

Post-Election Update: What Now?



Shane Stagg

District 13 President

With the provincial election now over, we are able to reflect on what took place. This election saw OSSTF participate in new ways to engage members. While the election outcome did not match what we were looking for, there was success in how we were organized that we can bring forward into future elections.

Our efforts took place under the confines of legislation imposed by Doug Ford's PC government that sought to strictly limit the ability of critics to communicate with the public. There are limits on how much unions are able to spend on messaging and limits on their ability to work together with others. Our own members served as our primary audience. Frequent email messaging to members kept them updated on how they could play a role in the election. As well, visits to schools in priority ridings allowed us to speak directly with members.

Provincial Office filled positions of election organizers to assist local districts with election engagement. With the help of our election organizer, we were able to generate opportunities for members to participate in local campaigns. We also met with the candidates to identify endorsements. We were looking for candidates that aligned with the goal of having an education-friendly government and opposition party. We didn't commit to a single political party but rather examined on a riding-by-riding basis who offered the best message and held the best chance of taking a seat as MPP.

Jennifer French's seat in Oshawa was identified as a priority. Despite her two successful terms in office, it was important to not take her position for granted. Through the campaign period, the polls showed Jennifer in a battle to hold on. With a successful outcome that was close right down to the end of that evening, we must consider that our efforts may have been critical in supporting that win in a riding where every vote counted, with a decision made by less than a 1000.

In Ajax, Amber Bowen offered a very viable challenge for that seat. The riding ultimately went PC with a decision made by less than 2000 votes. This riding will likely continue to be of significant interest in four years.

The Whitby riding has been a PC stronghold and they took the seat again this time. Sara Labelle however was a terrific candidate and it would have been great to see her take the win. Hopefully

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she remains on the political stage in the future.

Ultimately, the PCs increased their majority with 83 out of 124 seats. Anyone who has observed how a government's commitment to public education can have a significant impact on learning conditions, working conditions, and collective bargaining will know that the next four years will be greatly affected by the outcome of this election. There are already headlines pointing toward polls being conducted asking Ontarians to consider

support for private and/or charter schools.

Voter turnout for this election was a low 43 percent. This indicates that results could have been different with efforts to get more people out to vote. We'll be able to draw on that the next time around. As well, we can build on our organization during this election to have an impact during the next one.

For now our attention turns toward the municipal elections in the fall which includes the

election of school board trustees. We'll be meeting with candidates for trustee with a plan to bring endorsements to members to inform their own decision at the ballot box. Trustees play a tremendous role in setting direction for the Board. Their views on teaching, learning, classroom supports, and health and safety will be important topics. As well, this year has seen the views of trustees on matters of equity take center stage. We'll be watching closely and keeping members informed as we learn more.

3 Ways to Safely Tow a Car Behind Your RV

Provided by OTIP

RVs are a great way to explore the beautiful natural landscapes Canada has to offer without giving up the comforts of home. However, while RVs provide comfort and flexibility on the road, they're not ideal for exploring parks, driving around city or residential streets, or finding a parking space.

Let's look at the three methods you can choose from to safely tow a vehicle behind your RV.

Read more at www.otip.com/article146.

The Election We May Be Choosing To Forget

- A Thank You to Our Members -

While the election did not go as most of us would have liked it to, District 13 would like to thank our Provincial Election Organizer Rose, our EPAC Committee, and all of our members who volunteered over the course of the election. Everyone from the mailing stuffer folks, those putting up (and taking down) signage, the phone canvassers, the foot canvassers, those who donated, and everyone who got out and voted. We appreciate your patience with the huge number of election emails you received on election readiness.

Our efforts were successful in supporting the re-election of Jennifer French in Oshawa. Thank you to all of our members!

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



Nicole Bléau

District Representative

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 will replace all DDSB medical certificates or doctor’s notes for all Secondary Teachers and PSSP

members. You will be 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. 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 new allotment of sick leave for the upcoming school year (assuming you were at work full-time in June). The

allotment is the same as this year: 11 sick days at full salary followed by 120 sick 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 work on the first day but with

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.

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

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, 3 and 4. Submit the form to Ability Management, then email your Principal 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, 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 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.

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. Unfortunately, due to the ransomware attack that OSSTF endured, my District 13 email is still not available. So until it is, you can reach me at my DDSB email, nicole.bleau@ddsb.ca.

New PSSP Executive

Linda Temple

Outgoing PSSP 1st Vice President

The PSSP Bargaining Unit held their virtual AGM on May 19, 2022. We are excited to have several members returning for a second term as well as some new voices on the executive team. Please join me in welcoming the new executive:

President: Stephanie Pritchard
 Vice President: TBD
 Chief Negotiator: Elizabeth MacDonald
 Secretary/Treasurer: Megan Bergin
 Educational Services Officer: Amanda Frumkin
 Executive Officer: Riisa Dear
 Pay Equity Officer: Jenifer Mascoll
 Health and Safety Officer: Krystal Griffiths

Job Class Reps
 Psychological Services: Mary McArthur
 Speech and Language: Jenifer Mascoll
 Interpreters: Sunny Bishop
 Interveners: Jacquie Westcott
 Social Work: Emily Lam

At this time, I would like to thank outgoing president Kristen Bennett for her amazing dedication and leadership during her time in office. The executive team and the entire PSSP group owe you a huge debt of gratitude. Your mentorship, guidance and support will be truly missed.

From the PSSP executive to the entire D13 membership, have an awesome and much deserved summer break.

District 13 Public Relations Committee Wrap-up



Richard McCormack
District Representative

The D13 Public Relations Committee has been busy fulfilling its committee mandate this school year. The Public Relations Committee's mandate includes: Promoting the positive contributions of Teachers and Professional Student Services Personnel to their students and the community; organizing events that build positive relationships among the District 13 membership; making contributions to our community through sponsorships and advertising to build allies so that we can collectively advocate for publicly funded education.

This committee was created during a time when public education and teachers were under attack. Teachers realized they needed to take a more active role in promoting their profession and conveying accurate information in the community about their working lives.

To raise the profile of members and highlight the positive impact teachers and PSSP members have on our students and our communities, the committee

approved advertising on municipal buses, rink boards in Oshawa arenas, digital signs in Whitby, and children's activity books in hospital and doctor waiting rooms across the region. Radio spots were also acquired on local radio stations KX 96, 94.9 the Rock and 105.5 Hits FM, to promote D13 and Kids Help Phone, and to promote the annual National Day of Mourning to raise awareness for workers who have been critically injured or killed on the job. We also purchased a Remembrance Day wreath to show that D13 supports the Legion and our veterans.

Children's Activity Book



Ads on local municipal buses



Rink board signs in Oshawa arenas

We continued to build our profile in the community by sponsoring member-selected community organizations, including the Ajax Spartans U15 baseball team, Sunderland Stingerz U16A ringette team, Oshawa Lady Generals U13 DS hockey team, OCHL U14 Select Hawks hockey team, Durham Black Educators' Network and

their student awards, Clarington Orioles U11 select baseball team, and the Whitby Canadians U10 AA baseball team.

To help boost the morale of members during these extremely challenging times, the committee hosted a bird watching event at Thickson's Woods Land Trust in

District 13 Public Relations Committee Wrap-up (cont'd)

Whitby. Members enjoyed an outside wellness event with an experienced OSSTF member as their guide. Members were also treated to a series of yoga classes to help support their mental and physical health. In June, the committee once again hosted our annual golf tournament at Lyndebrook Golf Course in Whitby. This year our golf tournament was renamed the Shelley Page Memorial Golf Tournament to honour former District 13 OSSTF

President, Shelley Page. The proceeds from this event go towards the Teachers Caring for Teachers fund. The committee also continued to send cards and gifts through this initiative. (see additional details on page 9).

When COVID-19 hit in March 2020, the committee began an advertising campaign that looked to highlight how D13 supports our community to the public. We have continued this initiative over the past two school years. This year, D13 supported Autism Home Base by registering and participating in their Allies for Autism Car Rally along with purchasing science kits to support their Full STEAM program. The committee also directed support to Durham Youth Services towards their Youth Reconnect Program and their emergency youth shelter, Joanne's House. Support was



Thickson's Woods Land Trust bird-watching event



D13 yoga sessions offered in June 2022



Poster at tournament in memory of Shelley Page

also directed to Luke's Place and Community Care Durham. These actions were featured on the organizations' social media platforms, highlighting D13's commitment to our community through thousands of views.



Members participating in the Allies for Autism Car Rally.

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District 13 Public Relations Committee Wrap-up (cont'd)



Facebook acknowledgement from Youth Reconnect Program.



Facebook acknowledgement from Autism Home Base.



Twitter acknowledgement from Luke's Place.

We invite OTBU, TBU and PSSP members with a love of public education, a desire to build strong relationships among members, and an interest in promoting the contributions of District 13 OSSTF to join our committee.

DAM! What a night!



George Chaktsiris
Communications Chair

Although we originally had hoped to have our first in-person District Annual Meeting (DAM), we found ourselves in one more Zoom-based DAM meeting. Once again, the meeting went smoothly and without any technical difficulties. As we usually do, we had to go through “the motions” during this meeting. The motions that we examined and voted on were delivered to us from the hard

work of our Constitution Committee after receiving feedback from the Provincial Parliamentary and Constitution Council.

The other main event that took place was our election, especially regarding the four District Vice President positions. Every year, we elect four individuals into these roles. However, the one thing that was different this year is that we had more than four candidates for the first time in a number of years. This in turn changed the purpose of the election from just ranking our Vice Presidents, to having a contested election. For this event, we once again used the Provincial OSSTF Voting mechanism to allow the

membership to vote for their elected representatives.

Overall, the night was a great success, and we are looking forward to doing this again next year in person!



Right of First Refusal for Summer School



Shane Stagg
District 13 President

As members consider an interest in teaching summer school and may be returning after having taught last summer, there may be some questions about how those courses get assigned to teachers. Right of first refusal refers to priority given to a teacher who has taught in the previous session of summer school. When courses are arranged each summer, they are first assigned to teachers who taught in those subjects last year. For example, English courses are assigned to teachers who taught English last year and math courses are assigned to those who taught math last year and so on. Teachers may not be assigned the same courses as last summer depending on timetabling but they have priority for courses within their subjects taught.

In the event that there is a reduction in available courses in a particular subject, priority is given to teachers who have taught an offered course more often in the last 12 months. For example, if there are fewer English classes this year but there are 3 sections of Grade 9 Academic English being offered, then those would be assigned first to teachers who taught more sections of Grade 9

Academic English last summer. In the event of a tie, priority is given to teachers who have taught the greatest number of courses overall in summer school last year. For instance, if two teachers had each taught one section of Grade 9 Academic English but one of them had also taught another course, then that teacher would be slotted in first. If a tie still exists, then the principal shall select from the suitable candidates.

Summer school is viewed as one program over July and August. There is no priority given to a particular month of work. As well, seniority in terms of hire date does not apply. The relevant factors are simply the number of courses taught in the last session of summer school.

The contract language on Right of First Refusal is contained in section L10.08 of the collective agreement and begins on page 90.

National Indigenous History Month



Events over the last couple of years have drawn significant attention to the historic and contemporary harms faced by the Indigenous community here in Canada. These are very important conversations as we begin the work of righting so many wrongs and committing to both the Truth and Reconciliation Recommendations as well as the Universal Declarations on the Rights of Indigenous Peoples.

While these conversations must happen, it is also the obligation of all Canadians to reflect on the

unique histories, cultures, contributions and strengths of our First Nations, Inuit, and Metis Peoples. National Indigenous History Month invites Indigenous Peoples to celebrate their history in the spirit of pride and preservation. For non-Indigenous Canadians, it is an opportunity to learn and show recognition of the role Indigenous Peoples have played and continue to play in shaping Canada.

Happy National Indigenous History Month to all!

Summer Pay and My Pension: What's the Deal?



Nicole Bléau

District Representative

Starting this year, Permanent Teachers moved to a bi-weekly all-year pay schedule which will see us paid throughout the summer. And while we are paid IN the summer, we are not paid FOR the summer. 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 to make your income predictable. This is referred to as

“pay smoothing”. We are only actually paid for the exact days that we work during the school year.

So what does that mean for your money if you are retiring at the end of June? Or if you are moving to a new job at another board?

Once you submit your retirement/resignation date, the Board will do a true-up of whatever money they still owe you for the year. If you will be retiring/resigning effective the last day of school, you will have worked ALL of the working days this year and therefore you will be entitled to ALL of your salary. Based on the pay cheques you have received until that point (3.846% each pay), they would

determine how much more you are owed. They will pay that out to you in a lump sum and then remove you from payroll.

As a result, your retirement date should be June 30th with your pension beginning July 1st. Therefore, you will collect pension payments during the summer.

Also important to note is that your medi-dent and life insurance benefits end on your retirement/resignation date. If you have prepaid for any premiums for the summer, they will be reimbursed to you.

If you are leaving District 13, we wish you all the best in your future endeavours!

The Shelley Page Memorial Golf Tournament



George Chaktsiris

Communications Chair

This year saw the return of our golf tournament on June 10th. The annual D13 golf tournament has been renamed in honour of our beloved past President,

Shelley Page, with the proceeds still going to D13's Teachers Caring for Teachers fund. This fund supports those of our members who are off sick due to extended illness so that they are not left in isolation feeling that no one remembers them.

Those of us that turned out to golf had a blast, the weather was perfect, and we all had fun! We enjoyed a nice dinner after the game and had a chance to catch up with people some of us have not seen in-person in

years. As one of the participants this year, I don't think a better job could have been done organizing this event.

For this, we need to send a special thank you to the Public Relations Committee for their dedicated work, including our two retired members, Cristal Diemer-Ewles and Doreen Sacchett, for all their hard work, and Educators' Financial Group for their sponsorship of the event.

ARM Chapter 13/16 News

Iain Beaton

President

ARM Chapter 13/16

As the school year ends, there is cause for both optimism and concern. The arrival of summer, and the prospect of schools getting back to normal in September, are positive things to look forward to. And for those about to retire, the reasons to smile may be even greater. But the recent election result is disheartening, and the prospect of disruption to education, and more, looms large.

Members of ARM Chapter 13/16 took part in election activities supporting candidates in both York Region and Durham Region. Unfortunately, none of the Liberal challengers to Conservative incumbents in York were successful. Regardless, ARM will

continue to fight in defence of public education, public health care, and other societal issues.

The Chapter's Annual General Meeting, held June 8, had on its agenda a discussion of home care, which is an aspect of health care that has been neglected for too long. The Chapter will be pushing to get better, and increased, home care instead of expanding for-profit Long-term Care, which is what the Conservatives are already in the midst of doing. We are starting a Home Care sub-committee, and will be inviting members to participate.

If you are about to retire: ARM 13/16 is looking forward to getting back to in-person events, after two years of virtual contact. We encourage anyone who is retiring this June to join

ARM. They can do so by adding an ARM membership to a retirement benefits plan from OTIP, or they can contact OSSTF directly. Either way, membership is free until the end of 2022!

Joining ARM keeps you connected with OSSTF, and the local chapter offers presentations on topics such as estate planning and international travel as well as social get-togethers; also, there are three newsletters each year to keep members informed on a variety of issues and activities. We contribute to community organizations as well. If you have any questions about the local chapter, contact us at: chapter13and16@gmail.com.

ARM Yourself – Become an Active Retired Member.



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.

OSSTF D13 Blood Donor Drive

Chris Davis

*Communications Rep,
Pickering HS*

District 13 has partnered with Canadian Blood Services to support a blood donor drive. The District's initial blood donor drive months are May and June but is continuing throughout the year. To get started, book your appointment to donate. You can do so by visiting Blood.ca, through the GiveBlood app, or calling (888) 2-DONATE. Each unit of blood can save or support four lives. Our District team total is at 18 units of blood, at the time of writing.

Blood donations are needed constantly as they are used for cancer treatment, leukemia, brain surgery, blood disorders, and crash victims, among other patient needs. We can donate every 60 days. Our bodies contain about 10.5 pints or 5 litres of blood (Blood.ca). It is not painful to donate, and while you can be too young to donate, you are never too old. New and repeat donors are always needed to fill the need, as blood lasts only 42 days, and platelets have a shelf life of 7 days (Blood.ca).

Requirements for donation:

- * be at least 17 years of age
- * weight at least 110 pounds
- * not had a tattoo or piercing in the last 3 months
- * not been pregnant or had a baby in the last 6 months

- * not had a cleaning or filling in the last 24 hours or dental surgery in the last 72 hours
- * not travelled outside of Canada or the continental USA in the last 12 months
- * not resided in the UK, France, or Saudi Arabia from 1980-1996 or Western Europe from 1980-2007
- * not taking prescription medications (check acceptable prescriptions list or call (888) 2-DONATE)

Before donating:

- * get a good night's sleep
- * drink lots of water
- * eat a healthy meal (avoiding fatty foods)
- * bring your government-issued ID or your Canadian Blood Services donor card

Blood donation process:

- * complete the donor questionnaire and interview (can also be done through the GiveBlood app prior to the appointment)
- * a tiny pin prick of the finger to test hemoglobin levels
- * sit back and relax while donating for 5-10 minutes (450 mL/1 pint is taken)
- * after donation, rehydrate with a drink and enjoy some salty snacks

I know it is a very busy time of year for all of us, but please make time to book your first appointment for sometime this month, as they have not been

taking drop-ins due to the pandemic measures. Be sure to speak to your family and friends to get them to donate with you this year so that our district can make a significant impact and help a lot of people. I was able to get my first donation in on May 18th near my school, shortly after school ended. I was in and out in about half an hour, and I got snacks and drinks afterward for the ride home.

Remember to join the team to help our district make its impact.

1. Create an account on Blood.ca/pfl or the GiveBlood app for Apple or Android
2. Select "partners" from the menu
3. Select "join an existing team" and start entering your team's name (it will appear in the drop-down list)
4. Select the team you wish to join
5. Book your next appointment with your team via "team bookings" OR Book your own appointment and provide our Partner ID!

TEAM NAME

District 13 OSSTF

Partner ID: DIST0102203



District 13 Celebrates Pride with the Deceiving Divas!

Garrett Metcalfe

District Representative



An enthusiastic crowd joined the Deceiving Divas on Friday June 17th to celebrate Pride and raise funds for Teachers Caring For Teachers and our local Pride Prom. The SOLD OUT crowd was definitely ready to celebrate and embraced the opportunity to be with each other in person.

Our edgy hostess Joane Rivers left folks in tears of laughter and joy as she brought on celebrity after celebrity to pay tribute to some of the Queer community's biggest icons. The show began with the pride classic "I Am What I Am" followed by celebrity look alikes including Marilyn Monroe, Celine Dion, Aretha Franklin, Adele, Dolly Parton, Lady Gaga, Taylor Swift, Judy Garland, Cher and so many more. The Deceiving Divas closed the show with the powerful and classic number "What Makes A Man A Man" – reminding us all of our role to challenge gender and sexual orientation binaries.

The Deceiving Divas would like to wish everyone a Happy Pride!



Ajax HS staff enjoying the show.

Bargaining Update



Nicole Bléau

District Representative

In early June, Presidents and Chief Negotiators from all over the

province gathered to approve the OSSTF Central bargaining brief. Of course, we won't know the Central/Local split for some time, but our bargainers have now received endorsement of their direction.

Locally, our TBU bargaining priorities survey went out electronically to members via

our mass email this week on Tuesday, June 21st, 2022. The survey closes July 8th, 2022 so please be sure to complete it ASAP.

Through our mass email system, we will continue to provide bargaining updates so stay tuned.

Renovations that You Should Call your insurance Broker about

Provided by OTIP



If you're like many other Canadian homeowners who have recently come out of the pandemic, chances are you have either completed some type of renovation or have something planned in the future. Here's a list of situations that are important to review with your broker ahead of time.

Read more at www.otip.com/article148.

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