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District 28 Update

- District 28's Electronic
Newsletter

November
2018



Media Literacy Week

November 5th to the 9th is Media Literacy Week in Canada. Media Literacy Week highlights the importance of teaching children and teens digital and media literacy skills to ensure their interactions with media are positive and enriching. This year's theme is "Fact or Fake" focusing on the importance of verifying that online information is true, unbiased and relevant. Check out some of the resources available at <https://www.medialiteracyweek.ca/>

Schindler's List

With the recent shooting in the synagogue in Pittsburgh and other hate fueled crimes that seem to be happening more often, I thought I would share some resources. Schindler's List was released 25 years ago and it will be coming out in theatres again in December of this year. Click on the following link for a free webinar on the historical context of the film:

https://zoom.us/webinar/register/WN_xwAHaGqmSd6LJoMSr7BAuA

The following link will take you to other resources from the USC Shoah Foundation:

<https://iewitness.usc.edu/sfi/Sites/schindlerslist/>

Educators Financial Group

I have even more reasons to be the number one fan of this OSSTF owned company. Some events are hard to prepare for such as the tornado that hit Ottawa unexpectedly September 21, 2018. To help, Educators Financial Group is offering a special Emergency Loan, featuring: an unsecured fixed rate loan of up to \$5,000, repayable over 1 year, a low fixed rate of 5.2% and simplified credit underwriting. If you are an Ontario resident and a member of, or a family member of, the education community, and have been financially impacted by the tornados, you are eligible to apply. Call or email Lending Specialist, Federica Screnci, fscrenci@educatorsfinancialgroup.ca 1.800.263.9541 x3567

With interest rates rising, and the cost of accumulated debt going up, it makes financial sense for members to manage their debt at the lowest possible cost. Educators Financial Group has partnered with Tandia Credit Union to offer competitive rates on Secured Lines of Credit. You will find additional information here ([SLOC Communication](#)) about this product, as well as contact information for members who would like to explore this financial solution.

The Ford Effect

It seems that everywhere I go everyone is holding their breath and waiting to exhale... Recently, the Ford government rolled back many of the labour law reforms introduced by the Liberals. Mr. Ford claims to be working for the "People of Ontario", but not the poorest or the most precariously employed. These changes (see pages 3 and 4) did not directly impact most education workers, but they will impact some of the most vulnerable students and families we work with, which ultimately impacts learning and working conditions.

Most people I speak to in the education community are expecting the axe to fall directly on education at some point. Health care and Education are the two largest areas of expenditure by the Provincial government. Doug Ford's promise to reduce spending by billions has to ultimately come from somewhere...

OSSTF is already in the process of preparing for bargaining, even though our school board agreements do not expire until August of 2019. This past Thursday, I joined local OSSTF Presidents from across the Province to discuss where things stand and what path we might follow moving forward. It seems critical that we reframe Education in Ontario for Mr. Ford and his supporters. Education is an INVESTMENT and not an expenditure. Having a great Education system in Ontario makes it more attractive to businesses since it provides a skilled workforce and another reason people would want to live and work here. If Mr. Ford

needs to find efficiencies in Education – he need look no further than reducing the four separate school systems in this Province.

In any event, we need to be ready for almost anything as we prepare to negotiate new collective agreements. In the spring, members will be surveyed so they have a voice as local and provincial negotiating teams establish bargaining priorities. I encourage you to reach out to your Branch CBC representatives with any insights you feel need to be shared. If you don't speak up – we can only guess what you want.

Teacher Certification Rating Statements

The Certification system has seen extensive revisions in the last several years (see "[Recent Changes](#)" on the OSSTF Certification webpage) and some members will find that these beneficial rule changes will allow for Group increases without any further course work. If you are not a teacher in Group 4 and have not had a re-evaluation of your existing file in recent years, you may be missing out on the opportunity for increased salary that will come with a rating change. This may be of particular interest to Technological Education teachers, given additional changes over the years through the [Ontario College of Trades and Apprenticeship Act](#), 2009 and given changes to Red Seal Occupational Standards in Ontario. Members who are not in Group 4 are encouraged to send in Certification Application [Form #2](#) and request a review of existing credentials if you believe any of the changes apply to you. Contact Jeff if you have any questions or if you recently applied for a Certification Application in October.

Retirement Workshops

OTIP will be holding at least one Retirement Workshops this spring in Renfrew (see page 5 for more information and registration) OTIP may also be hosting a second workshop in the spring in Pembroke. If you have never been to one of these workshops, I strongly encourage you to go! (You will learn something new every time you attend!)

OSSTF Paid Day

Permanent teachers are reminded that they must use their Bill 115 Remedy day before the end of this school year if you have not already taken the day. They can be used on PA days and they can also be taken over two days. You should have received an email from Kelly Goldberg to your school email account on June 30, 2017 with information about the paid day and the following link to a Google form to apply for your paid day.

<https://goo.gl/forms/U8sPgTDcsNYfkKek2>

Use it or lose it!

Resilience

On our Provincial website you can find a new ten-minute video resource on cultivating Resilience. There will be a new workshop that will be available through our Educational Services Department soon. Check out the video - <http://www.osstf.on.ca/en-CA/resource-centre/educators-resources/cultivating-resilience.aspx>



Student Achievement Awards

Every year OSSTF runs a province-wide writing and creative arts competition for students. The winners are given a \$1000 prize, brought to Toronto and honoured in front of our Annual Meeting of the Provincial Assembly with a video that showcases their work. There are several categories, including poetry, prose, video and media. Students will also be judged in intermediate or senior divisions. This year's theme is "Ahead by a Century". Check out previous years' winners and contest rules at: <http://www.osstf.on.ca/services/awards-scholarships-grants-and-bursaries/osstf-feeso-awards-for-non-members/student-achievement-awards.aspx>

District 28 submissions are due at our November District Council Meeting which is on the 21st this year.



How a car accident can impact your insurance premiums

Car accidents can happen to anyone on the road, even great drivers. Whether it's a sudden stop causing a fender bender or failure to break at a red light, accidents happen and can impact your insurance premium.

To learn more, visit www.otipinsurance.com/article28

December 6th

A reminder that District 28 will be recognizing December 6th in our schools again this year. Our District Equity Committee has been working on some ideas around this important day.

Forms

I may sound like a broken record, but I need to remind all educational workers of their **LEGAL RESPONSIBILITY** to complete a **Safe Schools Form** by the end of the day, any time they witness a student doing something that might result in the student being suspended or expelled. Failure to complete this form could ultimately lead to losing your professional certification! The double-sided forms should be found in the main office and should be submitted to an administrator. You should receive notification from the administration if they took action or they did not take action.

If a student was to threaten you, hit you or throw something at you – you would need to complete an Aggressive Incident Report Form (which can be found online.) Since this is also something that could result in a suspension or an expulsion, you would **also** have to complete a Safe Schools Form. (If you need medical attention you should also be completing a First Aid form or taking a WSIB form with you to a medical practitioner.

If you are not sure if you need to complete a form – ask! In many cases if a form is not completed, the incident technically never happened. While it is your professional responsibility to complete forms, the forms also provide administration with the paper trail to advocate for more supports or make necessary changes. If you have any questions about forms, please contact me.

In Solidarity!
Jeff

November 2, 2018
D/BU #046/2018-2019



Bill 47 Making Ontario Open for Business Act 2018

To: Presidents and All Members

From: Brad Bennett, Associate General Secretary – Protective Services

For Information

On October 23, 2018, the Ford government introduced Bill 47, the Making Ontario Open for Business Act 2018. The Act serves to erase many of the protections for workers that were put in place through Bill 148. Essentially, the Bill reduces the rights of workers that the PC government sees as barriers to employer rights. The changes contained in Bill 47 that are of particular interest to OSSTF/FEESO members are summarized below.

Minimum Wage

Minimum wage will remain at \$14, and the scheduled increase in the minimum wage to \$15 on January 1, 2019 has been eliminated. No further increases will occur until October 1, 2020. Beginning on that date, minimum wage will increase annually in accordance with the year over year increase in the Consumer Price Index. Bill 47 also eliminates the review of minimum wage that was to take place in 2024 and every 5 years thereafter.

Personal Emergency Leave (PEL)

Bill 148 had introduced 10 days of Personal Emergency Leave, with the first 2 days taken being paid days. Bill 47 removes the 2 paid days, and introduces a more restricted version of PEL for the remaining 8 days. Employees will be provided with 3 unpaid days of Sick Leave, 3 unpaid days of Family Responsibility Leave, and 2 unpaid days of Bereavement Leave. An employer may deem any partial day of leave taken under this section to be a full day. As a further erosion of worker rights, employers are no longer prohibited from requiring medical documentation in order to establish entitlement to PEL. Finally, if an employee takes a leave under a provision of their contract or collective agreement that would have entitled them to leave under PEL, that leave counts against the employee's PEL entitlement.

Equal Pay for Equal Work

Bill 47 erases the provisions put in place by Bill 148 that ensured that casual, temporary and part time employees would be paid the same rate as permanent, full time employees who were performing the same work. In addition, the Bill removes the ability for an employee who believes they are being paid differently based on their gender to request a review of their pay.

Scheduling and Cancellation of Work

The Making Ontario Open for Business Act also eliminates the protections for workers introduced in Bill 148 related to requesting changes in schedule or work location, as well as those addressing when shifts are cancelled or shortened. Additional protection for workers who are on call was also eliminated. The only remaining protection under this group is the "Three Hour Rule", which states that a worker is guaranteed 3 hours' pay if they normally work more than 3 hours and their shift is shortened after they have reported to work.



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Public Holiday Pay

Although Bill 148 initially changed the calculation of Public Holiday Pay so that it would not disadvantage people who worked part time or irregular schedules, the Liberal government delayed implementation of the provision shortly before the election. Bill 47 reverts the old method of calculating Holiday Pay.

Bill 148 Changes that Remain

The following provisions of note were not revoked by Bill 47, and remain in place:

- 3 weeks of paid vacation for employees who have been employed for 5 years or more;
- Changes to pregnancy, parental, critical illness, and family medical leave;
- Paid leave for victims of domestic and sexual violence;
- Improved leaves for parents of children who disappear as a result of a crime;
- Notice or pay in lieu provisions for temporary workers who are terminated early from assignments anticipated to be 3 months or more in length;
- Family Day is still considered a Public Holiday and therefore subject to the same rules as other statutory holidays.

In addition to the above changes to the Employment Standards Act, Bill 47 will also remove many of the protections that Bill 148 inserted into the Labour Relations Act that added rights for workers and unions related to unionizing, organizing workplaces, and first contract negotiations.

Changes Made by Employers Due to Bill 148

It is important to note that, where employers and Bargaining Units signed agreements to alter terms of the collective agreement in order to comply with Bill 148, those agreements are not affected by any of the revisions proposed in Bill 47.

For further information, please contact Bob Fisher at bob.fisher@osstf.ca or 416-751-8300 or 1-800-267-7867.

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Walk into Retirement with a Plan



Retiring in the next five years?

Have questions about retirement benefits and finances?

OTIP, Educators and your local union invite you to attend the Walk into Retirement with a Plan workshop.

During this workshop, you'll learn about:

- Retirement benefits for life – discover why OTIP is now the leading choice for plan flexibility regarding retirement health, dental and travel benefits
- Your Pension – Let Educators help you understand your OTPP and/or OMERS
- Other sources of retirement revenue, including CPP and OAS

This complimentary workshop is open only to members and spouses. A light dinner will be served. Please note any dietary requirements at time of registration.

Date:	April 3, 2019
Time:	4:30 - 7:30 p.m.
Location:	Days Inn 760 Gibbons Rd. Renfrew

Register online at: www.otip.com/events

Presented by:



Do you know a student
who could use an extra
\$1,500 for tuition?

They could
WIN
a bursary
from OTIP!

If you're insured with OTIP and you or one of your relatives (e.g. child, step-child, grandchild, niece, nephew, aunt, uncle, sister, brother, spouse, etc.) will be a full- or part-time post-secondary student in the upcoming academic year, enter online for the chance to win a bursary from OTIP.

Twelve bursaries of \$1,500 each are awarded annually. The deadline to enter is June 15 each year.

Visit www.otip.com/bursary
for more information.

1.800.267.6847 | www.otip.com



OSSTF District 28 Renfrew is now
on Facebook – come and join our
group!

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