

AMPA 2019: 100 Years in the Making



George Chaktsiris
AMPA Delegate

Every year, many of us look to March Break as a chance to rest and recharge ourselves. For some of us lucky folks, this may include a visit to our favourite ski resort to round out the skiing season or a flight to somewhere warm and sunny. But for many it is spent at home with family and friends enjoying time together and possibly a day trip or two with the kids. However, for a few brave and dedicated OSSTF Members March Break brings us the joy that is AMPA!

What is this AMPA I speak of? Well it means we start off our break with four full days of meetings, debates, motions and speeches at the Annual Meeting of the Provincial Assembly (AMPA). Each year at our District Annual Meeting (DAM) we elect those who will be representing us next year at AMPA to represent our local interests provincially at a time when we meet to set the

fundamental directions of the federation for the next year.

This being an election year for the leadership of OSSTF, means we also had the privilege to take part in the election of our new provincial executive. For us in District 13, this also means that we take on the task of running the re-election campaign for our very own Harvey Bischof, which resulted in him being declared as our Provincial President. His "Proven, Principled Leadership" is valued across the province within our organization. He is also always thankful to those of us from his home district who work so hard for him during this time.

Among the many other proceedings that take place at AMPA, the election is a major part bi-annually, however, this year was extra special for two reasons here in District 13. Firstly, we had the honour of welcoming some first time AMPA representatives from our District including our new PSSP bargaining unit. They took in the sheer magnitude, organized chaos and ultimately enjoyment that your first AMPA experience brings with the wide-eyed joy normally only seen on children's faces.

Secondly, this was the year that we celebrate our 100th year. This was accomplished with a weekend-long retrospective including a series of vignettes that looked back on our strength, what we have stood for, accomplished, believe in and done together. At the President's Dinner, we acknowledged our past Presidents who were in attendance to remember this

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AMPA 2019: 100 Years in the Making (cont'd)

occasion as well. Along with all of the accomplishments that we looked back on, it also accentuated the fact that our hard, dedicated work is not yet done. We have the privilege of standing on the shoulders of those who stood up before us. But we cannot forget that despite all that hard work that was done, our members and the education system need us to act

as the stewards going forward. Without us continuing the fight to better public education and as a result our own lives and those throughout society their work will be for nothing.

It was my absolute pleasure to be an AMPA delegate yet again for District 13. On behalf of our District Leadership I would like to send a heartfelt thank you to

the individuals who give up their own time to act on behalf of all of us, without thinking twice about the time commitment. I also believe that we need to thank the families of those individuals who also sacrifice the time they have with their love ones ultimately for the benefit of all of us.

From the ARM Chair

Colleen Ireland *ARM 13/16 President*

Across the province, ARM chapters have supported Provincial OSSTF/ FEESO to heighten awareness of issues which have an impact on students, staff, and community.

On January 22, 2019, one of our members attended an Ontario Health Coalition information session on Long Term care and service to seniors. On February 7, 2019, ARM 13/16 was present at "No Cuts To Education" information rallies in both York and Durham Region.

We will continue to work closely with D13 and D16 by bringing relevant information to current and future retirees at retirement workshops.

In addition, some of us were at AMPA in various support roles.

We have received heartfelt expressions of appreciation for the support we have given the four Youth Shelters in Durham and York.

On that note, we have recently learned that Joanne's House in Ajax is in need of new twin size bedding and that will be a project in the next few weeks.

FeelingBetterNow®
Connecting Mental Health Problems to Solutions

Stressed, anxious or depressed?
Go to: feelingbetternow.com/otip

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Resources in *Your Toolbox* include:

- Helping Yourself
- Stress Reduction
- Helping Others

www.feelingbetternow.com/otip

OTIP RAEQ

District 13 OSSTF Annual Meeting

THURSDAY, MAY 2, 2019

AGENDA

4:00 - 4:30 p.m. REGISTRATION AND HOSPITALITY

‡4:30 p.m.

1. Call to Order
2. Approval of the Agenda for the District 13 Annual Meeting May 2, 2019
3. Pledge
4. Reading of Indigenous Acknowledgement Statement and Reading of Anti-Harassment Statement
5. Moment of Silence
6. Recognition of new members and Recognition of Branch Reps
7. Minutes of the District 13 Annual Meeting May 3, 2018
8. Business Arising from the Minutes
9. Procedural Resolutions
10. Greetings from Provincial OSSTF
11. Report of the District 13 OSSTF President

‡4.45 p.m.

12. PRESENTATIONS
13. Report of the Nominations Committee (immediately prior to dinner recess)

‡6:00 p.m.

DINNER RECESS

Introduction of Head Table

‡ 7:00 p.m.

14. Speeches of Candidates and Balloting for the Office of:
 - a) District and/or TBU President
 - b) District Vice President
 - c) District Treasurer
 - d) District Secretary
 - e) Additional TBU Provincial Councillor
 - f) AMPA Delegate
15. Receipt of Reports
 - a) Collective Bargaining Committee
 - b) Communications Committee
 - c) Education Issues/Political Action Committee
 - d) Health and Safety Committee
 - e) Human Rights Committee
 - f) Professional Development Committee
 - g) Public Relations Committee
 - h) Provincial Councillors
 - i) Occasional Teachers' Bargaining Unit
 - j) Professional Student Services Personnel Bargaining Unit
 - k) Treasurer
16. Questions on above Reports
17. Resolutions to amend the Constitution, Bylaws and Policy of District 13 OSSTF
18. Resolutions to amend the Constitution, Bylaws and Policy of District 13 OSSTF Teachers' Bargaining Unit
19. Other Resolutions
20. New Business
21. Introduction of elected District 13 Executive members for 2019-2020
22. Adjournment

‡ indicates a timed item.

The Anti-Harassment officer for this meeting will be Nicole Bléau.

Re-Elect **LAMIA SABBAGH**

FOR District and TBU PRESIDENT



Clarity. Vision. Leadership.

Making a difference – together.

Representing the Teachers, Occasional Teachers and Professional Student Services Personnel of District 13

District 13 and TBU President	2018-present
District 13 Chief Negotiator	2016-2017
District 13 Chair of CBC	2016-2017
District 13 Bargaining Team Member	2014-2015
Provincial Councillor	2016-present
District 13 Executive Officer	2014-2016
District 13 Staff Allocation Committee	2014-present
District 13 PD Chair	2014-2016
Provincial Certification Appeal Board	2014-2018
Chair of Certification Appeal Board	2016-2017
Joint Health and Safety Committee Rep	2014-2016
District 13 2nd Vice-President	2013-2015
District 13 Branch President (PRSS)	2011-2013
District 13 Communications Chair	2012-2013
District 13 CBC Rep (PRSS)	2010-2011
AMPA Delegate	2013- 2019

Re-Elect Erin Crawford for Vice President



Principled, Committed Leadership

Working hard for the District

District 13 Vice President	2007-2010, 2011-2019
Bargaining Team Member	2007-2009, 2012-2016
CBC Representative	2007-2009, 2011-2019
GSA/HR Committee	2005-2019
Chair, GSA	2010-2011
EPAC	2009-2010
Leadership & CBC Conferences	2007-2015
AMPA Delegate	2008-2019

Experienced

Involved

Knowledgeable

I am proud to contribute to District 13's tradition of strong, principled leadership. I seek your ongoing support as we work together to ensure that our rights as educators are respected and protected and our working conditions are safe and equitable.

Re-Elect: Richard McCormack for D13 Vice President

We are only stronger together!



District 13 Vice-President – 1 year
 Communications Chair- 2 years
 District Executive – 3 years
 AMPA Delegate and Alternate – 4 years
 OSSTF Leadership Training – 2 years
 Branch Vice-President – 3 years
 Branch CBC Rep - 2 years
 Strike Captain

Committed – Passionate – Professional

RE-ELECT Garrett Metcalfe For Vice President

*District 13 2nd VP 2018/2019

*District 13
Human Rights Co-Chair

*AMPA Delegate 2018/2019

*DASS Branch President
2015 to present



*2018 James Forster Provincial OSSTF
Human Rights Award Recipient

*OSSTF Provincial
Racial Justice Workshop Facilitator

*OSSTF Provincial Workshop Team Writer
"Dealing With Difficult Interactions"



Pride

Advocate... Respect... Unite

Integrity

Professionalism

Confidence



Re-Elect
Rob Walker
for
Vice President

For Experienced, Principled Leadership

- Currently Vice-President, District 13 Executive
- Currently Branch President, Uxbridge SS
- Formerly, Secretary, District 13 and 17 Executive
- Formerly, Health & Safety Rep., Uxbridge SS
- Formerly, Collective Bargaining Rep., Uxbridge SS
- Formerly, District 13 AMPA Delegate 1991—2004

ELECT
Ruth Kam
 as
Secretary



Organized

Responsible

Professional

Experience

Branch President, Grove School	2017 – Present
Constitution Committee Rep	2018 – Present
AMPA Delegate	2008 – Present
CBC Rep, Grove School	2008 – 2017

Committed to assisting members in District 13!

Re-Elect
NICOLE BLÉAU
For Treasurer



COMPETENT
 DEDICATED
 RESPONSIBLE

Experience you can trust

Re-Elect
NICOLE BLÉAU
For Additional Bargaining Unit
Provincial Councillor



EXPERIENCED LEADERSHIP
YOU CAN TRUST

NOMINEES FOR AMPA DELEGATE

Nicole Bléau
 George Chaktsiris
 Erin Crawford
 Jacqueline Hill
 Ruth Kam
 Ryan Kelly
 Richard McCormack
 Garrett Metcalfe
 Lamia Sabbagh
 Shane Stagg

The number of AMPA delegates for the Bargaining Units is determined by F.T.E.

Resolutions to Amend the Constitution, Bylaws and Policy of District 13 OSSTF and District 13 OSSTF TBU 2019

According to our Constitution, the resolutions to amend the Constitution, Bylaws and Policy of District 13 OSSTF and District 13 OSSTF TBU must be forwarded to the Branch Presidents and the Bargaining Unit Presidents at least 5 weeks in advance of the next District Annual Meeting so that they can submit the proposed amendments to the next Branch Meeting or Bargaining Unit Meeting. Normally, we do this through District Council at the end of March and we also publish all the resolutions in Inprint 13. This year, however, we struck an ad-hoc Constitution Committee in order to analyse how to incorporate our new PSSP Bargaining Unit into the District 13 Constitution. This gave us the opportunity to also re-evaluate the structure of our District Officers and do a whole lot of housekeeping. Therefore, the resolutions being proposed as of printing are numerous – 14 amendments to the District Constitution, 51 amendments to the Bylaws

and 1 Policy amendment. There are also a few TBU amendments which need to be proposed as a result of the changes proposed to the District Constitution and Bylaws. In an effort to make this issue of Inprint 13 as environmentally responsible as possible, we have chosen to provide a link to all of the amendments which will lead our members through the motions and, more importantly, show exactly how the changes were arrived at. We hope that this method will prove easier to follow and save a few trees in the process. Of course, we will still be providing at least one paper copy for Branch Presidents and Bargaining Unit Presidents to go through the rationales at District Council and to also post on the OSSTF bulletin board at work locations.

Please follow this link to access the proposed amendments: www.d13.osstf.ca/resolutions

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 provisions of the collective agreement for Pregnancy/Parental Leave and Extended Leave, and considerations 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 10, 2019

Time: 4:15 pm

**Location: District 13 OSSTF
601 Palace Street, Whitby**

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

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.

This workshop is provided to members only of District 13.

Date: Wednesday, April 24, 2019

Time: 4:30 pm

**Location: District 13 OSSTF Office
601 Palace Street, Whitby**

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

Bargaining Update



Shane Stagg *Executive Officer's Report*

In the coming months, we are scheduled to enter negotiations toward a new contract. This article intends to offer general background information on the bargaining process. Please note that nothing in this article should be considered as a roadmap for how things will go forward. A lot can happen during negotiations and members will be updated on progress as information becomes available.

The contract currently in place came as the result of an extension agreement arrived at in 2017. This contract expires at the end of August.

Rules that typically govern labour negotiations in this province are covered in the Ontario Labour Relations Act. It allows parties to declare an interest to bargain up to 90 days before the contract expires. This would be at the beginning of June. The School Boards Collective Bargaining Act allows the Minister of Education to authorize a notice to bargain up to 180 days before the expiration of the contract. Under those conditions notice to

bargain may be announced at any time now.

A set of decisions yet to be made is the determination of what contract items will be negotiated locally and which ones will be negotiated provincially. Local items will be negotiated between members of our District 13 bargaining team and the Durham District School Board. Provincial items will be negotiated between the Provincial OSSTF bargaining team and negotiators for the provincial government. There may also be seats at the provincial table for representatives of the Ontario Public School Boards Association (OPSBA). The government holds the funding, OSSTF represents the workers and OPSBA represents school board management. It is anticipated that cost items such as benefits and salary will be negotiated provincially. The first time that negotiations were split between local and provincial table was during negotiations in 2015 that brought a settlement in August of that year.

Once negotiations begin, dates will be set for the bargaining teams to meet. Often, the parties will exchange and present bargaining briefs. These briefs include what each side wishes to achieve during bargaining. Our local and

provincial bargaining briefs are informed by surveys completed by members as well as experiences over the years that suggest possible changes to contract language.

In accordance with the Ontario Labour Relations Acts the Union can ask the membership for a strike mandate in the form of a vote which can take place any time after 30 days before the contract is set to expire. A strong strike mandate is important because it informs the negotiating parties that the membership is prepared to stand up for the conditions of their contract.

It is not uncommon for the contract to expire before a new agreement has been reached. In that case, the current contract remains in effect as negotiations continue into the fall. If negotiations stall, the two sides can request assistance from the Ontario Labour Relations Board. A conciliator will be assigned who will assist the two sides in reaching agreement. If this fails, then the Ministry of Labour will issue what is called a "no board" report. Mediation remains available to both parties after the no board report is issued.

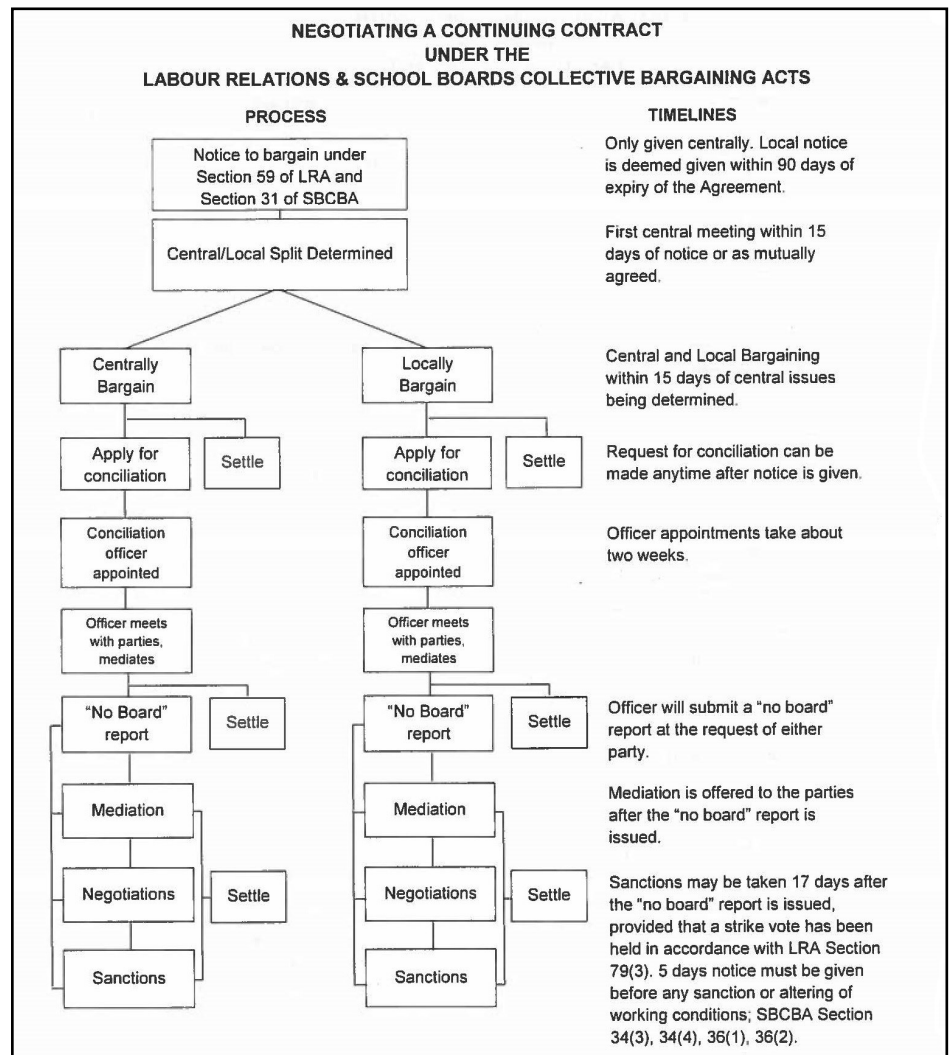
Seventeen days after the no board report is mailed by the Minister of Labour both sides are in a position to change the

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Bargaining Update (cont'd)

conditions of work. With a strike mandate, options for the Union include work-to-rule conditions or a full withdrawal of service. Work-to-rule does not simply mean only doing what is in the contract. During work-to-rule action, any portion of service can be withheld. The Board as well during this time has the option of changing conditions of work including how employees are paid or even imposing a full lockout. The goal of these actions is to encourage negotiations to take place to arrive at an agreement that is acceptable to both parties. It is important to note that it is completely premature to predict whether any job actions will take place during this round of negotiations or what those actions may be.

If you have any questions or concerns regarding the negotiating process, please contact the District Office.



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 free 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.

Ongoing Series: Roles of Our PSSP Members—SLPs

Kathi Loughran, Lynne Chase & Linda Temple

PSSP, Speech-Language Pathologists

The DDSB Speech-Language Pathologists (SLPs) send a warm “hello” to all of the other OSSTF members. An estimated one in ten students have speech, language, and communication challenges. SLPs are communication specialists who are regulated by the College of Audiologists and Speech-Language Pathologists of Ontario. We use our specialized knowledge to collaborate with families, educators and other professionals to identify strengths and needs and facilitate access to the curriculum for students with oral language, written language, social language, articulation, voice and fluency challenges. As language is the foundation for literacy and social connectedness, the work we do is critical to the success of our students.



Speech-Language Pathologists pose at the Education Centre.

Ontario's Insurance Industry Enters Hard Market

Provided by OTIP

If you are shopping for car or home insurance, chances are you may have heard that Ontario is now entering what industry veterans refer to as a ‘hard market’. It is a challenging cycle that comes about every six to eight years that can lead to higher insurance premiums and stricter underwriting practices.

To learn more, visit www.otipinsurance.com/article35

District 13 Wellness Event



Shane Stagg

Executive Officer's Report

On February 21, the District 13 Public Relations Committee held a yoga wellness event. The main attractions were a presentation by DDSB Wellness Specialist Samantha Simpson and a yoga session with Krista Reeson. Healthy snacks were provided including a salad bar, veggies, fresh fruit and smoothies. We were joined by Durham Health as well as a dietician from Superstore. They were on hand to speak with members about services available in the community to support their health.

Samantha's presentation titled "Learned Happiness" included the idea that our brains respond to negative thoughts in a similar way to actual negative events. As well, the more often we choose to focus on negative thoughts, the better we build the neural pathways that promote negative feelings. As neural pathways are exercised they begin to fire sooner and stronger. An example offered by Samantha was the idea of continuing to dwell on a negative experience or conversation long after it has taken place. The result of this is that the brain continues to respond as if the experience is

continued and remains in a heightened state of stress. This in turn programs our brains to respond to situations with a stress response. This can lead to a growing cycle of stress response to events.

Another key aspect of Samantha's presentation was the fact that we best remember negative experiences. This comes from a natural tendency to focus on negative experiences that offer lessons to promote survival. This trait serves us well when learning to avoid repeated contact with dangers in our environment. Our ancestors learned quickly to avoid poisonous plants and dangerous animals. Unfortunately this same mechanism causes us to cling to the memory of an embarrassing moment or being on the receiving end of a rude comment. By contrast, positive experiences that would serve to improve our mood, build confidence and promote happiness are easily forgotten. As Samantha put it our brains are like Velcro for negative experiences and Teflon for positive ones. The ratio varies from person to person but as an example it can take as many as 7 positive experiences to counter the effect of 1 negative experience.

It's important to point out that this discussion of how we tend to respond to positive and

negative experiences applies to individuals who are not suffering from a mental illness. It is not suggested that anyone with depression or anxiety needs to simply focus more on being positive. However, for anyone who is essentially healthy but looking to augment happiness in their life, Samantha presents interesting points to consider. The feedback from the group in attendance is that Samantha's presentation struck an immediate chord with them and they could see themselves applying strategies to support their own happiness right away.

After the presentation on happiness, Krista Reeson who is a teacher at Maxwell Heights took the group through an introduction to yoga. Krista is a skilled educator and a highly trained yoga instructor. This combination was clearly apparent during the session in which Krista provided instruction that was tailored to the level of her class with individual attention for participants as needed. She offered practical yoga techniques while also explaining the details of human anatomy that support those techniques. The group described the session with the highest of praise and left feeling great!

It was a vibrant and full 2 hour event and we look forward to offering it again.

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District 13 Wellness Event (cont'd)



In photo to the left, Samantha Simpson, DDSB Wellness Specialist.

In photo to the right, members of D13 enjoy their yoga session.

Human Rights Events

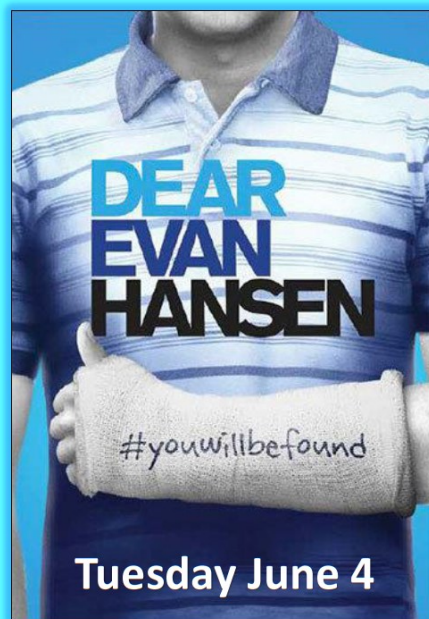
Human Rights Committee Presents

Saturday May 11

Fundraiser For Teachers Caring For Teachers

Visit our D13 website
Get Your Tickets Before We Sell Out!

Human Rights Committee Presents



Tuesday June 4

Visit our D13 website to order tickets!

The
OSSTF District 13
Human
Rights Committee
invites you to join us
for a trip to see
DEAR EVAN HANSEN
at the
Royal Alexandra
Theatre, Toronto
on
TUESDAY, June 4, 2019
8:00 pm show

Upcoming Events for District 13 in 2019

April 8, 2019	PSSP Social @ D13 Office
April 10, 2019	Day of Pink
April 10, 2019	D13 Maternity Leave Workshop @ D13 Office, 4:15 pm
April 24, 2019	OSSTF Pension Workshop @ D13 Office, 4:30 pm
April 28, 2019	Day of Mourning
May 1, 2019	OTIP Retirement Benefits Workshop @ Deer Creek, 4:30 pm
May 2, 2019	District Annual Meeting @ Deer Creek, 4:00 pm
May 5, 2019	Steps for Life, OPG Pickering
May 11, 2019	Deceiving Divas, R.C. Legion, 471 Simcoe St. S., Oshawa, 7:00 pm
May 14, 2019	PSSP Annual General Meeting, LVIV Hall, Oshawa
May 16, 2019	Student Award Night @ D13 Office, 7:00 pm
May 23, 2019	OTBU Annual General Meeting
June 4, 2019	Dear Evan Hansen Musical, Toronto
June 7, 2019	District 13 Golf Tourney @ Lyndebrook Golf Course



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 free Cancer Info Line at 1 800 290 5106.

DISTRICT 13 OSSTF

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

www.d13.osstf.ca

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