

Union Business



Shane Stagg
District & TBU President

The work of the OSSTF District 13 office can often appear to take place in the background. This article aims to shed some light on what we do and answer some common questions. In some ways, we fill the role traditionally understood for a labour union which is to support the relationship between members and their employer. We monitor and hold the Board accountable and step in when protection for members is needed. In other ways, we fill the role of a federation, supporting the professional practice of members as well as personal concerns.

The District Office has four members on release: Nicole Bléau, Richard McCormack, Garrett Metcalfe, and Shane Stagg. We are all DDSB teachers on release. The pay for work in the office is the same as our Board salary. Provincial OSSTF provides frequent training and

support to the local District office. We also have an office manager, Ruth Leone, who is an employee of the District. The office is located in the middle of Whitby in a mixed industrial/residential neighborhood on Palace Street. Our connection to schools is supported by contact with individual members who are always welcome to reach out to the office and as well by the incredible work of Branch Presidents and other Branch representatives.

Activities of the District cover a broad range of member concerns and include the following items.

Anti-Oppression and Social Justice

The experiences of oppressed groups through history has been tragic. The list of those affected is long. It's tidier to simply say anyone who is not a white-cisgender-heterosexual-able-bodied-male of European descent has had to face challenges that I could never fully understand. I am very aware of my own personal privilege. To worry about whether I will be unsafe, tormented, or passed over based on my identity has never

occurred to me. In fact, my state of privilege has been such that for most of my life I would not have been able to even identify my own identity despite it having served me so well. I'm embarrassed by my shocking lack of awareness of the pain of others for so long. But no more. District 13 is committed to being a leader in anti-oppression and social justice. We have pulled together the most brilliant people we can find to guide us in

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this direction and are actively drawing on the voices of members to advise us as we go. Our goal is to support marginalized members in both their relationship with their employer and with their union. The time for learning has passed and it is now time for meaningful actions.

Health and Safety

Particularly during the pandemic, this portfolio has risen to prominence. But even before Covid-19, health and safety has been one of our many priorities. District 13 sits on the Joint Health and Safety Committee (JHSC) which includes the other union affiliates and management members of the Board. We receive regular reports with accident and injury statistics and advocate for improvements to health and safety measures. Other health and safety interests include violent incident and safe schools reporting as well as workplace inspections. Over the last year, the worker groups have been monitoring Board compliance with Covid protocols and advocating for improved masking and attention to social distancing. As members of the JHSC, we receive OSSTF and other training to support our role.

Sick Leave and Accommodations

Injury and illness can be inconvenient at best and

frightening at its worst. The District provides support to members who are navigating access to sick leave or require accommodations to assist with a return to work. The District Office attends meetings between members and the employer as support and can answer questions that help members understand the process, their rights, and what to expect.

Staffing

The funding for staffing is provided by the Ministry of Education and described in a technical paper released each spring for the following year. There is a base funding formula, and at times, envelopes of additional funding. District 13, in cooperation with the Board, uses the funding formulas to build a staffing model that distributes staffing to individual schools based on the individual school enrolment and an analysis of the types of credits delivered. This contractual arrangement ensures that the union is able to monitor that all permanent positions are filled and includes allotments for guidance teachers and teacher-librarians. Staffing for Special Education is calculated by the Board. Through the year, there are regular staffing meetings with the Board to track changes in enrolment and adjust staffing as necessary.

Contract Maintenance

Anything not contained in the collective agreement is vulnerable to what is termed, "management rights" which means it is largely under the purview of the employer. That explains why unions are so sensitive about the collective agreement. It contains hard-fought-for protections and rules about working conditions. Class size, supervision schedules, and job postings are very common aspects of contract maintenance with the pandemic having brought a number of challenges with circumstances that were not contemplated when the collective agreement was written.

Contract maintenance is a legal process of enforcing the collective agreement to ensure that the language remains in force. Violations of the collective agreement must be dealt with within a set period of time through a grievance process which is outlined in the collective agreement. The outcome of a grievance process can vary. In some cases, the Board adjusts its position, in other cases, the matter is referred to Provincial Office to consider for arbitration. In other cases agreement is made between the Union and the Board. On rare occasions, a violation is identified as such and noted as not serving as any

Union Business (cont'd)

precedent for the future. This can happen under extraordinary circumstances where the employer remains firm on its position and arbitration would take too long and be unlikely to be successful based on legal opinion.

At any point in time, there are grievances with various statuses. They can be in the process of being prepared, in negotiation with the Board, handed to Provincial Office to consider for arbitration, or in active arbitration. Currently there is an arbitration pending regarding the class size of grade 9 de-streamed math. Typical arbitrations take up to two years.

A number of grievances relate to the Board's discipline process. In circumstances where the employer has been heavy-handed or has not followed the discipline process properly, the Union intervenes with a grievance to protect the member. This may lead to the mistaken impression that unions offer unlimited protection and that unionized workers are somehow "untouchable". More accurately, what the union protects is the process to ensure that it is fair and not arbitrary. Any employer-imposed discipline in a union environment should be

commensurate with the infraction, based on solid evidence, and not be related to a personality conflict with a supervisor.

Joint Employee Relations Committee (JERC)

Each month, the District Office meets with representatives from Human Resources and Senior Administration to discuss issues that come up. We set the agenda based on what we learn in communication with members or what is reported by Branch Presidents and other representatives. It's a meeting to provide voice of the membership to Board decision-makers. The items may be contractual in nature or can be related to other complaints. We

report back the results of JERC meetings to Branch Presidents and Collective Bargaining Committee reps at both District Council and CBC meetings each month.

Other Work

The work of District Office goes on to include public relations, political action, professional development and more. We serve as a one-stop-shop for members with questions and are always monitoring working conditions. We are proud of the work we do, and our commitment to the membership and public education is solid. Members are encouraged to reach out to the District Office at any time to discuss issues or ask questions.

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.

A Reflection on Black History Month



Garrett Metcalfe
District Representative

We see it every February: the posters go up in schools, events are held, memes pop up all over social media, politicians make their statements and for one month a year – we are all talking about Blackness.

I have been doing anti-oppression and social justice work for over 20 years and remember the days when I was ensuring that Black History Month was being honoured in all spaces throughout February. I was putting up the posters and bringing in the guest speakers. Today however, I have to admit that I find myself in conflict over the month. As an ally, I want to make sure I'm honouring the importance of Black History month but am also fully aware that one month of the year just doesn't cut it!

The purpose of Black History Month is to celebrate and honour the important people and events in the history of the Black diaspora. It goes beyond

the stories of slavery, civil rights, and racism to spotlight Black achievement and the resilience of folks past and those who continue today making huge differences while standing on the shoulders of giants.

There was a time not that long ago when even having a Black History Month was truly revolutionary. We must credit the month with beginning much needed learning and conversations. I do find myself increasingly worried however about tokenizing Blackness and relegating it to one month a year.

While extremely important elements of Black history, focusing on the heroes like Martin Luther King Jr. and the historic events like the March on Washington, can sometimes

create a narrative of "that was then and things have changed" and allow us to move on with our lives knowing we spent a month talking about Blackness.

This is not enough. Movements like Black Lives Matter are important reminders of the ongoing and continued systemic racism that racialized folks face right here in Canada today. We need to be talking about social inequalities and institutional racism in education, health care and the legal system, just to name a few. A month a year will just not cut it.

To my black friends: I hope you have a month full of reflection, joy, community and celebration. Honour the ground-breaking activists, mentors, and role models in your lives both past and present. This should be a month where you don't have to



**Committed
To
Fighting
Racism!**

A Reflection on Black History Month (cont'd)

do the heavy lifting. This is not a month to be called upon once again to do all of the work in advancing social justice. I realize you can never escape the harsh realities of racism, but I hope you are able to take some time this month to breathe and celebrate.

To the white folks and other allies, Black History Month is an opportunity gifted to you for learning. Take it upon yourself to learn the history and contributions of the Black

diaspora. Learn to understand racism both as a social construct and institutionally. Spend the time to understand concepts of white supremacy. Commit to doing the work of owning our locations of privilege and our positions of power to push for systemic change.

So go ahead with the posters, guest speakers and special events. These are important elements of Black History

Month. However, the work must only BEGIN there. Commit to learning how to utilize your ally capacity and power to imbed anti-black racism in all that you do throughout the year. Without doing so, we are tokenizing, checking boxes, and doing more harm than good.

Wishing everyone a Black History Month of celebration, learning, reflection, and empowerment in doing better!

Leasing vs buying a car: What's best for me?

Provided by OTIP



Both leasing and buying have their benefits and drawbacks, so the right choice all depends on your budget, driving needs and lifestyle. We've outlined some of the key factors to consider

when deciding between leasing versus buying your next vehicle to help you determine which option is best for you.

Read more at www.otip.com/article135.

What is the “Women’s Advocate Program”?

Jill

District 13 Advocate

Anyone can be the victim of abuse no matter what their background or circumstances. However, women, girls and gender diverse individuals are much more likely to be the victims of gender-based violence. The statistics show that approximately every 6 days, one woman is killed by her intimate partner in Canada (Statistics Canada 2019). Women with disabilities, racialized women and Indigenous women are at an even higher risk due to additional barriers and discrimination. Domestic violence can carry over into the workplace and can affect a woman’s mental health and well-being and her ability to be financially independent.

OSSTF/FEESO has created the Women’s Advocate Program to provide support to teachers and education workers of OSSTF/FEESO who are either experiencing domestic violence at home or who know someone experiencing domestic violence. There are at least two Women’s Advocates in each of the 35 Districts in Ontario. Women’s Advocates have been jointly trained by OSSTF/FEESO and the University of Western Ontario’s Centre for Research and Education on Violence Against Women.



As a Women’s Advocate, we can provide much needed confidential support to help members navigate the complicated search to find help when they or someone in their family is experiencing domestic violence. We provide help and contacts to find housing resources, shelters, supportive counsellors, or other community agencies for our members. We may also provide

members with assistance when dealing with their union representatives and/or their employer. We can also help them understand what types of leaves or assistance are available from their employer and their union.

**The Official Launch:
March 1, 2022!**

More Details Coming Soon.

Working for YOU!



Garrett Metcalfe *District Representative*

Most members are aware that their federation negotiates contracts and works to help resolve issues between members and their employers, but not everyone knows the full extent of services available out of our District Office. While all Districts do the fundamental work of unions, our District takes great pride in extending far beyond contracts and conflict resolution. District 13 follows a “service-based” model. You might be surprised how much support we can provide if you reach out to your union!

Help at Work

- Need assistance dealing with your administrator or employer?
- Looking for assistance mediating conflict with your colleagues?
- Feeling harassed by your employer or a colleague?
- Health and safety concerns at work?
- Need support with violent incidents at your workplace?

Working Conditions

- Have questions about the details of your contract?
- Have changes you would like to see negotiated?
- Concerned about your workload, supervision or timetable?
- Seeking clarification on qualifications?
- Questions about the grid or your salary?
- Looking for support around the appraisal process?

Community Involvement

- Looking to be more politically active in your community and province?
- Seeking sponsorships for your community event, team or organization in Durham?

Assistance Available

- Looking for support with OCT?
- Need clarification on your benefits plans?
- Need support with mental health and or wellness?
- Need assistance accessing sick days or other leaves?
- Do you have questions about maternity/parental leaves?
- Do you have questions about your pension?
- Overwhelmed, stressed or frustrated and need someone to vent to?
- Want to become more active in your federation but don't know how?

Equity Supports

- Feeling like you are experiencing oppression and/or discrimination?
- Looking for curriculum supports and resources around anti-oppression?
- Seeking a partnership between OSSTF and community agencies to support social justice?
- Want to be the best ally possible but don't know how?
- Do you need clarification on Ontario Human Rights Code and DDSB policies?
- Looking to be connected with others experiencing systemic oppression in education?
- Seeking curriculum and assessment/evaluation support?
- Looking for access and/or funds to support your professional development?

Reach Out To Your Federation!

**Call the District 13 Office at
905 668-7100 or email**

Shane Stagg

Shane.Stagg@d13.osstf.ca

Nicole Bléau

Nicole.Bleau@d13.osstf.ca

Richard McCormack

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Garrett Metcalfe

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An Alarming Increase in Antisemitism!

Orit Orlovsky

District 13 Member

On January 27, 2022, as the world marked International Holocaust Remembrance Day, Ontario's Ministry of Education announced new investments to combat rising antisemitism in schools and communities across Canada, and around the world¹. The Ontario government, in partnership with the Friends of Simon Wiesenthal Centre for Holocaust Studies, as well as the Centre for Israel and Jewish Affairs (CIJA), pledged a \$300,000 investment to recognize and address antisemitism, especially as it manifests on social media and online gaming.

This important step cannot come soon enough. In 2019, Statistics Canada found that police-reported hate crimes against Jewish people accounted for the highest number of religion-based hate crimes in Canada². This number had increased further in 2020, with 321 police-reported incidents targeting the Jewish population in Canada, compared to 306 police reports in 2019³. According to the 2020 audit of antisemitic incidents performed by B'nai Brith Canada⁴ there was an 18.3 percent increase in antisemitic events in 2020, a trend further exacerbated by the COVID-19 pandemic. Sadly, this trend continues into present day, and manifests not only in

communities across Ontario, but also in classrooms.

On February 1, 2022 two students at Charles H. Best Junior Middle School displayed swastikas and, prior to that incident, two other students performed the Hitler salute in front of classmates⁵. Just a few days later, an announcement from the Toronto District School Board (TDSB) revealed that a teacher had been put on home assignment after allegedly comparing COVID-19 vaccine mandates to Nazis requiring Jews to wear a yellow Star of David⁶. These recent incidents are not isolated events. Swastika graffiti and similar antisemitic displays have been observed in many schools across the GTA. These incidents are symptomatic of a much wider problem, and one does not need to look far to notice it.

It is displayed both in blatant acts of terror, such as the recent hostage situation in a synagogue near Dallas, Texas⁷, and in the alarming rise of displays of Nazi symbols at various protests around Canada and the world. As well, while most would agree that the Holocaust was an atrocious crime against humanity, too few feel compelled to prevent the banning of Holocaust education books such as Art Spiegelman's Pulitzer Prize-

winning, *Maus*, in Tennessee⁸. While most Canadians would condemn Nazi ideology and symbols, a growing number feel comfortable comparing the horrors of the systematic genocide of 6 million Jews, to the mandates and lockdowns experienced as a result of the COVID-19 pandemic. Some of them go as far as weaving conspiracy theories between these mandates and the number of Jewish scientists at organizations such as the CDC.

To the Jewish people, such comparisons are both deeply re-traumatizing, and incredibly undermining. They make a mockery of the lived experiences of Holocaust survivors and their descendants, and do not honour the millions of victims who did not survive. They also point to the frightening reality that our students and communities lack a basic understanding of antisemitism and its origins.

According to the recent survey of 3600 North American teens by the Holocaust education charity Liberation 75⁹, nearly 33% of students thought the Holocaust was fabricated or exaggerated. Many of them first learned about the Holocaust from Marvel comic books, video games, and social media. Even more disturbing is the fact that 42% of those surveyed admitted

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An Alarming Increase in Antisemitism! (cont'd)

witnessing an antisemitic event, even though most of these students did not self-identify as Jewish.

The time to act is now. We can no longer sit idle witnessing this growing rift in understanding and education. We must listen, learn and ally with our Jewish members and their communities. We must do better for our Jewish students.

For additional resources and information please visit our District 13 website under "Anti-Oppression and Social Justice" or contact Garrett at Garrett.Metcalf@d13.osstf.ca

"First they came for the socialists, and I did not speak out — because I was not a socialist.

They then came for the trade unionists and I did not speak out — because I was not a trade unionist.

Then they came for the Jews, and I did not speak out — because I was not a Jew.

Then they came for me — and there was no one left to speak for me."

1946 quote by Pastor Martin Niemöller

¹ <https://news.ontario.ca/en/release/1001493/ontario-announces-plan-to-combat-antisemitism-in-schools>

² <https://www150.statcan.gc.ca/n1/daily-quotidien/210329/dq210329a-eng.htm>

³ <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2021053-eng.htm>

⁴ <https://www.bnaibrith.ca/antisemitic-incidents/>

⁵ <https://www.cbc.ca/news/canada/toronto/north-york-school-anti-semitic-case-1.6344003>

⁶ <https://globalnews.ca/news/8605052/toronto-school-antisemitic-incident-ledbury-park-teacher/>

⁷ <https://www.nytimes.com/2022/01/16/us/hostage-texas-synagogue.html>

⁸ <https://www.nytimes.com/2022/01/27/us/maus-banned-holocaust-tennessee.html>

⁹ <https://www.liberation75.org/survey>



CALL OUT TO JEWISH MEMBERS:

Join your colleagues to support each other and advocate for change!

Come Together In Collective!

For More Information
Contact Garrett by calling the office at 905 668 7100
OR EMAIL
garrett.metcalf@d13.osstf.ca

Your Voice

Your Space

Your Union

Sexual Abuse Prevention Program: What You Need to Know!

Heather Tyrrell
Communications Rep.
J. Clarke Richardson

The Ontario College of Teachers (OCT) is requiring anyone who is a member of the college as of January 1, 2022 to complete the Sexual Abuse Prevention Program.

The Ministry of Education has instructed school boards to make PD day time available for its completion in the 2021-2022 school year.

You can access the program by signing into the members sections on the OCT main page.

If you haven't set up an account or have forgotten your password, you will have to call OCT to get access. You wouldn't want to wait until the day of the training to get that login only to discover that you don't have access.

The program was designed in partnership with the Canadian Centre for Child Protection (C3P). It will take about 3 hours to complete, and it can be done in multiple sessions or all at once. There are 8 modules with each one being different lengths of time. You can work alone or with someone you would be comfortable discussing sensitive issues with. There is a handout

that you can download to help with the program. It is called Commit to Kids Training. The course needs to be completed by September 15, 2022 with an 80% on the quiz.

Once the quiz is complete, there will be a notation of "Complete" added to your OCT certificate. After the deadline, the notation will read "Incomplete" until it gets done. New applicants and re-applicants who do not successfully complete the program will be ineligible for certification. The program and assessment component can be taken multiple times if necessary.

Self-driving Vehicles and the Future of Car Insurance in Canada

Provided by OTIP



While fully automated self-driving vehicles are not yet available to the Canadian public, Ontario's automated vehicle pilot program to test driverless vehicles on public roadways is already well underway. With the future of autonomous vehicles already here, many drivers are wondering what impact advanced vehicle technology will have on their car insurance. Here's

what you need to know. Read more at www.otip.com/article134.

Negotiations: Where Do We Go From Here?



Nicole Bléau
District Representative

We know that all of you have so much on your plates right now. And we don't want to add anything more to it. But we do want to keep you updated about what OSSTF is doing on your behalf when it comes to bargaining and how you can offer input into the process. I will provide for you a primer on negotiating in education, and highlight the opportunities for you to provide feedback to your bargainers.

Bargaining in the Education Sector

School boards in Ontario bargain under the SBCBA (*School Boards' Collective Bargaining Act*). Enacted in 2014, this Act established a process whereby bargaining no longer happens solely with your local school board employer. Instead, some issues are bargained at a Central table and some at a Local table. This is referred to as Two-Tiered Bargaining.

There are three parties at the Central negotiations table. Here are the parties at our Central table:

- The employee bargaining agent (represented by OSSTF Provincial)
- The employer bargaining agent (represented by OPSBA, the Ontario Public School Boards' Association)
- The Crown (represented by the Government of Ontario) ***

The product of the Central negotiations is one contract which applies to all Secondary Permanent Teachers and Occasional Teachers from that table across Ontario. It forms the first portion of our collective agreement.

At the Local table, bargaining happens for each school board so there are only two parties. Here are the parties at our Local table:

- The employee bargaining agent (represented by OSSTF District 13)
- The employer bargaining agent (represented by the DDSB)

The product of the Local negotiations is a contract which applies only to that school board. It forms the second portion of our

collective agreement. We only have a finalized collective agreement when both the Central and Local agreements have been ratified.

The Central/Local Split

A major factor in two-tiered bargaining is determining which issues will be addressed at the Central level and which will be addressed at the Local level. Each topic can only be dealt with at one level. This determination is, as you can imagine, often quite contentious. Generally speaking, Unions would like most issues addressed locally and the Government would like most addressed centrally. If we can't reach agreement on the determination - and we have not done so in the last two rounds - the issue will go to the OLRB (*Ontario Labour Relations Board*) to make a decision. Bargaining cannot begin until this decision has been made.

Negotiations Priorities Surveys

We need to know what members want from their collective agreement. Before any round of bargaining, members are surveyed to gather their priorities. Members will have the opportunity to complete two negotiations priorities surveys, one from Provincial Office and one from District 13. The

Negotiations: Where Do We Go From Here? (cont'd)

Provincial survey is already underway. The link to the survey has been sent to the personal email address members have provided Provincial Office. Members should add surveys@stratresearch.ca to their contact list to ensure the survey is not lost in their spam folders. But please hurry: the Provincial bargaining survey will only be open until March 1, 2022 at 5 pm. The District 13 survey will occur later on this spring. The link will be sent to the personal email address members have provided to District 13.

Timelines and Processes

Our current collective agreement expires on August 31 2022. However, under the *Labour Relations Act*, collective agreements remain in effect beyond their expiry date until a new contract is reached or until the parties are in a legal strike/lockout position. It is extremely rare for a new agreement to be reached prior to the expiration of the previous agreement and certainly, in Education, that has never been the case. So even though our current contract ends in August, the terms and conditions under that contract will likely remain in place for a significant amount of time beyond that while we continue to bargain.

The bargaining process is a very formal one. It begins with the Notice to Bargain. Typically, Notice to Bargain can be issued 90 days before the expiration of the collective agreement. Under the SBCBA, the parties can agree to issue notice up to 180 days prior. However, there is no sign that the Crown has any interest in doing that. Therefore - in a coincidence that is almost too unbelievable to be true - our Notice to Bargain date will be June 2nd which is Election Day in Ontario.

Remember then that when we choose the government of our province, we will also be choosing who we will be bargaining with. So let me take this opportunity to encourage you to vote and to

get everyone you know to vote too. The outcome of this election will absolutely impact our bargaining.

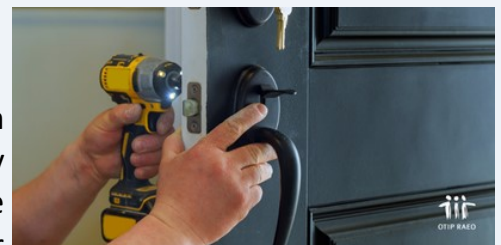
***Note: There are multiple Central tables. There are Teacher tables for the English, French, Public and Catholic boards as well as for the Secondary and Elementary panels. Teachers and Occasional Teachers share joint tables. As well, there are separate tables for Education Workers. OSSTF represents our PSSP members at one of these tables. The process at each of these tables functions in the same way in all aspects except that the employer bargaining agent for the Education Worker Central tables is the CTA (the Council of Trustees' Association).

Lock it up!

Provided by OTIP

Safety features are an important part of every home. Locks, specifically, are the best way to keep your home safe and secure from unwanted "guests." Different doors require different types of locks. Let's review some basic and high-tech models to help you decide what kind of locks fit your needs the best.

Read more at www.otip.com/article136.



OSSTF/FEESO 2022 Lobby Day



Richard McCormack
District Representative

District 13 OSSTF participated in the provincial OSSTF lobby day on January 28, 2022. The goal of lobby day is to meet with members of provincial parliament to share the OSSTF/FEESO Education Platform 2022, **Strengthen Public Education – Rebuild Ontario**. All local members of parliament were invited to meet with District 13. We were able to meet with one local Member of Parliament, Jennifer French, MPP for Oshawa.

We were also able to meet with the following candidates:

Durham Riding - Granville
Anderson, Liberal

Pickering/Uxbridge Riding -
Khalid Ahmed, NDP

Our local Education/Political Action Committee met with Amber Bowen, Liberal candidate for the Ajax riding at their Committee meeting on January 12, 2022. As more candidates are announced, District 13 will reach

out to arrange a meeting to share its Education Platform.

Members can view the OSSTF/FEESO Education Platform from the provincial OSSTF website. A chart summarizing the

Education Platform has been provided below.

<https://www.osstf.on.ca/public-education/strengthening-public-ed-rebuild-ontario.aspx>



OSSTF/FEESO

WHAT WE WANT	HOW IT WILL REBUILD ONTARIO	WHAT IT LOOKS LIKE
INCREASING STUDENT-CENTRED SUPPORTS AND SERVICES	TRAUMA RECOVERY	Creating safer school buildings and campuses, promoting student and worker mental health, and promoting healthy communities.
CENTRING SCHOOLS AS PART OF OUR COMMUNITIES	STRONG COMMUNITIES	A robust publicly-funded education system is dependent on investments in communities and public services. Strong public services fuel economic growth.
IMPROVING LEARNING CONDITIONS FOR ALL	STUDENT SUCCESS	In-person learning, no hybrid, no mandatory e-learning, access to programming, small class sizes.
ADDRESSING SYSTEMIC INEQUITIES	EQUITY	Confronting and dismantling anti-Black racism, racism, anti-Indigenous practices, social and geographical inequities.
PROVIDING SAFE, HEALTHY LEARNING AND WORKING CONDITIONS	SAFETY AND JOBS	Strengthened mental, physical, and social health protections, including COVID-19 and fixing repair backlog.

Kitchen Korner

Heather Tyrrell
Communications Rep.
J. Clarke Richardson

Each year, thousands of Irish Americans gather with their loved ones on St. Patrick's Day to share a "traditional" meal of corned beef and cabbage.

Though cabbage has long been an Irish food, corned beef only began to be associated with St. Patrick's Day at the turn of the 20th century.

The green grass will soon be sprouting, and St. Patrick's Day

will be upon us before we know it.... so, I want to share a few links of some good ol' Irish foods you can make at home....

<https://www.foodnetwork.com/recipes/tyler-florence/corned-beef-and-cabbage-recipe-1953631>

<https://www.foodnetwork.com/recipes/ina-garten/irish-soda-bread-recipe-1949134>

<https://www.foodnetwork.com/recipes/food-network-kitchen/st-patricks-day-green-velvet-cupcake-shamrocks-3362301>



<https://www.foodnetwork.com/recipes/food-network-kitchen/st-patricks-day-mint-schnapps-shakes-3362229>

Today's Tip

USE ROOM TEMPERATURE INGREDIENTS....

When a recipe calls for room temperature ingredients, it's important to comply. Cold butter cannot be creamed easily, and cold eggs can shock and curdle a batter. It's best to leave ingredients on the countertop overnight, but I confess that I almost never remember to do this. To quickly bring eggs to room temperature, place them in a bowl and run them under warm tap water for a few minutes.

Chef Tyrrell

Today's Funny

Dear Diet,

Things just aren't looking good for the both of us. It's not me, it's you. You're too much work. You're boring and I can't stop cheating on you.

FeelingBetterNow[®]

Connecting Mental Health Problems to Solutions

Stressed, anxious or depressed?
 Go to: feelingbetternow.com/otip

Assess your mental health

View your action plan

Access your self-care toolbox

Resources in *Your Toolbox* include:

Helping Yourself

Stress Reduction

Helping Others

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OSSTF District 13 District and TBU Annual General Meeting

George Chatksiris

District 1st Vice President

The 2022 District Annual General Meeting will be held virtually on Thursday, May 12, 2022. On-time Resolutions must be submitted by certain deadlines to the District President as listed below.

Timelines and procedures are identical for both the District and TBU Constitution and Bylaws. The following excerpt from the District 13 Constitution and Bylaws is included for reference.

ARTICLE IX - Amendments to the Constitution

SECTION 1

Amendments to this Constitution may be made at the District Annual Meeting by a two-thirds vote of the Members present, qualified to vote and voting, provided that:

- a) written notice of the proposed amendment shall have been given to the District President at least eight weeks in advance of the next District Annual Meeting.

DEADLINE: **March 17**

- b) such notice shall have been published to the membership at least five weeks in advance of the next District Annual Meeting by the District President.

DEADLINE: **April 7**

if section a) is not met, amendments to this constitution will be deemed late and require a 9/10 majority vote at the District Annual Meeting.

SECTION 2

If a resolution at the District Annual Meeting is deemed to require constitutional amendment to be in order, such resolutions and required amendments shall be accepted as notice of motion to the next District Annual Meeting.

BYLAW X - Amendments to the Bylaws

SECTION 1

Amendments to these Bylaws may be made at the District Annual Meeting:

- a) by a majority vote of those Members present, qualified to vote and voting provided that:

- i) written notice of the proposed amendment shall have been given to the District President not less than six weeks prior to the next District Annual Meeting.

DEADLINE: **March 31**

- ii) such notice shall have been published to the membership at least five weeks in advance of the next District Annual Meeting by the District President.

DEADLINE: **April 7**

- b) by a three-quarters vote of those present, qualified to vote and voting, previous notice as in (a) not having been given.

SECTION 2

If any plan is proposed to the District to restructure the terms of office of the District Executive, and/or to alter the financial compensation provided to Federation Officer(s) on release time from regular school duties with remuneration from District 13, OSSTF funds, such a proposal must be submitted to the District Annual Meeting, requiring a two-thirds majority of those present, qualified to vote and voting, prior to implementation. The essentials of the plan must have been published to the membership at least five weeks prior to the District Annual Meeting.

DEADLINE: **April 7**

(**March 15** for INPRINT 13 inclusion)

Article V

Section 6

Resolutions that require District funds must be submitted to the District President four weeks prior to the District Annual Meeting.

DEADLINE: **April 14**

All materials should be sent to:
District 13 Office
Attention: District President

OSSTF District 13 District and TBU Annual General Meeting (cont'd)

INPRINT 13 Ads for District
Annual General Meeting
Candidates:

Nominations for all positions must be received by the District Office no later than four weeks prior to the District Annual General Meeting.

DEADLINE: **April 14**

After this deadline, only positions where there is no nominee shall remain open. Nominations from the floor at the District Annual General Meeting shall be limited to open positions.

Free advertising is available in the next issue of INPRINT 13 for those who have submitted their nominations by the deadlines listed.

Available Positions

- District 13 President
- TBU President
- District 13 Vice-President (4 to be elected)
- District 13 Treasurer
- District 13 Secretary
- Additional TBU Provincial Councillor (1 to be elected)
- TBU Delegates to AMPA 2023 (number to be elected is determined by number of members)

Ad Size Maximums

- President full page
- Vice President 1/2 page
- Treasurer 1/4 page
- Secretary 1/4 page
- Provincial Councillor 1/4 page
- AMPA Delegate (listed in INPRINT 13, no ads)

Page sizes

- full page - 9" (h) by 7" (w)
- 1/2 page - 4 1/2" (h) by 7" (w)
- 1/4 page - 4 1/2" (h) by 3.5" (w)

Photos may be provided as snapshots with size and crop lines indicated, or as .jpeg files.

All material should be sent to:
District 13 Office
Attention: INPRINT 13

Deadlines

Ads requiring layout must be delivered to the District 13 Office no later than **March 18**.

Space for pre-formatted ads must be reserved no later than **March 18**.

The pre-formatted ads must be delivered to the D13 Office no later than **March 18**.

Note that there is no leeway for late material for the next issue of INPRINT 13. Material received late will not be published.

Resolutions	Deadline
Amendments to Constitution due to District Office	March 17
Amendments to Bylaws due to District Office	March 31
Amendments requiring significant restructuring due to District Office	April 7 (March 15 for INPRINT 13 inclusion)
Amendments requiring District funds due to District Office	April 14
Amendments to Constitution due to Membership	April 7
Amendments to Bylaws due to Membership	April 7
INPRINT 13 ads and Nominations	Deadline
Ads requiring layout due to District Office	March 18
Space for pre-formatted ads due to District Office	March 18
Pre-formatted ads due to District Office	March 18
Nominations due to District Office	April 14



Attention D13 Members



The D13 PD Committee provides up to \$100 to members who attend conferences or workshops or take non-credit courses as self-directed professional development.

Apply using the PD request form by June 1st

<http://www.d13.osstf.ca/en-CA/committees/professional-development.aspx>

Celtic Illusion—Discounts available to OSSTF members

Fusing contemporary Irish Dance with magic and grand illusions, Celtic Illusion will be performing at the Tribute Communities Centre on April 19, 2022 at 7:30 pm. You can get discounts on your tickets by entering the code found on the poster.

The Harlem Globetrotters event is still happening on March 10, 2022. Your code will also add a discount on those tickets!

For more information about these events visit www.tributecommunitiescentre.com.



TUESDAY, APRIL 19, 2022 - 7:30PM
TRIBUTE COMMUNITIES CENTRE

OSSTF MEMBERS
YOU CAN SAVE BIG WITH CODE: **GSSCHL**

	IN PERSON	BY PHONE/ONLINE
P1	\$66.55 SAVE \$10.95 Regular \$77.50	\$67.15 SAVE \$16.80 Regular \$83.95
P2	\$57.80 SAVE \$9.45 Regular \$67.25	\$58.40 SAVE \$15.30 Regular \$73.70
P3	\$49.05 SAVE \$7.95 Regular \$57.00	\$49.65 SAVE \$12.55 Regular \$62.20

*\$8.00 service charge applied when booking through Group Sales.
 **Seating based on availability.
 ***Price includes facility fee and taxes. Offer expires Mon., April 18, 2022 - 6pm.
 ****Guests must adhere to any venue and COVID-19 protocols in place at the time of the event.

IN PERSON: 99 ATHOL STREET EAST, OSHAWA
 BY PHONE: 905-438-8811
 ONLINE: WWW.TRIBUTECOMMUNITIESCENTRE.COM/PASSWORD

GROUPS OF 8 OR MORE? CONTACT:
 MELISSA SMITS - MARKETING & SALES COORDINATOR
 905.448.1568 OR MELISSA.SMITS@SPECTRAXP.COM

Tribute Communities Centre 

Upcoming Events for D13—2021-2022 (as currently scheduled)

April 21, 2022	Parental Leave Workshop, details TBD
April 28, 2022	Day of Mourning
May 1, 2022	Steps for Life, OPG Pickering
May 5, 2022	Student Award Night, details TBD
May 12, 2022	District Annual Meeting 2022, details TBD
May 16, 2022	World Education Support Personnel Day
May 19, 2022	PSSP District Annual Meeting 2022, details TBD
May 26, 2022	OTBU Annual General Meeting 2022, details TBD
June 5, 2022	Durham Pride Parade, details TBD
June 10, 2022	District 13 Golf Tourney @ Lyndebrook Golf Course, details TBD
June 17, 2022	Deceiving Divas, Oshawa Legion, details TBD
June 26, 2022	Toronto Pride Parade, details TBD

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. As well, there are other web-based services available.

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



DISTRICT 13 OSSTF

601 Palace Street | Whitby, ON | L1N 6S5 | phone 905.668.7100 | fax 905.668.5244

www.d13.osstf.ca

INPRINT 13 is published by the Communications Committee of District 13. The opinions expressed do not necessarily reflect the views of the Editorial staff or District 13 Executive. District 13 Communications Committee takes no responsibility for the authenticity or accuracy of announcements, classified advertisements, etc.