vice-President:* Jen Deck  
*District Officer:* Daniel McLean  
*Secretary:* Darcy Wight  
*Treasurer:* Victoria Waterfield