

The Lack of Discipline in our Schools and the Rise of Violence



Lamia Sabbagh
President's Report

I recently had the opportunity to visit six schools in our District accompanying Harvey Bischof, President of OSSTF, on a provincial tour of schools to connect directly with the membership and hear their concerns. Durham teachers loudly echoed what many of our colleagues are desperately repeating throughout the province: our schools are becoming increasingly violent and no one seems to know what to do to stop this trend... except that isn't quite true. Ask any classroom teacher. The answer they most consistently give is what every educator, and parent, knows in their heart – a lack of discipline is the cause of most of the issues we are seeing in our schools. This answer is not merely born out of instinct or years of experience in the classroom or even professional judgement. It is supported by countless research into the question of the correlation between student behaviour and success in schools,

and yet our administration seems baffled and even actively resistant to this notion.

Tom Bennett is a current leader in educational research and is hosting a researchED Conference in April in Toronto. He was asked to write a report for schools in the UK, where he is based, exploring the topic of discipline in schools. The result is an in-depth independent review of behaviour in schools in the UK, which many say mirrors our school system far more closely than the US, called: *Creating a Culture: How school leaders can optimise behaviour*. I would encourage everyone, including our administration at the DDSB, to read this report and to come to the researchED Conference on April 14th. (See page 12 for details).

In the introduction, Bennett establishes what most teachers have been saying for years: "Behaviour in schools is inseparable from academic achievement, safety, welfare and well-being, and all other aspects of learning. It is the key to all other aims, and therefore crucial". His research includes going to schools around the

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UPCOMING EVENTS

Pink Shirt Day	Feb. 28
OTIP Retiree Benefits Workshop...	Apr. 12
OSSTF Pension Workshop.....	Apr. 23
District 13 Pregnancy/Parental Leave Workshop	Apr. 25
DAM.....	May 3
Steps for Live	May 6
Student Award Night.....	May 17
OTBU AGM	May 24
Golf Tournament	June 8

The Lack of Discipline in our Schools and the Rise of Violence (cont'd)

country that exhibit high success rates and examining their best practices. In every case, he found that once a school culture had been determined and actively cultivated, led by school leaders - who were engaged and did not abdicate their responsibility for school discipline as many teachers are lamenting in Durham - the success rate of students was visibly higher and the level of discipline issues decreased dramatically. Bennett lays the greatest responsibility on school leaders: "School leaders possess the widest and most influential levers to influence the school culture. What they do or do not do – is crucial". This is something we hear a lot as well in Durham where teachers will be grateful to their school administration for enforcing a rule only to find out the enforcement—be it a mark, a suspension or other consequence—was overturned by senior administration who seem to be increasingly motivated to pacify parents rather than respond to behaviour adequately.

Parents are important partners in their child's education but the line seems to have blurred recently between involvement and interference. The number of parents who bully our senior admin into overturning a teacher's (and principal's) professional judgement is

staggering. And the Board's response in most cases is pathetically underwhelming. Instead of educating parents and insisting that we, all of us in education including the principals, are the professionals responsible for knowing what is best for public education, they cave to these demands in ways that affect school culture and teachers' mental health in the worst ways possible. By undermining the school rules and the teachers' professional judgement, the students get the message that the rules don't matter. None of them do. Bennett gives the example in the UK of the rule around school uniforms, "If uniform rules do not need to be followed, why follow any other rule?" We could translate this easily to the hat rule in our schools. He advocates for the setting of clear consistent rules and routines that are enforced by everyone in the building at all times maintaining that "School rules that are conveyed, but never enforced or required, are no rules at all, and students learn quickly the difference between what boundaries are supposed to exist, and which ones actually exist". A grade 9 student walking into a school where the school culture is obvious because everyone enforces the rules will learn very quickly, for example, that hats are not allowed, that the

halls are empty of roamers during class time, and that teachers are to be treated respectfully because there are consequences to all of these behaviours if the rules are broken. Perhaps this grade 9 student will feel that if the school is this vigilant about maintaining the school culture, they will be equally vigilant if he bullies a student or mouths off to a teacher or brings a knife to school. But in an atmosphere where increasingly students are being indirectly told that rules don't matter, that their parents will overturn any consequence, they will naturally feel privileged and continue to push the envelope.

Of course, there are mitigating circumstances and every student is unique. We are told this every day as teachers when we ask questions such as why a student who just exploded in class and used profanity was sent to the office and then promptly sent back to class. What message is that sending? To the student who was disruptive and learns that this is acceptable behaviour? To the other 27 students who lost precious time that could have been spent engaged in learning? To the vulnerable student who has been bullied in the back of the room who sees that if even the teacher cannot be protected from this

Continued on page 3

Shane Stagg—New District 13 Executive Officer



Shane Stagg comes to the District Office from Brooklin High School. Shane worked for the DDSB as a Technology Facilitator, and before that as a teacher at J. Clarke Richardson Collegiate and Exeter High School.

Shane was Branch President at Brooklin High School, District 13 Vice President and a member of our District 13 Executive. His enthusiasm for AMPA and our democratic process in OSSTF is unmatched. His experience from OSSTF Leadership, AMPA, District 13 Executive and Branch President is an asset that will be positive for all our members.

We are thrilled to have Shane join the District Office Staff and look forward to working with him as he begins a new role with OSSTF District 13.

The Lack of Discipline in our Schools and the Rise of Violence (cont'd)

abusive behaviour then how can they feel safe when confronting this student in the halls? To the teacher who realizes that next time she won't bother enforcing the school rule in class which caused this eruption?

Bennett acknowledges that "it is important not to sanction where help is the appropriate response" but he maintains that "schools must still always aim high...It is unacceptable to accept misbehaviour from any student who is capable of modifying their actions...Schools must be careful to publicly and consistently apply consequences to students' actions. If a student misbehaves and no response follows, the student is encouraged to assume that the school does not mind.

Worse, there is a possibility that the student will explore greater misbehaviour".

Provincial OSSTF has mounted an active campaign called "End the Silence, Stop the Violence" and Lobby Day last year brought this issue to the forefront of those in power in politics. We are seeing the slow wheels of the Ministries of Education and Labour finally starting to turn in acknowledgement of this urgent issue. In the meantime, we will continue to appeal to our own school leaders at every level of the DDSB to help us in the simplest and most effective way we know how to solve this problem: Help us take back our schools; support us in enforcing the school code of conduct; back

us up in the face of those who threaten our teachers and administrators. Please. The cry for help by our teachers cannot be ignored any longer. The evidence of the problem is all around us in the statistics of teachers off sick, leaving the profession, resigning headships, and of course the trauma in seeing our students suffer as a result.

"Creating a Culture: How school leaders can optimize behaviour." March 2017.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/602487/

[Tom_Bennett_Independent_Review_of_Behaviour_in_Schools.pdf](#)

OSSTF District 13 District Annual Meeting

Erin Crawford

1st Vice President

The 2018 District Annual Meeting will be held on Thursday, May 3, 2018. Some types of 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 8

- b) such notice shall have been forwarded at least five weeks in advance of the next District Annual Meeting by the District President to the Branch Presidents and Bargaining Unit Presidents who shall submit the proposed amendment to the next Branch Meeting or Bargaining Unit Meeting.

DEADLINE: March 29

if either section a) or b) above are 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 five weeks prior to the next District Annual Meeting.

DEADLINE: March 29

- ii) such notice shall have been forwarded at least five weeks in advance of the next District Annual Meeting by the District President to the Branch Presidents and Bargaining Unit

Presidents who shall submit the proposed amendment to the next Branch meeting or Bargaining Unit meeting.

DEADLINE: March 29

- 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 District Officer(s) with time off from regular school duties with remuneration from District 13, OSSTF funds, such a proposal must be submitted to a Membership referendum or a District Annual Meeting, requiring a two-thirds majority of those present, qualified to vote and voting, prior to implementation. Should this proposal be submitted to a District Annual Meeting, the essentials of the plan must have been communicated to the Branch Presidents and Bargaining Unit Presidents not less than five weeks prior to the District Annual Meeting.

DEADLINE: March 29

(March 21 for INPRINT 13 inclusion)

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

OSSTF District 13 District Annual Meeting (cont'd)

INPRINT 13 Ads for District
Annual Meeting Candidates:

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

DEADLINE: April 5

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

- President
- Vice-President (4 to be elected)
- Treasurer
- Secretary
- Additional Teachers' Bargaining Unit Provincial Councillor (1 to be elected)
- Delegates to AMPA 20178 (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 1.

Space for pre-formatted ads must be reserved no later than March 1.

The pre-formatted ads must be delivered to the D13 Office no later than March 6.

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

Resolutions	Deadline
Amendments to Constitution due to District Office	March 8
Amendments to Bylaws due to District Office	March 29
Amendments requiring significant restructuring due to District Office	March 29 (March 21 for INPRINT 13 inclusion)
Amendments to Constitution due to Membership	March 29
Amendments to Bylaws due to Membership	March 29
INPRINT 13 ads and Nominations	Deadline
Ads requiring layout due to District Office	March 1
Space for pre-formatted ads due to District Office	March 1
Pre-formatted ads due to District Office	March 6
Nominations due to District Office	April 5

Changes to the ESA and What They Mean to You



Nicole Bléau
Executive Officer's Report

There has been a lot of press lately about Bill 148 and the changes to the Employment Standards Act (ESA) in Ontario. Some of these changes mirror the recent changes to the Federal *Employment Insurance Act* and align the ESA with the available Employment Insurance (EI) benefits for employees. District 13 has created several email blasts about how these

changes impact OSSTF members in District 13. Some of the topics discussed include:

- The requirement for sick leave notes
- The changes to the leaves for family medical care
- The 18 month mat leave provisions

These email blasts are designed to provide the highlights on these topics so members will know which elements impact them. However, these are complex issues and implications often depend on your specific family situations and can have significant financial repercussions. If you are considering accessing any of

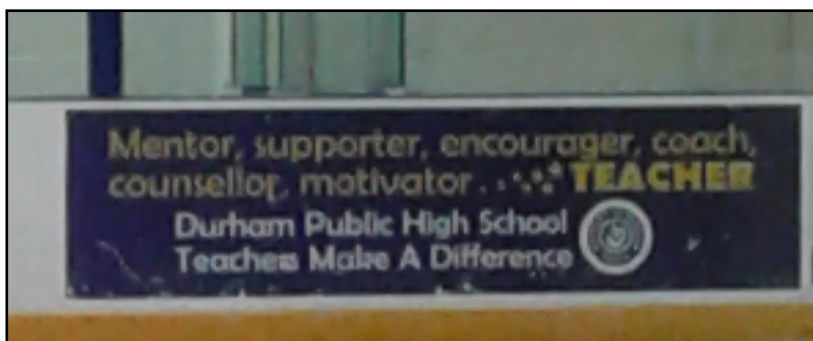
these leaves or have additional questions, contact Nicole Bléau at the District 13 Office.

If you are not receiving the District 13 email blasts, send your **personal email address** to Shane Stagg at shane.stagg@d13.osstf.ca.

As well, I will be hosting a Pregnancy/Parental Leave Workshop at the District Office on Wednesday, April 25th at 4:30 pm. This workshop will provide the opportunity for expectant parents - or those planning to someday be expectant parents - to get detailed information about taking a pregnancy/parental leave. To register for the workshop, email Ruth Leone at ruth.leone@d13.osstf.ca.

See a Rink Board; Send an Email

Public Relations Committee



Did you know your District 13 Public Relations Committee rented rink boards to promote our teachers? Our belief is that if local parents see our boards, it will help them know that teachers do so much more than teach. We are excited to have boards up during the winter skating season at Legends Arena, Harman Park Arena, Donevan Arena, Children's Arena, Tribute Community Centre Pad2 and Iroquois Park. We'd love to know if you saw our rink boards. Snap a photo of our rink board or just send a quick email to let us know. Send them to ruth.leone@d13.osstf.ca.

Union Do's—Installment 3: Professional Development



Richard McCormack
Communications Chair

One way that OSSTF helps its members is by providing them professional development opportunities. Not only does OSSTF work hard to provide

workshops for the DDSB/OSSTF District 13 Joint Professional Activity Day in November, it also provides members workshops on a variety of topics. These include a new teacher workshop, pregnancy/parental leave workshop and pension workshop.

Did you know that OSSTF helps fund up to \$100 per year towards your registration fee of a professional development workshop, conference or non-credit course which you pay for

out of pocket? The professional activity cannot be for DDSB-sponsored PD. To take advantage of this opportunity, download the PD Funding Form from the Professional Development section of the District 13 website, complete the form, include all of the necessary documentation and pass this along to your Professional Development Representative at your school (or Branch President if you do not have one). The deadline for these requests each year is June 1st.

From the ARM Chair

Colleen Ireland
ARM 13/16 President

Retirees are not idle! In December 2017, we held an excellent Financial Planning workshop presented by Educators Financial Group. That session was held at the District 16 office.

On March 5, 2018 we will be holding another membership meeting devoted to Estate Planning. This meeting will be held at the District 13 OSSTF office. This will also be presented by EFG. All of our meetings start at 10:00 a.m.

ARM13/16 Executive attended Provincial ARM Council on January 18/19, 2018.

On February 22, 2018 one of our Executive will be attending the OSSTF Political Readiness Workshop in Toronto. With revised funding rules, those in ARM who wish to play a greater political role will soon find out how that role will unfold.

President, Colleen Ireland and Executive Member-at-large, Cristal Diemer-Ewles also supported protesters at a recent rally at Tim Hortons in Whitby on January 13, 2018.

Some ARM13/16 members have inquired about tutoring Syrian refugees within Durham & York Regions and we have directed them to the appropriate contacts. In addition, we have

acted as liaison for retirees who may have questions regarding benefits by providing links to OTIP and EFG. We have donated supplies to youth shelters and hope to do so again in this school year.

We will be providing material for display at the YRDSB retirement seminar in the spring and plan to attend District 13 and District 16 retirement seminars to provide a brief introduction to ARM13/16. Look for ARM 13/16 representatives at any of these events.

If you have questions about ARM as you plan your retirement, please contact us at: chapter13and16@gmail.com

OCT Votes Down Fee Increase



Ryan Kelly
Chief Negotiator

At the December 7 meeting of the Ontario College of Teachers, the Finance Committee proposed a budget for 2018 that included a 20 per cent increase in member fees. That would have meant an annual fee increase of \$28 for every member. \$16 of the proposed increase was earmarked to pay off the mortgage on its Yorkville office building, and the remaining \$12 was to be used to balance the College's budget.

In response to the proposed fee hike, OSSTF Bargaining Units from across the province passed motions in opposition to the fee hike. This proposed increase would have been the fourth successive fee hike, and would represent a 48 per cent increase in members' fees since 2012.

OSSTF representatives, including members of the Provincial Executive and Provincial Office staff, attended the Council meeting on behalf of the membership. After considerable debate, the budget motion that included the \$28 membership fee increase was defeated. Following a short break, the Finance Committee presented a revised budget that contained no membership fee increase, and

that budget was passed by the council.

OSSTF continues to have concerns that the OCT uses the fees it collects from members to expand the scope of its mandate as a regulatory body.

While we have been successful in fending off an unnecessary fee increase for the coming year, OSSTF will continue to monitor the OCT's activities and advocate to defend the rights of Federation members.

Happy Heart Month!

Provided by OTIP

February is Heart Month. Here's how to prevent heart disease, what signs and symptoms to look for, and five tips for living your healthiest life.

Heart disease is the second leading cause of death in Canada, and the leading cause of death among Canadian women. With February marking Heart Month, we're turning our attention to spreading awareness about heart disease and how you can improve your heart's health starting today.

To learn more, visit www.otip.com/article21

CAREpath
The Health Care Navigation System



OTIP provides support for our 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 Cancer Info Line at 1 800 290 5106.

Workplace Violence Legislation

Shane Stagg Executive Officer

There are efforts being applied across North America toward combatting workplace violence and the risk to employees. These efforts show up in steps taken by corporations as well as policy and legislation put in place by governments. The need is clear - statistics indicate that 17% of violent incidents in Canada occur in the workplace (Gonzalez).

Federally regulated employers in Canada such as banks and telecommunications companies must show that they have policies in place that prevent workplace violence. They must offer training to workers that are at risk of being exposed to violence and investigate acts of violence in the workplace (Gonzalez).

Ontario's Bill 168 offers workplace violence and safety legislation for provincially regulated employers. It states that employers must have preventative measures in place that protect workers from violence and harassment. As well, programs and policies must be in place to deal with the issue. Reporting mechanisms must be available to workers and plans have to be developed to investigate reports. Violence includes actual, intended or the threat of use of force that injures. It does not require that there be intent: even accidental use of

force is included in the definition of violence. Furthermore, employers must inform workers when they are at risk of encountering persons with a history of violence during the workday and there is a risk of personal injury. Bill 168 states that employers must share information, even of a private nature, if it offers protection to workers (Melnitzer).

Bill 168 does not clearly indicate how these policies and procedures should read. It does however mandate that tools must be in place to control identified risks (Melnitzer). Taken at its best, this allows organizations freedom to work collaboratively with employees to create effective policies and practices that best offer protection against violence.

References

- Bill 168, Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace) 2009. (2018). Legislative Assembly of Ontario. Retrieved 6 February 2018, from http://www.ontla.on.ca/web/bills/bills_detail.do?locale=en&BillID=2181
- Gonzalez, G. (2008, June 23). Canada imposes measures to reduce workplace violence. *Business Insurance*, 42(25), 21. Retrieved from http://link.galegroup.com/apps/doc/A180676808/GPS?u=ko_k12hs_d24&sid=GPS&xid=8098911a
- McNitzer, J. (2010, April). Better safe; Ontario's new safety provisions take on workplace violence but leave lingering questions. *InsideCounsel*, 34+. Retrieved from http://link.galegroup.com/apps/doc/A222715243/GPS?u=ko_k12hs_d24&sid=GPS&xid=2bff66c9



New Teacher Workshop



Ryan Kelly
Chief Negotiator

Each year, our District office hosts a full-day workshop for all new teachers with our Board. This day provides new permanent teachers with a wealth of information relevant to every part of their professional lives. The day begins with freshly-brewed coffee, and a viewing of *The School Zone* – a fun short film of an alternate teaching universe where no unions exist.

After introductions, we dive into our training beginning with information about the New Teacher Induction Program (this workshop counts as PD!), the flip chart we produce in-house for FAQs, followed by a tour of our district website. We then dive into our Collective Agreement highlighting important sections and explaining how important contract maintenance is and how we all play an important role in protecting our rights.

Next, our Benefits Officer walks members through details on sick leave, benefits, disability management practices, and our province-wide Abilities Form. This brings us up to our lunch break, where we enjoy a catered

(40 minute, uninterrupted) lunch together.

Boundary issues leads off our afternoon with an in-depth discussion about 'Defensive Teaching' and how it relates to our many roles, including the use of social media. This is followed by details on the Ontario College of Teachers and their role as our regulatory body. This contains The Standard of Practice for the Teaching Profession and an overview of how this framework transcends our traditional classroom model.

Certification and experience credit information are what follow, with details of our pension wrapping up the presentation part of the day. We conclude the afternoon with questions and answers with both the hope that members better understand their rights and responsibilities as a teacher, and feel comfortable approaching us with questions and concerns as they arise. It is a pleasure to have the opportunity to meet with our new teachers, and hope they find our presentation a helpful resource as they embark on their teaching careers.



Posaction Plus counselling service is available through our OTIP LTD contract. On an annual (calendar year) basis, you can access up to 12 hours of face-to-face psychosocial counselling for you and/or your immediate family members. Posaction Plus can assist you with work-related, family, personal or dependency problems.

Posaction Plus is mentioned on the District 13 website, in each newsletter, on the yearly information cards that District 13 distributes to members in September and brochures are available from your Branch President and Health & Safety Committee reps in each school. You can also contact the District 13 Office for the LTD Policy number.

Pink Shirt Day

February 28: Erase Bullying

In 2018, *Pink Shirt Day's* main theme is cyberbullying. The day is meant to focus on encouraging others to combat cyberbullying by thinking twice before posting something negative, and instead using the internet to spread kindness.



OSSTF Pension Workshop

This workshop will cover an overview of the benefits, what secondary teachers need to consider before retirement, how to apply for a pension and the rules about teaching after retirement.

Date: Monday, April 23, 2018

Time: 4:30 pm

Location: District 13 OSSTF Office

Register by emailing Ruth Leone,
ruth.leone@d13.osstf.ca

District 13 Pregnancy/Parental Leave Workshop

Are you pregnant or contemplating pregnancy? This workshop will discuss your new statutory rights under the Employment Standards Act and Employment Insurance, the provision of the collective agreement for Pregnancy/Parental Leave and Extended Leave, and consideration for pension plan and benefit coverage. Find out how to maximize your financial entitlements and bring yourself some peace of mind at a very stressful time.

Date: Wednesday, April 25, 2018

Time: 4:30 pm

Location: District 13 OSSTF Office

Register by emailing Ruth Leone,
ruth.leone@d13.osstf.ca

DISTRICT ANNUAL MEETING

When: Thursday, May 3, 2018

Where: TRILLIUM TRAILS
52 Snow Ridge Ct., Oshawa

Time: 4:00 pm



researchED Conference

On Saturday, April 14th, 2018 OSSTF will be hosting our first researchED conference. researchED was established in 2013 with the aim of making educators research-literate and pseudo-science proof.

The goal of researchED is to bridge the gap between research and practice in education. Researchers, policy makers, teachers, and education workers will converge on Mississauga for a day of information sharing and myth busting. researchED's mission is to raise research literacy in the teaching profession and the education sector more generally. Education will be improved the more it engages

with evidence bases that are as substantial as possible; it is no longer acceptable for education to be governed by instinct or intuition alone. researchED must be a dialogue between the craft of education practice and the evidence bases that inform it. The space where these two spheres interact is where researchED operates.

Come and learn what the latest research tells us about the best way to teach, lead schools, and help children learn. Listen, learn and speak to the researchers, teachers and academics transforming the best research into teaching practice. Network, get ideas, be challenged and ask

questions at one of the most unique, stimulating and engaging events of the year.

Event and registration details to follow shortly.

Please note: District 13 will cover the cost of registration through an internal board fund. Application for reimbursement through an Individual PD Funding Request will not be necessary – simply send proof of payment to the District Office for processing. Reimbursement for childcare is available at a rate of \$17 per hour.

Please direct any questions to shane.stagg@d13.osstf.ca

Walk into Retirement with a Plan

Presented by:



This **complimentary** workshop is open only to members and spouses. It covers valuable information that will be useful to all those planning to retire within the next five years.

Date: April 12, 2018

Time: 4:30 to 7:30 pm

Location: Deer Creek Banquet Facility, 2700 Audley Road North, Ajax

To Register: Please register online www.otip.com/events

Please note any dietary requirements at time of registration. A light dinner will be served.

DISTRICT 13 OSSTF

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www.d13.osstf.ca

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