

SOLIDARITY: *A feeling of unity or action among individuals who share common interests and goals*



Garrett Metcalfe
District Representative

Everyone in education has been in the position of trying to explain to the neighbour over the fence exactly what it is we do at work. We all know that it can be an impossible task as there are so many misconceptions about our work and the education system. These misconceptions are often intentionally messaged from our own government and Minister of Education.

This escalates every time we enter contract negotiations as the government strategically pits the public against every education worker in the province. We find ourselves once again under attack as the government attempts to disguise their agenda of union busting, financial cuts, and the

privatization of our publically-funded education system. Their premature message of union strike action before even coming to the table to negotiate, offering parents \$250.00 for “covid catch-up” and statements like “students will remain in class” have all undermined any ability for education workers to garner public support as they try to negotiate fair contracts. The conversations across the fence with our neighbours are becoming increasingly difficult to have and that is exactly the goal of this government!

The only way to fight off these attacks and protect both the bargaining process and public education in Ontario is through our own SOLIDARITY. That solidarity must be across all job classes in education, across all unions, as well as within our own federation. The notion of “strength in numbers” continues to be the key to any success we will find in countering the rhetoric of this Conservative government. Unity, harmony, cohesion, and singleness of purpose are the foundation of all union work.

We may individually disagree on philosophy or strategy, and we welcome this discourse and debate in all union spaces. But strength as a union comes in being able to join together collectively in our public messaging. Presenting a strong, unified position and voice is absolutely necessary as we recognize the importance of protecting the bargaining

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SOLIDARITY: (cont'd)

process and our publically-funded education system – both of which are under attack.

Our individual conversations over the fence with our neighbours are exhausting. Continuously having to explain our work and defend our rights in the workplace is exhausting. Political action, lobbying the government and constant conversations of forms of strike action every time a contract is up – is exhausting. This however

is the process and constraints we find ourselves working within as this government is making it their mission to pick a fight once again with education workers in Ontario.

The journey ahead is going to be a challenging one. This Conservative government and Minister Lecce are showing every indication that they are prepared to continue to pit parents and education workers against each other. The future

of public education has been described by many as more precarious than ever... more so than even during the Harris years.

The only option with any chance of finding success against this government is when we are able to come together in solidarity. Support one another and send a strong collective message that we will be unified in our fight to protect public education and the rights of education workers in this province.

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 identifying his location will receive a D13 prize!

Advisory Committees are up and running again this year!

Create the Group For You!
Rights/Equity-Seeking Advisory Committees

If you would like to start up your own advisory committee, please reach out to Garrett at garrett.metcalf@d13.osstf.ca or call the office at 905 668 7100

Your Voice

Your Space

Your Union

Serious Incidents in Schools



Richard McCormack *District Representative*

On October 17, 2022, DDSB trustees approved a motion which directs the Board to provide a report on school violence trends which outlines strategies in place to address incidents and whether or not these strategies have been effective.

The report is to refer to the impact that violent incidents have on those experiencing the violence, those exhibiting the violence and those that are witnessing the violence. The motion calls on the Board to include details on the procedures as they pertain to the incidents, specifically whether or not the information has been shared with the parents/guardians of all the students involved.

The media article on this announcement can be found here, <https://www.durhamregion.com/news-story/10743555-durham-trustees-call-for-urgent-action-on-school-violence-including-more-transparency-for-parents/>.

Alternatively, a QR code has been provided to access the article at Durham Region News.



This motion only reminds members of what they have already known for many years now. Serious incidents involving violence occur daily in schools across the District. To date, there have been 31 violent incident reports completed by District 13 OSSTF members so far this year. These reports only involve violence against employees. There are also countless reports of violent incidents which occur at schools which don't directly involve violence against an employee.

It is the handling of these serious incidents at schools that leave members frustrated and in some cases vulnerable. This has been an ongoing discussion at the Joint Health and Safety Committee. The Joint Health and Safety Committee is made up of workers representing the various union affiliates along with reps.

Whenever a violent incident report is completed by a member, it comes to the District 13 Office. The Health & Safety representative for the

District reaches out to each individual who completes a violent incident report to ensure that each of the follow-up actions indicated on the form have occurred. District 13 does track the recurrence of violent incident reports at the same school. It is common for us to reach out to the EdCentre on behalf of the school. At times, we contact the portfolio lead for Positive School Climate, while in other circumstances, we contact an Inclusive Support Service (ISS) lead.

Members are reminded that reporting violent incidents remains important and an obligation. When serious incidents occur that involve student conduct which could be considered for a suspension, a safe schools form is required to be completed. When violent incidents involve the use of physical force, the attempted use of physical force or the threat to use physical force, towards an employee, a violent incident form is required to be completed. If a violent incident has resulted in an injury to the employee, the school will also complete a Parklane Report and the member should visit a doctor in a timely manner. The member will need to indicate to the doctor that the injury occurred at work so that a WSIB claim can be initiated. In many cases, a combination of two or all of these forms are required to be completed.

Advisory Committee Meetings



Committed To Fight Antisemitism!

Hate targeting the Jewish community has been increasing at an alarming rate with the rise of the Alt-Right populist movement.

All Jewish Members & Their Allies
Are Invited to Participate In D13's



Jewish & Ally Advisory Committee

Monday November 28th at 4:15pm in the District Office

Your Voice

Your Space

Your Union

BLACK ADVISORY COMMITTEE

Calling All Black District 13 Members



Our Black Advisory Committee is up and running again this year. Join your colleagues in collective to support each other and advocate for change both within your federation and the larger education system.

Please contact Garrett at garrett.metcalf@d13.osstf.ca or call the office at 905 668 7100 for further information

Next Meeting: Nov 29th from 3:30 to 4:30pm in the District office

Your Voice

Your Space

Your Union

Update: Our Attempt to Kill Bill 124 Legally



George Chaktsiris
Communications Chair

In 2019, the Doug Ford Conservatives, introduced Bill 124 to limit wage/salary increases for public sector workers to not more than 1% per year and prevent “catch up” wage increases in the next contract. This was introduced as a temporary measure for a three-year period of newly negotiated contracts. According to a CBC news article, Bill 124 impacted over 700,000 workers in the province. However, it did not impact the broader public service equally: “It does not apply to municipalities, First Nations and Indigenous communities and for-profit companies” (Casey 2022). Most notably, this did not impact negotiations with the police and fire services which happen to be predominantly male organizations, yet did impact primarily female sectors such as education and nursing undeservedly.

Currently, multiple groups representing labour in Ontario have launched a Charter Challenge arguing an

infringement of Charter rights protecting our right to collective bargaining. The court heard arguments on this matter through September 2022 with proceedings wrapping up in late September. The argument posed by labour is that the wage restraint placed on public sector workers infringes on meaningful collective bargaining by preventing any real negotiations around wages by predetermining the outcome. However, on the other side, the government has made the argument that “the Charter only protects the process and not the outcome, therefore, constraining an outcome like salary does not limit the process of bargaining as the parties are free to engage in the meaningful process of collective bargaining” (Casey 2022).

What to expect going forward? Now we wait for the court to decide on the legality of Bill

124. Realistically speaking, we should not plan to see a result until probably early in the new year. One can hope that the court sees things clearly, i.e. that setting a fixed outcome is not freely bargaining, and the discriminatory nature of this bill impacts primarily female-dominated professions disproportionately.

References:

Casey, L. (2022, September 19). Wage cap law does not infringe Charter rights, Ontario argues in Bill 124 case. CBC/The Canadian Press. <https://www.cbc.ca/news/canada/toronto/ont-bill-124-1.6588375>

Winsa, P. (2022, September 15). The high stakes in Ontario unions’ fight against wage cap Bill 124. Toronto Star. <https://www.thestar.com/news/gta/2022/09/15/unions-take-ford-government-to-court-over-ontarios-bill-124-wage-cap.html>

How to Prepare Your Vehicle for Winter in Canada *Provided by OTIP*

Seasoned Canadian drivers know the toll a long winter can take on a vehicle. Between the snow, ice, salt and slush on the roads and the wet, cold climate, it’s a tough season for vehicle owners. While harsh winters are an unavoidable reality of life in Canada, there are steps you can take to prevent damage to your vehicle and to keep you safe on the road. Here’s a list of 7 things you can do to get your vehicle winter ready.

Read more at www.otip.com/article155.

PSSP Update

Stephanie Pritchard

PSSP President

Welcome to the 2022-23 school year. I would like to introduce the PSSP Executive team. We look forward to working with you in the schools again!

PSSP Executive 2022-2023

President: Stephanie Pritchard

1st Vice President: Amanda Frumkin

Secretary: Megan Bergin

Chief Negotiator: Elizabeth MacDonald

Pay Equity Officer: Jenifer Mascoll

Educational Services Officer: Jennifer Morris

Health & Safety Officer: Krystal Griffiths

Work Group Representatives

Interpreters: Sunny Bishop

Intervenors: Jacquie Westcott

Speech and Language: Jenifer Mascoll

Psychological Services: Mary McArthur

Social Workers: Emily Lam

Child and Youth Support Workers: Darcy Fields



Join Our Anti-Oppression & Social Justice Collective!

CALLING ALL RIGHTS/SOVEREIGNTY and EQUITY SEEKING MEMBERS



Our collective is up and running again this year!

Members are invited to join and help District 13 lead the way in advocating for social justice and equity within our union and the education system here in Durham.

Support each other in collective and make a DIFFERENCE!

Our Next Meeting Date is December 15th from 3:30 to 4:30pm in the District Office!

Please contact Garrett at garrett.metcalf@13.osstf.ca or call the office at 905 668 7100 for further information and upcoming meeting dates

Your Voice

Your Space

Your Union

Reconnecting Wellness Event

RECONNECTING

You are invited to join OSSSTF members in a supportive space as we slow down and take the time to reconnect with ourselves and one another.

Your Well-Being Matters!

On **January 19th** you are invited to join

D13 member Daphne Marsella

from **4:15—5:15 pm** at the **D13 Office**

We know the importance of supporting the students in our care, but we can't pour from an empty cup. This will be an opportunity to pause, practice mindfulness and promote compassion within ourselves. Daphne is hoping that those who attend experience:

- Increased Energy
- Feelings of Calm
- Improved Well-Being
- Compassion for Self & Others

There may be an opportunity to make these more regular sessions if the interest is there. To register for this event please visit the following link: <https://forms.gle/T9Fb1n5PK5BLKktbA>



OSSTF Faculty of Education Advisory Workgroup



Shane Stagg
TBU and District President

OSSTF/FEESO's commitment to members begins pre-service while teacher-candidates are still studying in their faculties of education. The Federation's involvement occurs through a number of committees including: the OSSTF Faculty of Education Advisory Workgroup (FEAWG), Teacher Education Liaison Committees (TELC), Teacher Education Advisory Committees (TEAC), and The Ontario Teachers' Federation, Teacher Education Committee (OTF TEC).

OSSTF Faculty of Education Advisory Workgroup (FEAWG)

FEAWG is attended by a local OSSTF representative from each district where there is a faculty of education campus. There are thirteen in total as follows:

Windsor
Ontario Tech (D13)
Laurentian
Trent
York
Ottawa
Nipissing
Lakehead (Thunder Bay)
Lakehead (Orillia)

Queen's
Western
OISE
Brock

The representative for each district is selected through a process determined locally. FEAWG meets six times a year over two days and is chaired by a member of Provincial Office staff (known as Secretariat Staff). Meetings of FEAWG focus on matters of teacher training that are of importance to OSSTF/FEESO as well as our relationship with teacher-candidates. Each representative member of FEAWG also attends their local faculty of education Teacher Education Liaison Committee.

Teacher Education Liaison Committees (TELC)

Each faculty of education has a TELC. The membership can vary from campus to campus and may include representatives from each of the teacher affiliates (OSSTF/FEESO, ETFO, OECTA and AEFO), faculty representatives, the dean of education, and teacher-candidate representatives. The number of meetings of the TELC varies by each location and can be as often as once a month. The TELC is chaired by one of the teacher union representatives in a two-year rotation. TELC

meeting agendas cover topics specific to the local faculty of education as well as teacher training in general. Each TELC schedules federation days where teacher-candidates receive boundaries training from their anticipated union affiliate as well as a presentation introducing them to their union. The TELC chair also attends the education faculty's Teacher Education Advisory Committee.

Teacher Education Advisory Committee (TEAC)

Along with a TELC, each faculty of education also has a TEAC. This committee is chaired by the dean of education and can include representatives from the faculty, school boards, the Ministry of Education, as well as the chair of TELC and potentially others. This committee brings additional stakeholders together to discuss matters related to teacher training. The number of scheduled meetings for TEAC can vary by campus and tends to be less than the number of TELC meetings.

Ontario Teachers' Federation, Teacher Education Committee (OTF TEC)

OSSTF FEAWG members who are currently in rotation as chair of their local TELC, and participating on each faculty TEAC, are also members of the

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OSSTF Faculty of Education Advisory Workgroup (cont'd)

OTF TEC which meets four times a year. This committee is led by the Director of Professional Affairs at OTF, Lindy Amato. The OTF is an umbrella organization that supports partnership between the teacher affiliates and supports public education

through communication with government, faculties of education, and the public. TEC meetings bring together TELC chairs representing all teacher affiliates. The OTF provides funding to support the TEAC at each faculty of education.

Through the work of FEA WG, TELCs, TEACs and the OTF TEC, there is an enormous network of information sharing which supports teacher education, teacher candidates across the province, and ultimately public education in Ontario.

Kitchen Korner

Heather Tyrrell
Communications Rep.
J. Clarke Richardson

Brrr...the chilly weather is on its way! For me, when the chilly weather creeps in, I am more inclined to make what I like to refer to as "Comfort Foods". Stuff like stews, hearty soups, and chilli.

Beans in chili? Not if you're from Texas! While some people claim that chili can be made with a variety of ingredients—including

beef and bean chili, chipotle chicken chili, or dare we say veggie chili—anyone from the Lone Star State would argue that traditional chili simply does not contain beans (as per some of the Yellowstone cast members).

www.thepioneerwoman.com/food-cooking/recipes/a38835439/texas-chili-recipe/

When making chili, a good tip to remember is to always brown the meat. Before adding all of the chili ingredients

together, brown the meat in your pot in a bit of oil to develop a fuller flavor. If you like a little extra spice to your chili, try adding some fresh chopped jalapeno. Just remember when working with this spicy delight, don't accidentally rub your eyes (you could use gloves when working with these to help avoid that). Below is a link to a tasty Chili recipe using jalapenos.

www.goodcheapeats.com/jalapeno-chili/#recipe

Hope you enjoy it!

Today's Tip

If you buy a large package of ground meat for chili and you are not going to use it all, freeze it cooked. Cook it all up, season it, remove all the oil, let it completely cool. Then place in freezer bags, remove all the air, label with the date and freeze. They will last for 3 – 6 months.

Chef Tyrrell

Today's Funny

Chocolate comes from cocoa, which is a tree.
 That makes it a plant.
 Therefore, chocolate is salad.

What Happens if I Miss Work Due to COVID this Year?



Nicole Bléau
District Representative

Of course, we have all been hoping that COVID would disappear and never return. But the reality is that COVID is still quite active in our communities. So it is important to know the protocol in case of infection so you don't have to worry about it once you are sick.

If you have symptoms of COVID or suspected COVID, take the school COVID screening tool to determine when you are able to be at school at <https://covid-19.ontario.ca/school-screening/>. Note that there is no longer any requirement to isolate due to another individual's COVID situation or your own positive COVID test. Absence relates solely to your symptoms. If you are directed to stay home by the screening tool, you must email ShortTerm.Absence@ddsb.ca as soon as possible and notify them that you are off sick due

to COVID. Keep them updated about your absence and return to work dates. You are not required to have an Abilities Form completed to support your absence due to COVID. However, if your absence exceeds more than a week, the Board may request that you do so. Any days away will be sick days and come out of your annual allotment of 11 + 120 sick days. At the school level, notify the school of a sick leave absence using your regular methods. (PSSP members would notify their Supervisor.)

RESP 101: a 3-step Guide to Maximizing its Total Savings Potential

Brought to you by Educators Financial Group



Did you know that only half of Canadian families are taking advantage of the Registered Education Savings Plan (RESP)? With the RESP contribution deadline around the corner, there's a massive opportunity to kick-start your own child's (or grandchild's) post-secondary savings into high gear going forward. Here are 3 steps on how to truly maximize the total savings potential of an RESP: <https://bit.ly/3F9SFt1>

Blood Donor—Be A Hero



Partner For Life
2022/2023
1 888 2 DONATE

TEAM NAME

District 13

OSSTF

Partner ID:

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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

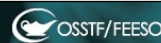


Stress
Reduction



Helping
Others

www.feelingbetternow.com/otip



**DID YOU KNOW THAT
OUR WORKPLACE HAS A
Women's Advocate?**

Your Advocate is someone who can listen and help.

She will respect your confidentiality and your right to make your own decisions.
She may give advice but won't judge.

She can help if you are facing violence or abuse in your relationship; are experiencing
sexual harassment in the workplace; or need the help of community resources.

Visit D13 Website
or call
905 668 7100 Ext 30



WOMEN'S ADVOCATE



Attention D13 Members



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

Apply using the PD request form by June 1st

<http://www.d13.osstf.ca/pdfunding>

LifeWorks (Formerly Posaction)

LifeWorks (formerly Posaction) 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

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Assess your
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www.feelingbetternow.com/otip



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

November 22, 2022	Pregnancy/Parental Leave Workshop, 4:15-6:15 pm at the D13 Office
January 19, 2023	Reconnecting Wellness Workshop, 4:15 –5:15 pm at the D13 Office
February 20, 2023	District 13 Skate, details TBD
February 22, 2023	Pink Shirt Day
April 25, 2023	Pregnancy/Parental Leave Workshop, 4:15-6:15 pm at the D13 Office
April 28, 2023	Day of Mourning
May 4, 2023	District & TBU Annual General Meeting 2023, 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
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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www.d13.osstf.ca

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