

## Bargaining and Political Update



**Shane Stagg**  
*TBU and District President*

There are currently a number of inter-connected factors influencing the bargaining environment.

### Bargaining Progress

The provincial government does not appear to be showing any urgency to bargain, with the process moving at what can be described as a glacial pace. The government has delivered messaging describing a focus on an uninterrupted school year. This adds up to suggest that there will not be a bargained agreement or any strike action in the short term. Bargaining is expected to continue well into the spring. Based on available news, similar experiences are being had by the other education affiliates as well. The government has carried out some polling showing that the public has an appetite for arbitration to arrive at an agreement but not for a legislated

contract. They are also surveying the public with questions about teacher salaries. If bargaining does lead to arbitration, it could be handled by an arbitrator agreed upon by the parties or one can be appointed by the Ministry of Labour (more correctly known as the Ministry of Labour, Immigration, Training and Skills Development). As time passes, it generates distance from the CUPE deal as well as COVID disruption, which is positive. While there may be frustration over lack of information, members can rest assured that what is being shared is all that there is at this time. There is no back-room dealing taking place. The government is simply showing very little interest in pursuing a bargained agreement.

### CUPE Deal

Details of the bargained CUPE agreement show a yearly dollar-an-hour raise for education workers. While this represents an often-reported percentage increase greater than 3% for workers earning \$40 000/year, it shrinks to a relative value of 1% for workers earning \$90 000. The

percentage value would then shrink to below 1% in successive years of the agreement. The deal also brings status quo funding to benefits. Given the inflation pressures on the benefits plan, status quo funding would result in either decreased benefit coverage or an increase in premiums to maintain the

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## Bargaining and Political Update (cont'd)

current plan. A similar deal is not of interest to OSSTF for its members. The CUPE contract has a limited me-too clause on only some elements of the agreement.

### Bill 124

The Ford government's wage restraint legislation has proven to be unpopular with the public and found to be unconstitutional by the courts. While the government has indicated it intends to appeal that court ruling, they have not requested a stay of the ruling. A stay would have meant that the court decision would not apply pending the appeal and the controversial legislation would remain in force. Without a stay however, the wage restraint is no longer in effect. The decision by the Ontario Court of Appeals is expected to take months. Meanwhile, the parties are obliged to either reach a remedy or bring it back to the courts. Options here include looking back at the loss to workers and arranging a payout or looking ahead with a salary agreement that compensates for the past loss. The Ontario Financial Accountability Office has determined that the impact of the wage restraint legislation was a loss to workers of 6.8 billion dollars across the public sector. The provincial government now finds itself with reserves and a surplus of unspent federal funds. This is

despite a loss of revenue of 1.2 billion dollars prompted by the cancellation of car licensing fees. It is apparent that any government messaging regarding financial hardship is a manufactured crisis intent on beating up the public service and promoting for-profit privatization.

### Building Pressure

Challenges for workers are occurring elsewhere as well. In

France, a plan to increase the retirement age to 64 resulted in protests and a general strike. In the UK, teachers are striking after turning down a salary increase of 5%. Here at home, if bargaining stalls in the long term, we may see action taken in concert with others. Public services are under attack by this government and pressure is building. It is understood that this is the fight of a lifetime.

## Where is President Waldo?

To reward our eagle eyed readers, the first 5 members to find President Waldo and send an email to Ruth Leone at [ruth.leone@d13.osstf.ca](mailto:ruth.leone@d13.osstf.ca) identifying his location will receive a D13 prize!

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# Can We Talk? Trauma Porn Is Not Allyship



**Garrett Metcalfe**

## *District Representative*

As an out gay educator who has delivered anti-oppression workshops for years, I can't tell you how many times I've recounted story after story of my own experiences of homophobia both in society and within the education system. In the early years of doing this work, these shared narratives were an expectation and possibly even necessary as the straight world began to step forward as an ally. I would be brought in by organizations to share my lived experience, expect much of the audience would shed a tear, offer hugs, tell me how brave I was and leave the participants feeling that they had now done their part. We were all in the "raising awareness" stage of equity work.

The term "trauma porn" was originally created within the literary and artistic community referring to when the media showcases a group's pain and trauma in excessive amounts for the sake of entertainment. It was created not for the sake of

the marginalized group, but instead to console or entertain the non-marginalized group. (Johnson, Oct 2020). In the early years, these shared stories by oppressed groups may have had a purpose of shocking our allies into action.

Today, much of the social justice community has extended the notion of trauma porn to include the expectation or reliance on marginalized communities to share with us their stories of oppression. This trauma consumption is not allyship but rather just another addition to an extensive list of microaggressions faced by marginalized folx.

Oppressed individuals and groups already know they are oppressed. They are intimately aware of the harm and sometimes violence that comes with that oppression. Being asked to share their narratives for the benefit of our allies is just another form of violence. Trauma porn at its core is exploitative and emotionally provocative for unethical reasons that lack compassion for anything other than society-ruled defaults of white, straight, cisgender, able-bodied, able-minded and neurotypical locations of identity. (Johnson, Oct 2020). The sharing of these stories is

never made with the marginalized group in mind but rather for the benefit of the allies holding positions of power and privilege. The consumption of these narratives just for people to feel "sad" or "care" is traumatic in itself and fails to acknowledge that action is required, not just empathy.

This is where the allyship comes in. Action can happen in many other ways that do not include the exploitation and dehumanization of trauma porn. It is time we move beyond relying on marginalized folks to explain their marginalization. If the allies still require more information, explanation or even verification of the oppression of others – they should take it upon themselves to do the research themselves. Utilizing one's own location of power and privilege to do the work. That is what allyship is all about

Instead of consuming trauma porn, allies can destabilize systems of power and privilege in the following ways:

1. Commit yourself to anti-oppression work by doing the research!
2. Instead of sharing the traumatic posts, images or stories of injustice

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## Can We Talk? Trauma Porn Is Not Allyship (cont'd)

- universally, send them directly to non-marginalized folks who may benefit from the information with a goal of moving into action that can include petitions, lobbying and protests.
3. Show up for the rallies and protests. If you can't attend, donate to organizations doing the work.
  4. Call your elected officials and people in positions of systemic authority to call for action.
  5. Check on the marginalized people in your life and centre their emotional needs.

6. Believe, listen to, and trust marginalized people by avoiding gaslighting them about their own lived experiences.
7. Intervene and interrupt to support marginalized people in all spaces from work to social media.

(Adapted from Marie Preston, Consuming Trauma Porn Is Not Allyship, 2021)

Oppressed groups are exhausted in sharing their narratives and they shouldn't be asked to do so. Don't get

me wrong. Sometimes they may want to share their experiences or find safe spaces to just vent with an ally. That is when we sit back, listen, acknowledge their lived experiences and ask how we can help. That is different from participating in trauma porn.

I always go back to Maya Angelou's famous quote: "When we know better, we do better."

It is important that we make efforts to stop consuming trauma porn and relying on the narratives from those we are trying to support. Trauma porn is not allyship!

### LifeWorks

LifeWorks counselling service is available through the 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 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](http://otiptl.lifeworks.com).

**Log in with the username and password below:**

**Login: Lifeworks1 Password: @OTIPTL123**

### Treat Yourself

*Provided by OTIP*



Treat yourself because you've earned it! Enter for your chance to win 1 of 12 monthly \$1,000 cash prizes, plus the grand prize of \$3,000!

Enter now:

<http://bit.ly/3HbJura>

#OTIPUpdate



## Health & Safety Improvements for Workers and the JHSC



**Richard McCormack**  
*District Representative*

District 13 OSSTF addresses health and safety issues that concern members at the Joint Health and Safety Committee (JHSC). The JHSC has two OSSTF representatives who help make up the composition of this committee.

A Joint Health and Safety Committee (JHSC) is required within the workplace, and it is the Occupational Health and Safety Act (OHSA) which requires it. The JHSC is made up of representatives from the employer and worker members represented by the union affiliates. The committee operates with two co-chairs, one who represents workers and one who represents the employer. Within the committee's powers is the ability to make recommendations to the employer for the improvement of the health and safety of workers.

When the committee has failed to reach consensus on recommendations brought forward, either co-chair has the power to make written

recommendations to the employer. The employer then has twenty-one days to respond in writing. The workers made two written recommendations at the last JHSC meeting in January.

One recommendation requests that the JHSC worker members be provided access to the online reporting system for violent incident reports and safe school incident reports. Currently, the JHSC worker representative representing the appropriate union affiliate receives the violent incident report once it is completed by the school administrator. At times, a completed violent incident report will arrive in the next school year, which makes it challenging to support members in a timely manner. The safe school incident reports do not come to the union affiliates. This request would provide access to violent incident reports that have not yet been completed as well as data on safe school reports which has never been shared.

The other recommendation requests that all newly hired educational assistants receive Behaviour Management Systems (BMS) training as a part of the on-boarding training requirement. Supply educational assistants work in classrooms with students who have behaviour safety plans and

many are currently not BMS certified.

Workers are encouraged to bring health and safety concerns to the attention of their supervisor (i.e. principal) directly or through your workplace health and safety representative. If the health and safety issue cannot be resolved at the worksite with the supervisor, please reach out to the District 13 office for assistance. Your OSSTF JHSC worker representative can reach out directly to the school, to the DDSB Health & Safety department or bring it forward to the JHSC.

If a worker believes that conditions in the workplace are unsafe, they can file a workplace health and safety complaint with the Ministry of Labour, Immigration, Training and Skills Development (MLITSD). A worker who believes that their work is likely to endanger themselves can refuse work according to the OHSA. In both cases, the MLITSD can be called upon to investigate and your worker representative of the JHSC would be present during this process.

District 13 OSSTF uses a variety of avenues and tools when seeking improvements to workplace health and safety for its members. Many of these tools have been outlined throughout this article but other options include grievances and bargaining.

# Unmasking Hard Truths: Neurodiversity in the Education Sector

**Carmen Lishman**  
*Speech Language Pathologist*  
*PSSP Bargaining Unit*

Trying to soak up the last couple months of my maternity leave in 2020, I wanted to get my brain warmed up for work again. I used a quintessential millennial strategy: I unfollowed several of the groups with advice for parents of babies, and jumped into a few social media channels/accounts/groups for SLPs. At the time, I felt I needed to upgrade my learning about supporting communication for non-speaking students using AAC (Alternative and Augmentative Communication), so I focused on this. On the advice of an SLP friend in private practice, I joined a Facebook group called *Ask Me, I'm an AAC User*. A number of posts about *neurodiversity* caught my attention. This led me to a few other groups moderated and administered by neurodivergent folks. I began to devour the posts and comments provided by these adults with a wide range of diagnoses (self- or medically-diagnosed included): autism, ADHD, dyslexia, language -impairment among others.

I confess that many of the posts triggered strong emotions for me. I felt shock, disbelief, confusion, guilt, and shame as folks shared their experiences.

They talked about experiencing trauma in speech therapy, feeling pain when trying to make eye contact or keep their hands still, being 'trained' to 'mask' (present as neurotypical) and treated inhumanely in schools. I tried to reason, "I wouldn't knowingly cause trauma! This must not apply to my practices. Most of these comments must be from adults who probably had therapy decades ago. Wrong. Several techniques and strategies that were under fire were *the same* and used the *exact same wording* that I have used and recommended many times as an SLP. The discomfort of all this was hefty.

With time, the discomfort passed. I have since devoured many insights provided by neurodivergent educators in online spaces. As much as I was able, I tuned into some of the presentations in the Intersectional Infinity Summit in the spring of 2022, organized by NINE (the Neurodiversity Infinity Network of Educators) based in Durham Region.

Ableism, masking, people-first versus identity-first language and the Social Model of Disability (versus the Medical Model). These are all terms I have come to understand. Truthfully, this learning has been one of my greatest personal strides and has been truly transformative for me as a person, not just as a clinician. Wrestling with these tough feelings is just a start. Before I can really act on this new information, I've committed to deepening my learning and facing my mistakes and stumbles with humility. I'm noticing that parents of neurodivergent children are also learning in this way. As a first small action, however, I'm writing this to invite other educators or clinicians to join in this learning and listening. It takes courage, but it feels right to honour the courage and vulnerability of those willing to provide insights about their experiences. I warmly recommend beginning with the NINE website:

<https://sites.google.com/ddsb.ca/nine/home/how-to-be-a-better-ally>

## Start the new year off right with ways to save on your home and auto insurance

*Provided by OTIP*

The price you pay for insurance can vary by hundreds of dollars, so how can you get the best value for your money? Here are 10 ways you may be eligible to save on your home and auto insurance and start your new year off right. Read more at [www.otip.com/article158](http://www.otip.com/article158).

# OSSTF District 13 District and TBU Annual General Meeting

## Chris Davis

### *District 1st Vice President*

The 2023 District Annual General Meeting will be held on Thursday, May 4, 2023. 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 9**

- 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: **March 30**

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 23**

- 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: **March 30**

- 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: **March 30**

(**March 9** 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 6**

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

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## 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 6**

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 9**.

Space for pre-formatted ads must be reserved no later than **March 9**.

The pre-formatted ads must be delivered to the D13 Office no later than **March 9**.

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

<b>Resolutions</b>	<b>Deadline</b>
Amendments to Constitution due to District Office	March 9
Amendments to Bylaws due to District Office	March 23
Amendments requiring significant restructuring due to District Office	March 30 (March 9 for INPRINT 13 inclusion)
Amendments requiring District funds due to District Office	April 6
Amendments to Constitution due to Membership	March 30
Amendments to Bylaws due to Membership	March 30
<b>INPRINT 13 ads and Nominations</b>	<b>Deadline</b>
Ads requiring layout due to District Office	March 9
Space for pre-formatted ads due to District Office	March 9
Pre-formatted ads due to District Office	March 9
Nominations due to District Office	April 6



## Black History Month



**Celebrating  
Excellence!**

## Celebrating and Honouring Black Excellence Competition District 13 Human Rights Committee

All racialized/black students are invited to participate in our "Celebrating and Honouring Black Excellence" competition by submitting a product that celebrates Black identities and/or overcoming adversity.

Teachers are encouraged to incorporate the challenge into their curriculum. The products could include spoken word/slam poetry, short stories, speeches, visual arts, drama presentations, song, dance, essays, graphic arts, poster campaigns, or any multi-media projects. The possibilities are endless.

We are asking that the challenge be launched with students during the month of February in recognition of Black History

Month. All entries are to be submitted by Fri Mar 3rd at 3:00pm. The winners will be selected by the committee and announced the end of March. We plan to combine all entries into a resource or post on our website in celebration!

A prize pot of up to \$500 has been secured and will be split into prizes based on the

number and quality of the entries we receive. Please forward your submissions to your Branch President or directly to Garrett Metcalfe in the District Office.

If you have any questions or would like further clarification, please reach out to Garrett at 905-668-7100 or email at [garrett.metcalfe@d13.osstf.ca](mailto:garrett.metcalfe@d13.osstf.ca)

### Celebrating and Honouring Black Excellence Competition

Racialized/Black Students


Prizes Totalling \$500.00

Submit your entry to a teacher by Fri Mar 3!

**\*Submit a project that celebrates Black identity and/or overcoming adversity!**

- \*Slam/Word Poetry
- \*Short Stories
- \*Speeches
- \*Visual Arts
- \*Drama Presentations
- \*Song
- \*Dance
- \*Essay
- \*Poster
- \*Multi-Media

\*Submission can be hard-copy or digitally submitted!



## Kitchen Korner

**Heather Tyrrell**  
*Communications Rep.*  
*J. Clarke Richardson*

Well, the holidays are over, and the big sporting event “Super Bowl” is over too (I am more of a CFL gal myself). During those times, I am sure there was a lot of food and beverages consumed as food is part of most celebrations. So now it is time to celebrate yourself. Spring is right around the corner....I hope! So why not

start putting some healthy food items in your system to get some prime nutritional benefits. I know life is busy, so I am going to share some links to some easy foods you can prepare to help make the process easier.

The first two items I have made, and they are sooo tasty and easy to make!

**Easy Overnight Oats:**  
<https://downshiftology.com/recipes/overnight-oats/>

**Healthy Cacao Nibs Brownie Bites:**  
<https://ifoodreal.com/cacao-nibs-brownie-bites-recipe/>

**Sesame Soba Noodles:**  
<https://www.loveandlemons.com/sesame-soba-noodles/>

**Baked Apples with Oatmeal:**  
<https://thishealthytable.com/blog/baked-apples-with-oatmeal/>

### Today's Tip

Season food to taste...

The flavor of a dish depends on a multitude of variables, including freshness of ingredients, how it was prepared and how it is seasoned. Once salt and/or pepper has been added to a savory dish, taste it. If it tastes bland or lacks flavor, season it more and taste again. It takes an experienced chef to know how much salt is needed without tasting, and the difference between a properly seasoned dish and one that is under seasoned is obvious once you find the right balance. The pros sprinkle on the salt from high above a dish, about 12 inches away, to allow for an even coating and to keep the salt from being too concentrated in any one area. To prevent over salting, use a little bit at a time to start.

### Food Quote

"Coffee is like duct tape ... It fixes everything"

If you have any questions about cooking or baking, please feel free to email me and I will be happy to help you along!

**-Chef Tyrrell-**



# Houston, We Have a Problem

**Adam Mercer**

***EPAC Representative***

The students that are sitting in front of us now are not the students we have had in previous years. Our students were significantly impacted by COVID, between lockdowns keeping them out of our buildings, and significant restrictions during “quadrimesters”. The government has been running advertisements about getting them “caught up” in terms of their academic development, but what about the socialization they lost over that same period?

Walking through the hallways you can hear the kids swearing at each other, dropping racial terms in conversation and at one another. Add to that, blocking of hallways, walking into each other, and seeming surprised when other people get angry because of their inconsiderate behaviour.

Washrooms have become social hubs and vape centers, with the smell of vanilla, grape and bubble gum scents leaking into the halls. Vandalism has also been an increased issue. In some schools, washroom issues have led to the closure of some student washrooms.

These things were part of pre-COVID life, but over the last three years, it seems far more

of our kids are struggling to interact in a way that doesn’t promote tension and conflict. Having talked with colleagues in other buildings, the problem is very real. There are threats of violence, fights, and sometime police involvement. The kids have forgotten how to deal with each other and when they have conflict, they deal with it in violence more often than they used to. At least it seems and feels that way.

Some of the headlines in the Toronto Star over the last few months tell us that these issues are not unique to any particular school, or even this particular board. There are reports of violent conflicts between students coming at us through the grapevine and through the media consistently.

When these conflicts occur, especially on school property, the response is often a transfer to move the students involved from one school to another. Separating students who have engaged in fighting is not a terrible idea, however, it does become rather like

shuffling the deck chairs. Quite honestly, this response can mean that students who are already angry about being separated from their friends and familiar environment are dropped into classes so late that they struggle to be successful. Somehow this does not sound like a recipe for peace and serenity.

The lockdowns of COVID might have given us the solution to the problem it helped to create. We now have a virtual school that offers a sizable selection of courses for students to take while able to provide distance between students engaged in conflict. Moving students from one school to another protects their right to an education. Virtual school provides the same opportunity, while also promoting the safety of the school community. It wouldn’t be forever, just until the start of the next semester, at which time a student could be placed back at an in-person school.

The students and staff in our buildings have the right to feel safe in their learning and working environment.

## Attention D13 Members—PD Funding

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/pdfunding>

# Re-Introducing Starling Minds



**Nicole Bléau**  
*District Representative*

The impacts of the pandemic and its variants have created a massive strain on students, educators, and the education community. Educators are working to maintain education standards for their students. However, it leaves little time and energy for educators to care for themselves.

In December 2021, OSSTF/FEESO announced their partnership with Starling Minds. Starling Minds is now available to all OSSTF/FEESO Members and their families at no cost.

Starling Minds is a confidential, self-guided digital program that helps you identify the thoughts and feelings of stress, anxiety, or depression. It helps you build the knowledge, skills and tools you need to better manage your mental health through checkups, exercises, educational videos, guided training sessions, and a peer community. Starling Minds is an educational program that is based on Cognitive Behavior Therapy. It's a helpful tool to use alongside medication and/or in-person therapy.

Visit:

[member.starlingminds.com](https://member.starlingminds.com)

Access code: **OSSTFMEMBER**

Starling Minds offers 24/7 access to a digital mental health platform that can help members proactively build healthier, more positive life-long habits into their daily lives and build resilience to stress, anxiety, burnout, and depression. The platform supports people's mental health. You can explore the different triggers and patterns that affect our mental health and the strategies that can be used to set limits to better manage our mental health. Starling Minds is a leader in helping educators overcome unmanageable stress and burnout.

So far, 841 OSSTF members:

- Improved their anxiety by 65%
- Improved their burnout and depression by 66%

## **Frequently Asked Questions about the program provided by Starling Minds**

### **Who uses Starling Minds?**

Starling Minds is for individuals who want to improve their mental fitness. How will it help me? Starling makes it easy to learn and integrate practical strategies into your daily life so you can get your mental health back on track. In just a few

minutes, our program will guide you through the sessions so you know exactly what you need to do to get better. As you work through the sessions, the program will adapt to your needs and tailor recommendations and insights just for you.

### **Is my information in the program private and secure?**

Our program is 100% secure. We do not sell any of your personal health information to anyone. You'll select an anonymous codename for posting in the community.

### **Can I use this program while taking medication or seeing a psychologist?**

Yes, Starling is an educational program that is based on Cognitive Behavior Therapy. It's a helpful tool to use alongside medication and/or in-person therapy.

### **Can I access Starling on my phone or tablet?**

Yes, our programs are accessible to anyone with a smartphone, tablet, or computer. This makes our programs readily available whenever and wherever you are.

### **What's my access code?**

Your access code is OSSTFMEMBER and you can register at [member.starlingminds.com](https://member.starlingminds.com). Got questions? Email [members@starlingminds.com](mailto:members@starlingminds.com).



## Starling is here for you.



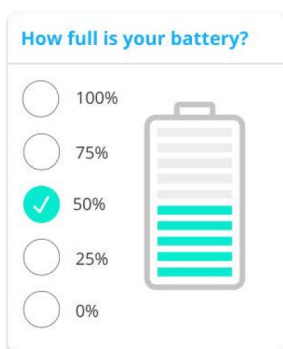
We all deserve easy, helpful support for managing stress, anxiety, burnout and depression. This is why we created our self-guided digital program that is available 24/7, immediate, private and tailored just for you. As simple steps, you can proactively build daily habits that help you better manage your mental fitness and take control of your life and well-being.

### How it Works

1

#### Take a Check-Up

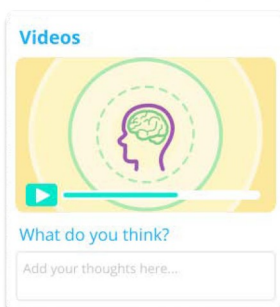
Uncover insights into how you're doing.



2

#### Build your skills

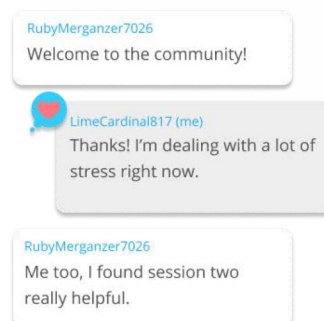
Your training sessions adapt to you. Providing you with the skills and tools to improve your mental fitness.



3

#### Connect with Peers

Share your story and find support from peers in our anonymous community.



### Ready to get started?

Visit [member.starlingminds.com](https://member.starlingminds.com)

Access code: OSSTFMEMBER



## Anti-Oppression and Social Justice

### Join or Create an Advisory Group!

All rights and equity seeking members are invited to join one of our existing advisory groups or to create your own!

Come together to support one another and to advocate for change!

For more information, reach out to Garrett in the district office:

905 668 7100

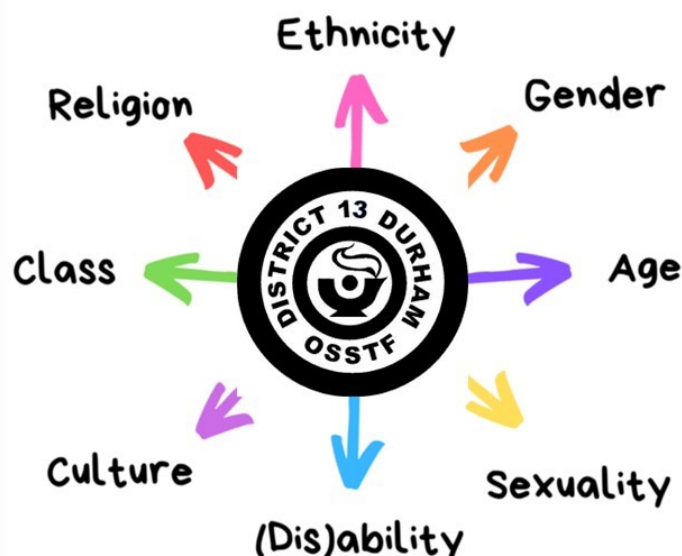
[garrett.metcalf@d13.osstf.ca](mailto:garrett.metcalf@d13.osstf.ca)

**Your Voice   Your Space   Your Union**

**Indigenous  
Black  
Jewish  
PRIDE**



### Join Our D13 Social Justice Collective!



All rights and equity seeking members are invited to come together to support one another and advocate for social justice change!

**A Place For  
Identities To  
INTERSECT!**

Reach out to Garrett in the D13 Office  
For More Information

## Update to Women's Advocate Program

**OSSTF/FEESO**

*Women's Advocate*

**PROGRAM**



Here to help District 13 members access services and support to escape a dangerous, violent or abusive relationship!

**Contact D13  
to be connected  
with one of our  
Women's Advocates**

Phone: 905 668 7100

Email: [garrett.metcalfe@d13.osstf.ca](mailto:garrett.metcalfe@d13.osstf.ca)

*Edvantage*<sup>®</sup>



### PRO TIP

If a middle initial or a formal name is in our file, you will need to use this when registering for your Edvantage account.

Don't miss out on discounts from Edvantage, your exclusive savings program! Only when you register for your FREE account can you access all the partner discounts and offers. Learn more: <http://bit.ly/3jexMEi>

#OTIPUpdate #Edvantage #ExclusiveSavingsProgram

# The Top 5 Things that Should be on Your 'Beginning of the Year Financial to-Do' list

*Provided by Educators Financial Group*

It's a new year—and while you might be sorting out whether or not an 'old acquaintance should be forgotten', there is a list of money-related things you shouldn't forget if you want to start this year on the right financial foot.



From making the most of your TFSA and RESP contributions, to getting ahead of the RRSP and tax deadlines, check out the top 5 things that should be on your new year financial to-do list: <https://bit.ly/3VpNTvU>.

## Monster Trucks

The Monster Trucks All Out Tour is on a collision course for Oshawa when they drive into the Tribute Communities Centre on Saturday, June 17, 2023 at 2:30 pm. They are offering to educators discounts on your tickets by entering the code found on the poster. Tickets can be purchased in-person, by phone or online.

To find out more information about the Monster Trucks visit [www.tributecommunities.com](http://www.tributecommunities.com)



**YOUR SAVINGS ARE CRUSHING IT  
WHEN USING CODE: GSSCHL**



P1	\$91.00	REG \$91.25
P2	\$66.50	SAVE \$7.50! REG \$74.00
P3	\$40.50	SAVE \$4.25! REG \$44.75
P4	\$32.75	ADULT REG \$33.00
	\$21.25	CHILD REG \$21.50

\*\$8 service charge for each order. Price includes all other fees and taxes.  
\*\*Seating based on availability. Box office pricing shown.  
\*\*\*Offer available until June 16, 2023 at 8:00pm. Cannot be combined with other offers.

**VISIT [WWW.TRIBUTECOMMUNITIESCENTRE.COM/PASSWORD](http://WWW.TRIBUTECOMMUNITIESCENTRE.COM/PASSWORD)  
TO REDEEM CODE**

**CONTACT MELISSA SMITS, SUITES & SALES MANAGER**  
905-448-1568 / [MELISSA.SMITS@OAKVIEWGROUP.COM](mailto:MELISSA.SMITS@OAKVIEWGROUP.COM)



## Upcoming Events for D13—2022-2023 (as currently scheduled)

February 20, 2023	District 13 Skate, 1:00-3:00 pm at McKinney Arena, #3, Whitby
February 22, 2023	Pink Shirt Day
April 25, 2023	Pregnancy/Parental Leave Workshop, 4:15-6:15 pm at the D13 Office Contact Nicole.Bleau@d13.osstf.ca to register
April 28, 2023	Day of Mourning
May 4, 2023	District & TBU Annual General Meeting 2023, Ajax Convention Centre details TBD
May 7, 2023	Steps for Life, 10 am, details TBD
May 11, 2023	PSSP Annual General Meeting 2023, details TBD
May 16, 2023	World Education Support Personnel Day
May 17, 2023	Student Award Night, details TBD
May 18, 2023	OTBU Annual General Meeting 2023, details TBD
June 4, 2023	Durham Pride Parade, details TBD
June 9, 2023	District 13 Golf Tourney @ Lyndebrook Golf Course, details TBD
June 16, 2023	Deceiving Divas, 8 pm, Oshawa Legion, details TBD
June 25, 2023	Toronto Pride Parade, details TBD



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.

### DISTRICT 13 OSSTF

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