

Anti-Oppression Training



Shane Stagg
District & TBU President

On May 13 and June 2, District 13 leaders participated in Anti-Oppression training led by Garrett Metcalfe. He is a teacher at DASS, 1st District VP, Chair of our Human Rights Committee and a social justice leader in the District and at the Provincial level. Participants included Branch Presidents and other leaders in workplaces as well as the District Office staff.

We are addressing the importance of listening to marginalized members of our Union, acknowledging their experiences and addressing sources of oppression and racism in our organization and workplaces. The nature of systemic oppression is such that it is embedded in the way an organization is structured and how it runs. For example, while individuals may be non-racist or anti-racist, there are systemic barriers to

participation that exist. Since institutions tend to re-create themselves over time, these barriers are perpetuated. This can happen without the awareness of those included in the system. Those that are privileged within the organizational structures are unable to notice the problems and are therefore unaware of what needs to change. The issue extends beyond racism and includes all areas of identity that can lead to marginalization such as culture, religion, gender, ability, family status, etc.

Bringing this knowledge to light is an important first step to change. We must listen to those that are affected. Members tell us that they want to see themselves reflected within union leadership. There needs to be less reliance on knowing how everything works within the Union to be able to participate. There are procedures, unique vocabulary, and acronyms that would be unknown to those new to the Union. We are committed to addressing these concerns and others.

The Union must not be a secret club.

At our Annual General Meeting in May, the membership voted to approve motions that provide the tools to generate positive change. One is the creation of a new voting member of the District Executive. This member will have a leadership role in combatting oppression and racism. As well, we will establish advisory committees made up of marginalized members to provide feedback to the District and guide our activities. Members can expect to see an invitation through email in the fall calling for

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Anti-Oppression Training (cont'd)

those who would like to participate on an advisory committee. Members will be able to identify how they choose and we will use the results to bring people together. The committees will determine how they would like to work with the District to offer support. The committees will liaison with the newly created lead on District Executive. The Executive will reach out to the advisory committees for expert assistance when questions arise and the committees can

promote topics that they identify for attention.

The result has to be a District where all members feel represented and safe within the Union. The role of the Union is to protect all members and their working conditions with the employer. This includes advocating for equity. We can only do that effectively if marginalized members have voice within the Union and are included in leadership roles.

Members are always welcome to contact District Office with questions or concerns. At this time, in particular I am asking members to please feel encouraged to reach out. I can be contacted by email at shane.stagg@d13.osstf.ca.

Contact information for other members of our District Office team can be found by visiting www.d13.osstf.ca and choosing Contact from the menu.

District 13 BU Executives

These are the members elected or appointed to the District and Bargaining Unit Executives at the Annual Meetings.

District 13 TBU

Shane Stagg	District & TBU President and Provincial Councillor
Garrett Metcalfe	1st Vice President
George Chaktsiris	2nd Vice President
Rob Walker	3rd Vice President
Julia McCrea	4th Vice President
Ruth Kam	Secretary
Nicole Bléau	Treasurer
Ryan Kelly	Additional Provincial Councillor

District 13 OTBU

Avril Burns	President
Mara Zalcmanis	1st Vice President
Dick Woudenberg	2nd Vice President
Julia McCrea	Treasurer
Mara Zalcmanis	Additional Rep to Provincial Assembly
Dick Woudenberg	Additional Rep to Provincial Assembly

Goodbye & Thank you

The members of District 13 would like to thank the following members of Exec who are not returning next year:

Erin Crawford

Erin has given many years of service in support of our members. Her commitment to the bargaining team, the Human Rights Committee, and the organization of DAM, along with her tireless energy in support of District 13 activities has been greatly cherished. Erin has brought grace and a wealth of experience to our Executive team. Her contributions have helped define what we are as a District and she will be greatly missed.

Laura Michaluk

Laura's skill as Secretary this year was matched only by her warmth. Her contributions to discussions and decision-making of the District have been tremendous. She brought a keen knowledge of equity issues and the working and learning conditions of staff and students. We hope to see Laura's continued involvement with District 13 in the future.

New Summer Pay Dates for Permanent Teachers



Nicole Bléau
Executive Officer

With the ratification of the most recent Local Collective Agreement, the Permanent Teachers Bargaining Unit will be changing their pay date model to receive paycheques year round including during the summer. As this change is implemented effective September 2021, we want to make sure that members understand what this means for them.

Previous vs. New Pay Schedule

Previous Schedule:

- 4% x 21 pays + 16% x 1 pay in June
- Every other Thursday (September to June)

New Schedule (effective September 2021):

- 3.846% x 26 pays
- Every other Thursday (September to August)
- First pay of the year will be Thursday, September 9, 2021; second pay will be Thursday, September 23, 2021 and so on
- **Please note that in the past we were given our**

first pay on the first banking day in September. This will not be happening this year. Your first pay after the summer will be on September 9th NOT on September 1st.

Pay Smoothing

The amount in your paycheques every two weeks does not correspond to the number of days worked in that period. You are paid the same percentage of salary every other Thursday during the school year to make your income predictable. This is referred to as “pay smoothing”. This means that every time the Board pays you, the balance fluctuates between how much they owe you vs. how much they have paid you.

What Do I Earn Every Day?

Even though your salary is smoothed out in regular payments for your convenience, you are actually paid for the exact number of

days that you work. It is important to know how much you actually earn for each day worked:

- Daily Salary = Annual Gross Salary divided by 194 teaching days

Knowing your Daily Salary is especially important if you access unpaid days, access 90% pay sick days, or begin/end a leave mid-year.

Important Takeaways

Starting in September of 2021 you will be receiving paycheques every other week all year without any gaps. But in order to achieve this, each pay may be slightly less than expected, moving from 4% every pay to 3.846% every pay. With increases along the salary grid, and with a 1% salary increase starting in September of 2021, the effect of the change from 4% to 3.846% may not be noticeable. See the examples in the chart below to see the impact to each paycheque. Please reach out to the District Office for assistance if you have any questions.

Based on Grid Rates Effective September 2021		
Salary	4% amount	3.846% amount
Group 4/A4, Max: \$102,990	\$4,119.60	\$3,961.00
Group 3/A3, Max: \$96,289	\$3,851.56	\$3,703.27
Group 3/A3, 5yrs: \$74,069	\$2,962.76	\$2,848.69

Defining the Future



Ryan Kelly
TBU Chief Negotiator

Every three years, unions from across Canada converge on a city (virtually this time) to participate in directing our national house of labour at the Canadian Labour Congress Convention.

This 29th convention was titled “Defining the Future”, a theme supported by the resolutions brought forward by OSSTF, Durham Regional Labour Council, and other affiliates from across Canada. These were divided among three categories: Constitution and structure,

economic and social policy, and general resolutions.

OSSTF sought consensus among affiliates on important topics including (of course) public education, access to clean drinking water for First Nations, Metis and Inuit peoples, improved mental health supports, workplace health and safety legislation enforcement, and mental health supports for workers.

Resolutions brought forward by our Durham Region Labour Council addressed issues of exploitation of migrant workers, a federal minimum wage, climate action, and changes to the Canadian Labour Code.

I feel fortunate to have had the opportunity to attend, to learn

more about the priorities of workers across Canada, and to participate in the debate. Our District President, Shane Stagg participated as well.

Another important part of the convention was the election of the Congress executive team. Never in the history of the organization had we seen so many incumbents not seek re-election. Along with the convention being electronic, we had a truly unique experience where social media and campaigning may see shifts in member engagement and demographic barriers.

Please consider sharing your thoughts on the elections and/or resolutions. We would appreciate your engagement and guidance while we continue to build capacity in and outside our union.

Protecting your privacy when using electronic pink slips

Provided by OTIP

In some Canadian provinces – including Ontario, Alberta, Nova Scotia and Newfoundland and Labrador – drivers can now display an electronic pink slip on their smartphone when asked for proof of insurance. This provides a more convenient option over paper pink slips, which can be easy to lose and difficult to replace. However, many drivers are wondering what their rights and responsibilities are when handing over their phone to a police officer – and how they can protect their privacy while obeying the law.



Learn more at www.otipinsurance.com/article110.

DAM, another Zoom meeting?



George Chaktsiris
Communications Chair

On May 6th, District 13 held its District Annual Meeting (DAM). Usually this consists of a dinner and an evening out providing the opportunity to reconnect with some old colleagues that you may not get a chance to see all that often. Also you get to take part in how our federation operates, including the election of our local representatives.

Once again, much like for our 2020 DAM in November, we had to bring this to the membership via zoom. Like we always have, we still recognized those

members who have retired, our district executive, branch presidents and other committee reps. We also carried out our usual business of the house with such items as constitutional amendments and we also held our annual elections. This was done with the help of our provincial OSSTF voting centre to facilitate the election in a virtual setting. The elections that were held were for our additional TBU Provincial Councilor and the ranking of our four District Vice Presidents.

We also took some time to honour District 13's very own Harvey Bischof as he gets ready for retirement. We honoured him for all his service that he has provided our district from when he was

still one of our local leaders all the way though his adventure to becoming our Provincial President of OSSTF. Harvey was very grateful of this and thanked us all for our support saying that he could not have done it without our support and efforts on his journey.

A very big thank you needs to go to everyone who was involved in the execution of this meeting. It went off as smoothly as possible with many thanks to the DAM Steering Committee, the Constitution Committee, Ruth Leone, our office manager, and all those who had many other responsibilities behind the technology. Here is hoping we can return to a face-to-face DAM meeting next year so we can all enjoy the company of others and a nice dinner as part of these festivities.

Home delivery risks and how you can prevent them

Provided by OTIP



Taking more of your shopping online? You're not alone. E-commerce sales in Canada hit an all-time high in 2020 as many Canadians turned to online shopping and home delivery services during the pandemic. While home delivery offers a safe and convenient way to receive your goods, it's important to think about the associated risks and what you can do to prevent them.

Learn more at www.otipinsurance.com/article115

What Happens if I Get Hurt/Sick over the Summer?



Nicole Bléau
Executive Officer

As we move towards the end of the year, people often ask me “What happens if I get hurt/sick over the summer?”. I have provided an article for Inprint on the topic for the last several years and decided that I should include one again this year as it remains a top question.

The Abilities Form: In order to access sick leave or implement any accommodations, the Abilities Form from our Central deal is the only medical documentation you will provide to the Board. This standard form is easy to use, is readily available on our website at www.d13.osstf.ca/abilitiesform, and includes instructions about how to complete it and where to submit it. You will want to provide your Abilities Form to Ability Management, the confidential DDSB Dept. responsible for administering the sick leave plan. This is the form that all OSSTF members will use to document absences due to illness/injury of more than 2 days consecutively. This form replaces all DDSB medical certificates or doctor’s notes for

all Secondary Teachers and PSSP members. You are expected to provide a completed Abilities Form rather than simply providing a note or letter from your doctor. If you will need to be off in September or will need accommodations in the workplace, you should have the form completed by your doctor around early August, if possible, so that the Board has time to make any necessary arrangements regarding your accommodations, including meeting with you, OSSTF and your Principal/Supervisor. Please note: there is little point in submitting this form in advance in June or July, because the Board will usually want a current medical update and will simply ask you to go back to your doctor again in early August to confirm your restrictions.

Available Sick Leave: If you are injured/fall ill over the summer and cannot start work in September (or else need accommodations, including working half time), you will access a fresh new allotment

of sick leave for the upcoming school year. The allotment is the same as this year: 11 sick days at full salary followed by 120 days at 90% salary (plus any additional top-up from this year’s 11 days).

Completing the Abilities Form:

Remember to always keep a copy for yourself and to send it to Ability Management but not to your school. An easy way to submit your form is by taking a picture with your smartphone and then emailing it to Ability Management. It is important that you have the details of your return to work options in mind, including the realities of your job, when you see the doctor. The way that the form will be completed will be dependent on your needs. Section 1 of the Form, which outlines the options, is at the top of this page.

Based on your doctor’s assessment, you will follow one of two paths:

Returning to Work with Accommodations: If the doctor is indicating that you can return to

1. Health Care Professional: The following information should be completed by the Health Care Professional
Please check one:
<input type="checkbox"/> Patient is capable of returning to work with no restrictions.
<input type="checkbox"/> Patient is capable of returning to work with restrictions. Complete section 2 (A & B) & 3
<input type="checkbox"/> I have reviewed sections 2 (A & B) and have determined that the Patient is totally disabled and is unable to return to work at this time. Complete sections 3 and 4. Should the absence continue, updated medical information will next be requested after the date of the follow up appointment indicated in section 4.

What Happens if I Get Hurt/Sick over the Summer? (cont'd)

work on the first day but with some accommodations (this also includes working half days), they will select the second box in Section 1, and then outline your limitations and restrictions in Sections 2A, 2B and 3. Submit the form to Ability Management, then email your Principal/Supervisor and me and let us know that you will be at work but that you have provided documentation to Ability Management outlining some necessary accommodations. I will then be in touch to discuss your situation. A meeting will likely be called in the last two weeks of August with Ability Management, your Principal/Supervisor, OSSTF and you to put your accommodations in place.

Not Returning to Work: If the doctor is indicating that you cannot return to work at all, they will select the third box in Section 1. If this is the case, then they will NOT complete Sections 2A or 2B, but will instead jump directly to Sections 3 & 4. Submit the form to Ability Management, then email your Principal/Supervisor and me and let us know that you will not be at work and that you have provided documentation to Ability Management. I will then be in touch to discuss your situation.

COVID-Related Issues: If any COVID-related concerns arise, including a new need to be accommodated at the virtual

school, they will be dealt with in the same way as outlined above. The only difference is that you need to alert Ability Management to the issue as soon as possible. Do not wait until August if you know earlier. As always, if you need any assistance, please let me know. The District Office is closed during the summer but as things come up, such as return to work planning, they are dealt with on an as-needed basis. The best way to reach me during the summer is through email at nicole.bleau@d13.osstf.ca.

Wishing you a healthy and restful summer!



LifeWorks (formerly Posaction)

LifeWorks (formerly Posaction) counselling service is available through our OTIP LTD contract for Permanent Teachers. On an annual (calendar year) basis, you can access up to 12 hours of free face-to-face psychosocial counselling for you and/or your immediate family members. LifeWorks can assist you with work-related, family, personal or dependency problems. At this time, sessions are also available via distance options.

LifeWorks is mentioned on the District 13 website and in each newsletter.

To access LifeWorks, download the app or visit otiptl.lifeworks.com.

Log in with the username and password below:

Login: Lifeworks1

Password: @OTIPTL123

AMPA 2.0



Richard McCormack
Executive Officer

The continuation of the Annual Meeting of the Provincial Assembly (AMPA) took place June 5-6, 2021. The District 13 delegation included 21 members

who actively participated in the proceedings. It was once again a virtual event and perhaps in 2022 there can be a return to an in-person AMPA.

There were once again challenging conversations that took place over the weekend that centered on anti-black racism and colonialism. Locally, District 13 has committed to prioritizing conversations that address

racism, oppression and colonial practices. We continue to work toward making structural and procedural changes to move forward in a meaningful way.

If you are interested in attending AMPA 2022, you are encouraged to reach out to your bargaining unit president, (Shane Stagg, TBU; Avril Burns, OTBU; Kristen Bennett, PSSP) for further details.

4 ways to protect your car from vandalism and theft

Provided by OTIP

Your car is valuable, making it a prime target for vandalism and theft. In 2020, the top stolen cars in Ontario were the Lexus RX, Honda CR-V, Toyota Highlander, and Honda Accord, so if you own one of those vehicles you should take extra care to deter thieves. Criminals steal or damage vehicles for a variety of reasons: to get access to valuables inside the car, to sell, to get somewhere or to commit another crime. The costs of these crimes add up — in Canada, auto theft costs Canadians close to a billion dollars a year.

Learn more at:
www.otipinsurance.com/article114.

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PSSP News

Linda Temple

PSSP 1st Vice President

As we slowly wind down the 2020-2021 school year, I think two things would be painfully true: we've never had a year like this one and we hope never to have one again. When I reflect on the past year, I realize how much was accomplished despite school closures and openings, ever changing guidelines for PPE from the Ministry and added layers of precautions from our Colleges. Through it all, and still to this day, the one thing that remained constant was our service to children and families, whether we were working on a virtual platform or face-to-face in schools.

The PSSPs hosted our annual AGM on May 13th with 20 members in attendance. Thank-you to Nicole Bléau and Shane Stagg who attended from District Office, and Harvey Bischof from Provincial Office. A special thank-you to Jennifer Ojalammi from Peel District who chaired the event. The meeting was a great success and finished in record time. Thank you to everyone who attended.

Speech Language Pathology News:

The Speech Language Pathologists have been busy completing assessments virtually and meeting with schools and families to provide coaching and

recommendations. We have been heavily involved with the Right to Read Inquiry and celebrated Speech and Hearing Month in May. We continue to explore anti-black racism and the important work that needs to be done to support students who experience racial inequality. Many of us are looking forward to continuing our work over the summer with summer assessments, autism and literacy camps, and transition planning.

School Social Work News

By Erika Zabalet

Over the past few months, the school social work department has continued to collaborate with board and community partners to have equity and inclusion be at the forefront of our work. Our department has been striving towards growth in areas of anti-black racism and anti-indigenous racism and this will continue to be a priority next school year. We continue to provide one-to-one support to students and offer group supports through our virtual platforms, as well consultation to staff. We have created and delivered some professional development to support our EA and teacher colleagues. We have also been at the forefront supporting tragic events that

have had widespread impacts within our school communities. School social work supports will also continue to some degree throughout the summer. We have a number of new staff on the school social work team who have been doing a phenomenal job contributing to the team and creatively supporting students, families and school teams. Thank you to everyone for all of your hard work this year. We see you!

Psychological Services News

By Kristen Bennett

Psychological Services staff are busy trying to fill the many vacancies left by retirees and transitioning into summer work for those who signed up. We will be running student focus groups and working directly with students on mental health initiatives in partnership with Durham Catholic District School Board over the summer. Another initiative, DDSB Button on the website, is an email for parents to request information and connections. Social Workers and Psych services staff will monitor the email and support parents with information they need which may include connections to community agencies. The DDSB and DCDSB partnered to have speakers Jennifer Kolari and Charmaine Laine to run PD for parents on mental health.

PSSP News (cont'd)

Interpreter/Intervener News

By Stephanie Pritchard

It's been a banner year. As we wind down another school year, another COVID year to boot, I wanted to reflect on a few of the positives that came from the year that wasn't.

Every single one of us rose to the challenge, wore PPE, changed from face shields to goggles to eye protection and back again. We changed from in class to online to in class and again to the online format. It wasn't easy or fun, but we did our best with what we had. Are we heroes? Probably not. But a student somewhere, maybe without saying so, learned about resilience and community, or learned how to keep going when things were 'hard' or 'boring'. They learned it from you, without you even planning it that way.

I especially want to acknowledge the persistence of our interpreter group. You are seen, and your hard work is recognized. Pivoting to a wide variety of meeting platforms, creating accessibility for self and student while learning new things about technology that previously never entered a classroom. Working on two screens, creating and editing videos all from home, and maintaining your own ergonomic safety. Oh yeah, and caring for your own kids. You are professional and poised and we thank you for that.

Soon the classroom will be shut for the summer and we can all take a minute to breathe and look around. Do what you love and fan that remaining spark into the flame that will recharge you. Savour the moment you are in and I will see you in September!

Celebrations

Congratulations and best wishes to a much loved and very deserving group of colleagues who retired this year! You will be missed! Chris Beelan, Frances Brooks, Kim Crozier, Katherine Karakakis, Pat Kennedy Harp, Cathy Pearson, Ellen Peppiatt, Nancy Sarlo and Pat Sasse.

Final Thoughts

So, goodnight goggles from a 1997 science lab, goodbye plexiglass barrier. Until next year amplification system that gives feedback and farewell facemasks.

Welcome summer and up to 10 friends in my backyard. I can't wait!

On behalf of the PSSP, I want to wish all of our OSSTF D13 family a wonderful summer break. See you in September!

CAREpath

The Health Care Navigation System

CAREpath provides support for our Permanent teachers and their families when they are faced with a new diagnosis or a recurrent diagnosis of cancer. The support also includes a cancer survivor support program which can assess health risks in order to reduce the risk of recurrence. If you, your spouse or children need this support, call today! Contact the District Office for the LTD Policy #. If you want cancer treatment information for friends and extended family members, you can call the free Cancer Info Line at 1 800 290 5106.

Update: From the OTBU President



Avril Burns
OTBU President

It was an unusual year, to say the least. The pandemic and cohorting resulted in more fulltime work for a few but drastically less for many. It has been a difficult year for Occasional Teachers and, as with so many other job classes, exposed, as never before, the inequities that are used every day to funnel work to particular people, regardless of qualifications, seniority, or experience. Practices that go unnoticed when there is a lot of work stand out in stark relief when there are few opportunities to earn.

It is each of our responsibilities to fight for fair hiring practices and the equitable distribution of work whenever we've been wronged or when we see an opportunity to make things better. We do that by being informed about what our rights and obligations are and by alerting the Federation when we feel that our rights have been side stepped. Here is an example of how the Board quietly and regularly ignores our rights: the

Board has, once again, stated that secondary occasional teachers must request a leave of absence for any absence of 4 weeks or more. The OTBU has reminded the Board on at least a dozen occasions that this is not true – but they continue to repeat this at orientation meetings, they put it on the website and require teachers to affirm that this is their responsibility on the renewal form. But there is no threshold number of days or weeks that trigger the need for a secondary occasional teacher to request a leave of absence. It is good manners to set your status as unavailable for the duration of your absence and advisable to request a LOA if you are not going to be able to teach for the minimum number of days to remain on the list (five). BUT you are not required to request a leave of absence. This is just one small example of why we all need to take responsibility and watch out for each other. Some teachers realise that they can contribute to making our work lives better. Some even join the Federation and become leaders at the local and provincial level. I hope some of you will consider sharing your voices and your expertise with the Bargaining Unit, particularly as we approach preparations for the next round of bargaining one year from now. Please reach out to the unit at

avril.burns@d13.osstf.ca with your observations, suggestions, or to find out about leadership opportunities.

Some important things to be aware of:

The Board is using Apply to Education's new hiring software called Simplification. You can only access job postings through this new website. See a board email on April 13th from Recruitment entitled "Update: New ApplytoEducation login page" for more information.

June 24th – The first round of hiring for available permanent and long-term positions will be posted on June 24th and close on June 30th.

June 30th – The deadline to complete the 2021-2022 Substitute Status Form. Find it in the hrp_link in ESS.

August 16th – The second round of hiring for available permanent and long-term positions will be posted on August 16th and close on August 20th.

September 1st – The deadline to complete your Offence Declaration. Find it in ESS on the main page.

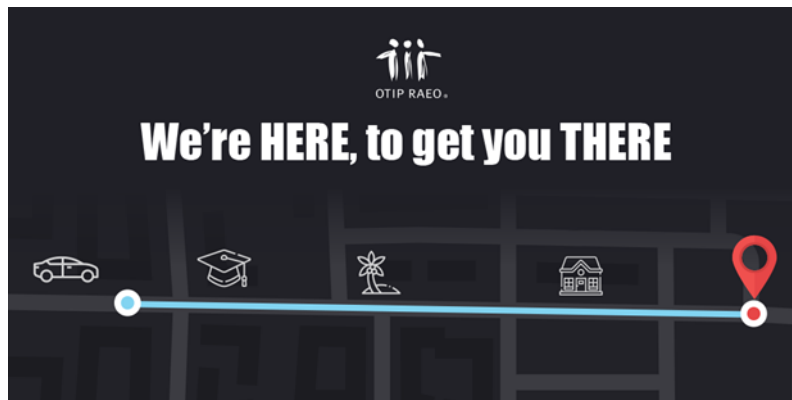
On behalf of the OTBU Executive and leaders, I wish you all a safe and healthy summer.

New driver in the house? Discover how you can save money on insurance premiums!

Provided by OTIP

It's no secret that new drivers pay higher car insurance premiums, as they have less experience behind the wheel and the need to build up a safe driving record. This inexperience contributes to the overrepresentation of teenage drivers in car accidents — although young Canadians represent 13% of the licensed driving population, they account for 20% of motor vehicle deaths and injuries.¹ However, there are ways to save on car insurance for a new driver.

Learn more at www.otipinsurance.com/article111.



We're HERE, to get you THERE

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