

Bargaining Update



Shane Stagg
TBU and District President

Our collective agreement expired in August 2022, and we understand completely that members are curious and perhaps even frustrated about the pace of negotiations. What I can tell you is that we are experiencing what has been described as the fight of a generation. We have seen the steps this government is prepared to take to get what it wants. There is no mistaking that a majority government is a strong force to be reckoned with. So too however are unions and the labour movement in general. What we are seeing is a resurgence of the labour movement. We are not alone. We are working closely with our education union partners and with the Ontario Federation of Labour to deliver a clear message that enough is enough. That public services must be protected from privatization and that real wage increases are necessary against the increases to cost of living that we are all seeing.

This government speaks about having made historic investments in public education. However, when adjusted for inflation, school boards now receive \$1200 less per student than they did in 2018. Understaffing and underfunding are key elements of how the Ford government has handled public education in Ontario. The government tends to both underbudget and then underspend those budgeted amounts.

There are two levels of bargaining. There is a provincial table that handles salary negotiations, sick leave, and other large ticket items, and a local table that addresses working conditions of a broad variety such as supervision, access to leave days, prep periods, etc. There have been bargaining dates at the provincial level this school year. The relationship at the table is described as respectful but the pace is slow. Locally, we have approached the Board for bargaining dates and expect to begin bargaining in the fall. This is consistent with what is being experienced across the province and with other education unions. Our local

negotiating team has a bargaining brief ready to go which has been approved by Provincial Office. This brief is informed by the membership bargaining survey as well as experiences of members since the last round of bargaining. The current strategy is to follow a traditional bargaining routine where updates are provided to members while actual discussions at the table remain confidential. This strategy can

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Bargaining Update (cont'd)

change as needed.

The government has expressed interest in bringing in private mediators to support the bargaining process. OSSTF's response to that is "no". It is not believed that mediation as proposed by the government will bring a fair deal to members.

There have been calls from members asking for a strike vote or preliminary strike vote to allow members to communicate their willingness to fight for working conditions. We are currently engaged in good faith bargaining with the expectation that the parties can come together to negotiate a fair deal. There has not been any direction

from Provincial Office to carry out a strike vote and it would be inappropriate to poll members locally with a preliminary vote. Until there is an impasse at the bargaining table, a strike vote would be premature.

We are, however, very interested in hearing from members in terms of their concerns and comments regarding bargaining and actions that they would like to see. Members are invited to visit the following link to share their thoughts. The form can be completed anonymously, or you can include your name. Insights gained will be shared with Provincial Office, as well as our

local Executive and bargaining teams as appropriate.

<https://forms.gle/xESCpRcd4ZxNX9UUA>

Finally, I would like to wish everyone a terrific July and August. Whether you are taking courses, working, exploring adventures, or taking the time to recharge, we hope that you take pride in the year that is complete. Perhaps there never are easy years - this one certainly hasn't been. However, we face the challenges together. Students benefit from the work we do every day and public education continues to serve our communities exceptionally well.

7 road trips in Ontario you have to take before summer ends

Provided by OTIP



In Canada, we cherish the long-awaited summertime. Ontario has many experiences to offer, and with just a few short months of warm weather, road trips are essential. That's why we've compiled a list of the best road trips in Ontario to soak up the sights.

Read more at www.otip.com/article166.

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

www.feelingbetternow.com/otip



Can We Talk? Self Care IS Social Justice



Garrett Metcalfe
District Representative

To say that this year has been challenging for those of us who care about social justice would be a major understatement. We have seen a significant increase in hate targeting multiple intersecting identities throughout the world and right here in our own community. The levels of hate are unlike anything we have seen for decades. There is no debate that we are living in frightening and dangerous times.

This article however is not about the hate or our collective responsibility to fight it. In fact, it may surprise you that my message is quite the opposite – I suspect many folks out there need permission to take a break. Self-care IS social justice and **MUST** be a top priority!

As someone who is committed to interrupting hate and spends much of their time speaking about equity and inclusion, I can tell you that while the work is extremely rewarding, it is also emotionally taxing and

exhausting. By nature of all we collectively do, we seldom stop to think about our own well-being as we all feel the urgency of the work and feel so passionate about it.

As Audre Lorde says, “Caring for myself is not self-indulgence, it is self-preservation and that is an act of political warfare.” For us to be truly effective, we need to be at our best and only through our self-preservation can we continue to dismantle systems. It really is the whole “oxygen mask on you before your kids” scenario. Taking care of yourself, indulging in the things that bring you great pleasure, are, in fact, unselfish acts.

The hate will still be there to deal with in the fall and nothing you could possibly accomplish over the summer will ever

change that fact. As we head into the holidays, please accept full permission to draw boundaries and indulge in all that brings joy!

I have every intention of heading to the water, cottages, festivals, patios and campgrounds. I will be enjoying food, drink, summer parties, and time with friends and family. I’ll be reading a few books under a tree, taking a nap, and tossing a ball with the dog. I will be committing to time to myself with the same intensity and passion that I have given to fighting oppression the rest of the year. I will be doing so without guilt - knowing that these acts of self-preservation are acts of political warfare.

Self care IS social justice.



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

Celebrates PRIDE!



D13 marching in Durham Pride Parade in Ajax.



D13 and ETFO Durham shared a booth at Youth Pride in Whitby.



Deceiving Divas show in support of Caring Colleagues and Pride Prom with a special guest, D13 President Shane Stagg as Kenny Rogers!



Joane Rivers doing Drag Story Time.
It's all about 'LOVE'!

2022/2023 District 13 Public Relations Committee Wrap-up



Richard McCormack
District Representative

The D13 PRC 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.

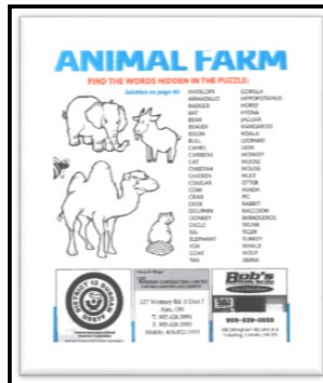
This committee was created in the 90's during a time when public education and teachers were under attack. Educators realized they needed to take a more active role in promoting their profession and conveying accurate information in the community about their working lives. Unfortunately, not much has changed since. Education workers continue to be under

attack by provincial governments and some facets of the public.

To raise the profile of members and highlight the positive impact teachers and PSSP members have on our students, the committee approved advertising on digital billboards in Pickering, rink boards in Oshawa arenas, 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 continued to build our profile in the community by sponsoring member-selected community organizations or events, including the Durham Rebels 16U volleyball club, Ajax Spartans 14U AA baseball team, Clarington Flames U9 tier 2 girls hockey team, the Ride to Conquer Cancer, the Durham Black Educators Network and their student awards, Clarington Orioles 13U select baseball team, Whitby Wolves Jr U22 AA Elite Hockey team fundraising golf tournament, and Nova's Ark.

To help boost the morale of members, the committee hosted a bird watching event at Thickson's Woods Land Trust in Whitby. Members enjoyed an

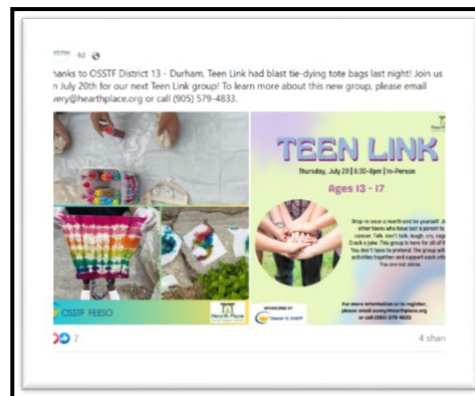


outside wellness event with an experienced OSSTF member as

2022/2023 District 13 Public Relations Committee Wrap-up (cont'd)

their guide. Members were also invited to take part in a mindfulness club to help support their well-being. The committee, in partnership with the Anti-Oppression and Social Justice Collective, organized our first paint night with CurlyShirley Art and a trip to see Joseph and the Amazing Technicolor Dreamcoat. For the first time in three years, District 13 hosted our member free skate at McKinney Centre in Whitby on Family Day.

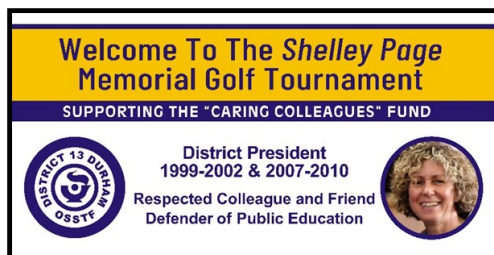
supported Hearth Place Cancer Support Centre and their monthly grief support program for teens.



Support was also directed towards Threads of Life in their annual Steps for Life walk to raise money and awareness for families affected by workplace tragedies. These actions were featured on the organizations' social media platforms, highlighting D13's commitment to our community through thousands of views.

We invite 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.

Wishing all a restful and enjoyable summer!



In June, the committee once again hosted the annual Shelley Page Memorial Golf Tournament at Lyndebrook Golf Course in Whitby. The proceeds from this event go towards the Caring Colleagues fund, formerly called Teachers Caring for Teachers. The committee also continued to send cards and gifts through this initiative to members who were off work due to extended illnesses.

The committee continued supporting local organizations that provide aid in the region of Durham. This year, D13

The committee also directed support to Community Care Durham and their community food box program.



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.

Log in with the username and password below:

Login: Lifeworks1

Password: @OTIPTL123

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 3 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/Supervisor. Please note: there is little point in submitting this form in advance in June or July, because the Board will usually want a current medical update and will simply ask you to go back to your doctor again in early August to confirm your restrictions.

Available Sick Leave: If you are injured/fall ill over the summer and cannot start work in September (or else need

accommodations, including working half time), you will access a new allotment of sick leave for the upcoming school year (assuming you were at work 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 at ShortTerm.Absence@ddsb.ca. 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.

Continued on P8

<p>1. Health Care Professional: The following information should be completed by the Health Care Professional</p> <p>Please check one:</p> <p><input type="checkbox"/> Patient is capable of returning to work with no restrictions.</p> <p><input type="checkbox"/> Patient is capable of returning to work with restrictions. Complete section 2 (A & B) & 3</p> <p><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.</p>
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What Happens if I Get Hurt/Sick over the Summer? (cont'd)

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 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/Supervisor and me and let us know that you will be at work but that you have provided documentation to Ability

Management outlining some necessary accommodations. I will then be in touch to discuss your situation. A meeting will likely be called in the last two weeks of August with Ability Management, your Principal/Supervisor, OSSTF and you to put your accommodations in place.

Not Returning to Work: If the doctor is indicating that you cannot return to work at all, they will select the third box in Section 1. If this is the case, then they will NOT complete Sections 2A or 2B, but will instead jump directly to Sections 3 & 4. Submit the form

to Ability Management, then email your Principal/Supervisor and me and let us know that you will not be at work and that you have provided documentation to Ability Management. I will then be in touch to discuss your situation.

As always, if you need any assistance, please let me know. The District Office is closed during the summer but as things come up, such as return to work planning, they are dealt with on an as-needed basis. The best way to reach me during the summer is through email at Nicole.Bleau@d13.osstf.ca.

The Wiggles

Ready, Steady, Wiggle! Tour! Canada is coming to Oshawa on Wednesday, October 4, 2023 to the Tribute Communities Centre.

They are offering discounts on tickets to educators by entering the code GSSCHL. Tickets can be purchased in-person, by phone or online.



To find out more information about The Wiggles visit www.tributecommunities.com

Kitchen Korner

Heather Tyrrell
Communications Rep.
J. Clarke Richardson

As the school year comes to a close, it's time to take a break and enjoy the summer season. Whether it's spending time with family and friends, exploring new places, or simply relaxing at home, we all deserve some time to recharge and rejuvenate. And what better way to do that than by indulging in some delicious summer foods. From juicy

watermelons to refreshing smoothies, there are plenty of tasty treats to enjoy during the warm months. So let's take a moment to savor the flavors of summer and appreciate all the good things that come with it.

I am going to share a few links to some delicious summer treats you can make....

[https://
www.themediterraneandish.c
om/grilled-watermelon](https://www.themediterraneandish.com/grilled-watermelon)

[https://www.foodnetwork.com/
recipes/bobby-flay/grilled-
peaches-with-cinnamon-sugar-
butter-recipe1947882](https://www.foodnetwork.com/recipes/bobby-flay/grilled-peaches-with-cinnamon-sugar-butter-recipe1947882)

[https://www.foodnetwork.com/
recipes/bobby-flay/perfectly-
grilled-corn-on-the-cob-recipe-
1956289](https://www.foodnetwork.com/recipes/bobby-flay/perfectly-grilled-corn-on-the-cob-recipe-1956289)

[https://www.wellplated.com/
spinach-strawberry-salad/](https://www.wellplated.com/spinach-strawberry-salad/)

[https://
www.aspicyperspective.com/
simple-strawberry-smoothies /](https://www.aspicyperspective.com/simple-strawberry-smoothies/)

Kitchen Tip

DON'T RE-USE MARINADES

During the summer, meats and poultry are often marinated then grilled. Be sure to discard used marinades. This will prevent raw meat juices getting on your cooked food. If you plan on using the marinade as a sauce for the cooked meat, reserve some before marinating the meat.

~Chef Tyrrell~

Today's Funny

My cooking is FABULOUS, even the smoke alarm
is cheering me on! 😊

Happy summer, everyone!

- Chef Tyrrell-

Little-known Facts about Seasonal Property Insurance

Provided by OTIP

There's nothing like a relaxing getaway at the cottage by the lake or the cabin in the woods. More than just bricks and mortar, your seasonal property is the keeper of cherished memories. Read on to learn some little-known facts about seasonal property insurance coverage.

Read more at :
www.otip.com/article167.



PD Day—November 17, 2023

NOVEMBER 17, 2023

SUBJECT AND WELLNESS BASED PROFESSIONAL DEVELOPMENT DAY

EVOLVING CLASSROOMS

Voices in Education

These workshops are by our members for our members

BE A PRESENTER!

PROPOSALS DUE
SEPTEMBER 27, 2023

PLEASE SUBMIT YOUR PROPOSAL
 USING THE FOLLOWING **GOOGLE FORM**

DDSB
 Ignite Learning

The District 13 Professional Development Committee has worked hard to launch next year's joint PD Day to be held on Friday, November 17, 2023.

This year's theme is "Evolving Classrooms – Voices in Education" and we have combined both a curriculum and wellness focus.

The proposal form is no longer a fillable pdf and is now Google form. We are calling on all members to please consider delivering a workshop for your colleagues using the Google form found on the District 13 website at www.d13.osstf.ca.

National Indigenous Month



Events over the last few 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!

25TH TRADITIONAL POWWOW



MISSISSAUGAS OF
SCUGOG ISLAND
FIRST NATION

JULY 15 & 16, 2023

<p>Admission \$5 Under 12 \$5 Elders 55+ \$10 Adults</p> <p>Grand Entry Saturday noon and 7 p.m. Sunday noon</p> <p style="text-align: center; color: #c00000; font-weight: bold;">EVERYONE WELCOME</p> <p style="font-size: 0.8em;">Please note there will be a Saturday night session that will run from 7 p.m. to - 11 p.m.</p>	<p>Enjoy traditional singing, dancing, Indigenous food and artisan vendors</p> <p>Located at the Mississaugas of Scugog Island First Nations Powwow Grounds 22521 Island Rd. Port Perry, ON</p> <p>Parking is available at the Great Blue Heron Casino with a free shuttle service to and from the Powwow grounds.</p> <p>Powwow is a rain-or-shine event, please come prepared for all weather. There will be a water filling station available so bring your reusable water bottle to help us stay an eco-friendly event.</p>
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For more information visit
scugogfirstnation.com

ALCOHOL AND DRUG FREE EVENT



SCAN
ME

DISTRICT 13 OSSTF

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

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