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Editor: George Chaktsiris

The Politics of Bargaining



Lamia Sabbagh President's Report

So our contract expired on August 31st, 2019. Now what? Well, until a new deal is reached, terms and conditions our continue as if under the same contract. Or... until things go sideways and we end up in a strike position. At that time the government or the Board can unilaterally change our terms and conditions. Similarly, we can withdraw parts of our services or even walk out. But we are not there yet. We are still in the process of bargaining both provincially and locally.

We are now calling for a strike vote, not because we intend to strike necessarily, but because that is how negotiations work. Strike votes are a natural part of the bargaining process. Remember that a strike means any organized action, from something as simple as not staying at work past the last school bell of the day to a full walk out. We cannot take any collective action without that mandate. It is the best leverage we have to show those on the other side of the negotiation table that we are serious and that we stand behind the ideas we are proposing. It is a demonstration of our members' resolve. It is not meant as a threat but as а tool in negotiations. Everyone who is part of the equation understands this. If we have a strong strike mandate, we know we have the will of the membership behind us to ask for what we believe is a fair deal.

So far, our central negotiations have been less than productive because the government and the school board trustees' association (OPSBA) have not made any move to discuss two of the biggest issues facing all of us in education, class sizes and elearning.

OSSTF has made all of our bargaining priorities and all the details in our central brief public and available for everyone to see on our website: <u>www.bargainingforeducation.ca</u>. We have also made public the Crown's brief as well as their rationales. What is really worth a close read is the rationales put forward by the government and the rebuttals put forward by OSSTF to each of these rationales which explain, using facts and research, how mistaken the Crown is in their reasoning on why cuts to education are a good thing. Even more fascinating, and certainly telling, is the fact that they do not provide a rationale for the increase in class sizes at all. Not even that it makes for more "resilient" students.

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The Politics of Bargaining (cont'd.)

The reason Provincial OSSTF decided to the take unprecedented step to engage in transparent bargaining was in response to the government's announcement on March 15th. They brought two issues which should have been discussed at the bargaining table to the public by announcing the 28:1 class size ratio and the compulsory four credits for e-learning. The bill (124) the government proposed to cap public sector wages - also something that should have been a negotiation item - was also perceived as bringing bargaining outside of the traditional closed door process it has always been. Provincial OSSTF In reaction, decided to make Central bargaining transparent and set up a website where anyone can see what we are asking for, what the Crown's response is and the rationales behind everything we are doing backed by research and facts.

We still have several more dates for central bargaining. The next two are Oct 24th and 25th. We are continually hopeful that progress will be made at the bargaining table. Perhaps the knowledge that we are seeking a strike vote will encourage those on the other side of the table to approach bargaining more seriously and to discuss the substantive issues on the table.

Local bargaining will, hopefully, proceed very differently. We have

no need to react to anything the Board has done yet and do not intend to bargain publically. So far, they have been agreeable to our request for bargaining dates our OTBU and PSSP and bargaining units are also in the process of setting up dates. We will update our membership as much as possible on how local negotiations are going although the details will not be as great as with Central bargaining according to our ground rules for local negotiations once they are agreed to with the Board.

The best thing our membership can do in these times of political bargaining is to be informed. Make sure you have a non-board email address with us so that we can update you with central and, soon, local bargaining bulletins. Visit the many OSSTF websites listed below. Use your information as a way to mobilize your colleagues to act. Continue to put pressure on your local MPPs to reverse the cuts to education. Come to mass meetings and local site visits when they are called. Wear Red for Ed on Fridays. Wear a No Cuts to Education button. Talk to your friends, colleagues and neighbours about what we will face in Durham if this government continues down this path. Our Durham "bubble" where our contract language protected us and our class size ratio at 22:1 this year will not last into the staffing for next year.

We will face all of the problems our sister boards across the province faced this year. Durham will lose over 250 jobs by 2023 and face devastating losses to programming. Pledge to give us a strong strike mandate so that we do not bargain from a weakened position.

What can I do???

Be informed. Visit the following OSSTF websites:

www.bargainingforeducation.ca -All things related to bargaining. The OSSTF Central brief, the Crown's brief, rationales from both sides, research to back up our position.

www.osstf.on.ca - Click the No Cuts to Education button for all materials related to this campaign including posters, graphics, cartoons, media coverage, letters sent, research and reports on education.

www.betterschoolsstrongerecono my.ca - The economic case for investing in education – research commissioned by the Conference Board of Canada.

www.hereforstudents.ca - Stories shared from education workers around the province, facts about how cuts to education will affect students and programming. Template letter to MPPs.

Branch Rep & CBC Training 2019

Branch Presidents and CBC Representatives attending training at the District Office in October. The training prepares representatives to support members in their roles. Topics during the session include contract maintenance, sick leave and benefits, professional practice and current issues in education.



Branch Presidents and members of District 13 Executive on October 4, 2019



District 13 members of the CBC Committee

The Effects of 28:1



Shane Stagg Executive Officer's Report

Cuts to education announced by the Ford government in March include changes that would see class size ratios increase to 28:1. This appears to be a hastily thought out plan without a realization of the impact on schools and students. It is as though a dollar amount of cuts had to be achieved and they simply calculated a class size that would meet that target. It is obviously only a cost saving measure and has absolutely nothing to do with student achievement or resilience.

A clear understanding of the effect of this increase requires consideration of averages. To have an average of 28 would require many classes to be larger than that. As well. because some classes must remain small due to the needs of students or because of limitations on the equipment in the room, other classes will grow to have many more than 28 students. As an example, if you consider 10 classes with the following class sizes: 6, 19, 20, 22, 23, 24, 25, 26, 27, 28 the average of these is 22. If we assume that the small class of 6

Bigger classes mean less one-on-one time.

Write your MPP at HereForStudents.ca

must be maintained, a possible scenario that brings us to a class size average of 28 is the following set of class sizes: 6, 26, 27, 28, 29, 30, 32, 33, 34, 35. Of course the combinations are endless but none of them look good when it comes to supporting teaching and learning and the ability to offer 1 on 1 or small group support to students.

At the Board level, the impact of increased class sizes is also devastating. As class sizes go up, the system loses teachers. In Durham the impact is in the neighborhood of 250 fewer jobs by 2023. And with each teacher delivering 6 classes a year that leads to a loss of 1500 sections. A model of staffing for the DDSB at 28:1 reveals the loss of entire departments at schools along with the ability to deliver certain subjects and programs. The number of surplus teachers at schools can count over a dozen and reach deep enough to affect teachers with over a decade of seniority. This also leads to fewer teachers to run extra-curricular programs and provide supervision.

Specialized classes that tend to have low enrollment could hardly survive in this environment. Schools will have hard decisions to make. For example, do we run calculus with only 10 students and have 40 students in a grade 12 English class or do we sacrifice calculus so that it doesn't drive up our other class sizes? Of course, you could substitute any specialized subject for calculus such as music, shop, culinary arts, French, the list is endless. And this doesn't even take into account the losses due to ewith learning. Along this potential reality is the loss of

schools. The DDSB's 2019-2020 describes budget the circumstances we could reach by 2023 guite bluntly, "The class size increase and the potential change in enrollment due to elearning could result in 10,007 surplus pupil places, which is the equivalent of 8 secondary schools" (DDSB Budget 2019-2020, p 62). That would mean boundaries being redrawn and students travelling past their former high school to reach a more distant and more crowded building. A web search for "ddsb budget" will quickly take you to an online pdf of the full document. There are plenty of details to pour over.

But does it have to be this way? What actions can we take to send a message that encourages the government to change its destructive attack on public education? There are a variety



of ways that people can participate in the push-back. Calls and emails to MPPs are a way to be heard. A visit to <u>www.hereforstudents.ca</u> will offer a number of resources to stay informed and an online form to assist with contacting politicians. As well, OSSTF's Facebook, Twitter and Instagram accounts provide plenty of content that can be shared with your social networks to get the word out. Details on bargaining can be found at <u>bargainingforeducation.ca</u>; the information available here will assist with conversations with neighbours, relatives and friends. Who better to fight for public education than the concerned and caring members within it?



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.

Leadership 2019: Protecting Public Education



George Chaktsiris Communications Chair

Every August, OSSTF Provincial runs an annual Leadership Conference. Federation Leaders from across the province attend this two and a half day training in an effort to gain a deeper understanding of many issues that they will encounter within their home district. This year, I had the pleasure of once again attending as a District 13 Executive member. This afforded me the opportunity to partake in workshops of my choosing that would benefit my work on the Local Executive and as a Branch President. The topics available were wide ranging and there was something for everyone.

In addition to workshops of our choice, all attendees took part in several collective workshops and panels that examined many of the current issues that we face in education. One such panel discussed the economic benefits of investing in public education. One of the major takeaways for me came from a document produced by the Conference Board of Canada called "The Economic Case for Investing in Education". Some of the key findings of this report are that for every dollar of spending on public education, there is a \$1.30 in positive economic impact to society; however, the inverse is also true where each dollar cut from public education has a cost to society of \$1.30. A return on investment of 30 percent is not something to laugh at as I am sure any business or investor would appreciate such a rate of return.

Other benefits to society of investing in education include better health and reduced crime rate amongst other long-term societal benefits which could potentially offset the upfront cost of investing in education, over the long run making

society a better place for all of us, not just those who can afford it or borrow enough so that education becomes a luxury for the rich.

Ricardo Tranjan was one of the panelists who spoke on this topic. Ricardo is from the Canadian Center for Policy Alternatives and has authored a document titled "As the new school year starts, Ontario school boards are strapped for cash. Here's by how much." This document looks at how funding was reduced board by board across the province with an interactive map that shows the details of the total funding change per board and what that translates to on a per student basis. I encourage everyone to look at this to get a better understanding of what is happening around the province. Locally, here is how things break down. All of the following figures are adjusted for inflation from 2017-18 to 2019-20. The DDSB saw an operating funding decrease of \$13.1 Million or a of -1.7%, change а 50% the reduction in Learning Opportunity Grant and a per student funding loss of \$356 (see chart below). That means in a moderately sized school of say 1000 students, that school would essentially see a loss of \$356,000 in funding.

Durham DSB

Operating funding change: -\$13.1M Operating funding % change: -1.7% Funding change per student: -\$356 Learning Opp. Grant % change: -50%

(from 2017-18 to 2019-20, adj. for inflation)

The larger implications of this locally can be found in the DDSB's own budget document for 2019 in the section labeled "Future Challenges" in which the board outlines some of the potential implications of funding reductions. The board itself points out that "The class size increase and the potential change in enrolment due to e-Learning could result in 10,007 surplus pupil places, which is equivalent to 8 Secondary Schools".

As we move forward in our fight to protect the public education system, I urge you to keep yourself informed about the

bigger picture of what this fight is all about. When you find vourself in conversations with people wondering what this round of bargaining is about, please share the above statistics with them. Most, if not all, reasonable people will be wondering why this needs to be a fight. Properly funded, high quality public education just should be a thing, plain and simple.

References:

McArthur-Gupta, Aimee. The Economic Case for Investing in Education. Ottawa: The Conference Board of Canada, 2019. Tranjan, Ricardo. "As the new school year starts, Ontario school boards are strapped for cash. Here's by how much." Behind the Numbers, 4 September 2019, behindthenumbers.ca/2019/09/ 04/ontario-school-boards-map/.

Durham District School Board. Durham District School Board Budget 2019-2020, 26 June 2019, https://www.ddsb.ca/en/aboutddsb/resources/Documents/

BUDGET-2019-020.pdf.





Local Negotiations Update



Ryan Kelly Chief Negotiator's Report

thoughtful Strong, contract negotiations are a hallmark of District 13 – our legacy is enshrined in the pages of each of our Collective iteration Agreement; an agreement worthy of its distinction province-wide. This is why the introduction of the SBCBA (School Boards Collective Bargaining Act) was met with trepidation when enacted in 2014. Would we maintain our rights to negotiate a local agreement fitting of our members and our culture specific to our District? Would we lose any advances fought for and won by past local leaders? What was developed was an abundantly cumbersome process, yet a twotier system should continue to maintain allow us to the autonomy that has served our members so well.

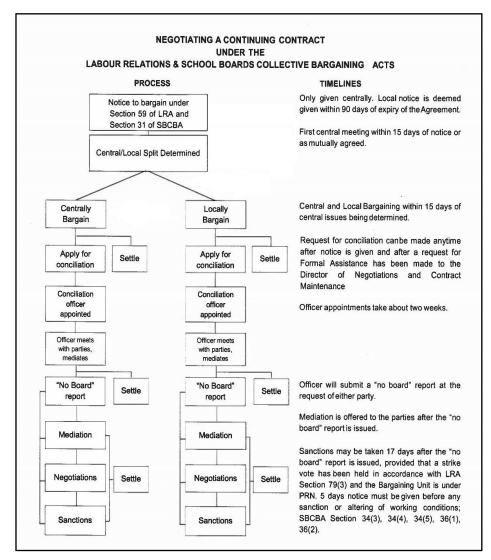
While local bargaining has been preserved, the process by which items are assigned to each table has been a disappointment. In my June article for INPRINT13, I detailed the process for deciding the Central/Local split for items to negotiated. The Ontario be Labour Relations Board ruling on this was delivered to us 6th, September triggering an

intent to commence local bargaining within fifteen days (or later depending on mutual consent).

We have developed our bargaining brief with input from our members through our Collective Bargaining Committee and our Priorities Survey, and have had it approved according to our constitution. This has been sent to Provincial for by the review Secretariat member assigned to our District from the Protective Services Department.

Our first meeting with the Board is October 22nd.

We are prepared and eager to negotiate improvements to working conditions on behalf of our members. Please check email regularly for Provincial and Local Bargaining Bulletins. We aim to keep you as up-to-date as possible while we work toward a new contract.



PSSP News



Jennifer Seif PSSP BU President's Report

June 2019 was a very exciting month for our Professional Student Services Personnel (PSSP) members. On June 17, 2019, we ratified our first Collective Agreement with the Durham District School Board. This agreement establishes the workplace rights of our members. These terms and conditions include items such as, obligations and responsibilities of the Board (Article L5.00 -Management Rights), a dispute resolution process (Article L12.00 - Local Grievance and Arbitration Procedure) and a job posting process (Article L25.00 - Job Posting Process).

We are currently in the process of re-negotiating our Collective Agreement with the Board as our existing agreement expired on August 31, 2019. Please rest assured that the existing language within our agreement stands and members remain protected until our new terms have been renegotiated both centrally and locally, barring sanctions as described in Lamia's article.

Our Bargaining Unit (BU) is seeking volunteers for our Constitution Committee. This committee will be responsible to review our existing Constitutions and formalize motions to amend the existing language at our District 13 -PSSP Annual General Meeting (AGM). Please let me know if you are interested in this opportunity.

Our District 13 PSSP Executive for 2019-2020 is represented by:

- President: Jennifer Seif (Interpreter)
- Vice-President: Andrea Malyon (Social Worker)
- Chief Negotiator/Grievance Officer: Jenifer Mascoll (Speech Language Pathologist)
- Secretary/Treasurer: Esther Somogyi (Psychometrist)
- Health & Safety Officer: Stephanie Pritchard (Interpreter)
- Educational Officer: Elizabeth MacDonald (Psychological Associate)
- Executive Officer: Amanda Frumkin (Speech Language Pathologist)
- Pay Equity Officer: Tracey Grose (Social Worker)

This is an election year. Each Executive position is for a term of two (2) years. Elections will take place at the 2020 District 13 - PSSP AGM on Thursday, May 14. 2020. Candidates who wish their name to appear on the ballot may indicate their intention to run for office by submitting their name, supported by two (2) other PSSP member's signatures to the District 13 office, at least fifteen (15) calendar days prior to the Annual General Meeting. Nomination form(s) will be sent to the membership electronically on Tuesday, March 31, 2020. Please note that only active PSSP members of OSSTF/FEESO may be candidates of office.

All PSSP members are also invited to attend the District Annual Meeting (DAM) on Thursday, May 7, 2020.

Not sure what to do if you get into a car accident? Follow these 5 steps Provided by OTIP

It's just another day and you're driving to work, picking up your kids, buying groceries, or visiting family when it happens — a car accident. After screeching to a halt, your adrenaline is pumping, your heart is racing, and your palms are sweating. When you're in a panic it can be tricky to know what to do. By reviewing these steps now, you'll be ready to jump into action if the time comes.

To learn more, click here: www.otipinsurance.com/article48

What is the Difference Between the Various Mental Health Practitioners?



Nicole Bléau Executive Officer's Report

Especially during this time of great uncertainty, we receive many calls in the District Office from members wondering where they should turn when they are struggling to cope with stress, anxiety or depression. There are many sources of help. What is most important is recognizing that you need help and getting it.

There are three levels of practitioners when it comes to mental health issues and they each fall under different payment/benefit areas:

1. Psychiatrist

This is a medical doctor so they are covered under OHIP; you need a referral from your family doctor and the wait time to get an appointment can be VERY long unless it is a crisis situation (the wait can be up to 8 or 9 months); these practitioners will have the highest level of training but will have very little time to spend with each patient; they are the source for diagnosis and medication.

2. Psychologist/ Psychotherapist/Registered Social Worker/Registered Family Therapist

These practitioners are the next highest of level training (Masters or PhD); these practitioners registered are within their respective designations; they will have bythe-hour fees in the range of \$150-\$250/hour that you will pay upfront, those for а psychologist being the most expensive; the services of these four specific types of practitioners are those that are eligible for coverage under the OSSTF benefits plan up to a combined benefit year (i.e. school year) max of \$2,000; these practitioners will engage in talk therapy and provide strategies to deal with your issues; you must find your own practitioner rather than through a formal referral process (no referral required).

3. Counsellor/Therapist (plus various other titles)

These practitioners are the next highest level of training (usually a minimum of a Masters); these are the practitioners who most often offer services under our free Posaction plan and the EFAP plan (see below); these practitioners will engage in talk therapy and provide strategies to deal with your issues. These practitioners are NOT eligible for reimbursement under the OSSTF benefits plan.

How to Access Free Services:

Posaction:

Posaction is a program that provides up to 12 hours of free psychosocial counseling per year for Permanent Teacher members through their LTD plan. There is a wide variety of counselors available to aid with work-related problems, personal difficulties, family difficulties and substance abuse. The program is completely confidential, vourself available to and immediate family members. You can continue with the same counsellor at vour own cost after using the 12 free visits; if you are not happy with the counsellor that is assigned to you, Posaction will work to find another local practitioner for you to work with.

1 800 668-0193

LTD Plan Contract Number

See Branch President or call District 13 Office.

EFAP:

EFAP (Employee and Family Assistance Program) is a set of free support services and counselling options provided by the DDSB for all Permanent employees and their immediate family. They also provide different kinds of "modalities" for counselling: from phone sessions or video chats, to email or live chat with a counsellor.

1 844 880-9192 workhealthlife.com

Identify yourself as an employee of the DDSB.

No special password or contract number required.

You may also want to consider www.feelingbetternow.com/ otip, a free program through OTIP for ALL of our members which will help you start a conversation with your doctor about mental health issues.

www.feelingbetternow.com/ otip

Within 20 minutes of entering the website, you will have a preliminary assessment of your emotional and mental health. In the event that you are at high risk for a clinical disorder, you will be provided with a set of online tools to help you and your physician identify and treat emotional and mental health problems using Medical Best Practices.

Note regarding Login:

When creating an account at FeelingBetterNow[®] enter OSSTF in the Organization field and then choose OSSTF/FEESO from the drop down menu.

Wherever you turn for help, remember that you are not alone. Reaching out for help is the bravest thing you can do.

From the ARM Chair

Colleen Ireland & Iain Beaton ARM 13/16 Co-Presidents

The executive members of ARM 13/16 (Active Retired Members) hope you have all had a successful start to your school year. Having said that, we fully recognize that you are going through some trying times and you have our support.

As retirees, we have been involved in many rallies, information sessions and protests over the past couple of years as recently as the York Region September 14, 2019 Tailgate Party. We continue to show solidarity with our active classroom educators.

ARM 13/16 supports youth shelters in both Durham and York. In addition, we supported Habitat for Humanity builds this past year on three occasions.

This year we are also including support for the Al Haresh family, from Syria, in York Region, now happily settled in their new Canadian home.



Retirees are not idle people and this year we will be delivering workshops on topics such as travel caveats and pitfalls, estate planning, financial planning and much more.

If you are considering retirement and have questions about ARM 13/16 send please us your inquiry:

chapter13and16@gmail.com

OTBU News: Occasional Teachers Ask



Avril Burns OTBU President's Report

Here are the answers to some of the more common questions we've heard so far this year.

Can I attend PD?

Assignment Teachers, Term whether a long term occasional contract or daily teachers who have worked 12 days in the same assignment should consider PD days which fall within their assignment as part of their assignment. They are expected attend to (commensurate with their 0.5 or 1.0 assignment) and will be paid accordingly.

Daily assignment teachers can request to attend PD sessions that are offered in PD Place, without pay. Sign up for any that you find interesting and send a request to Arlene Walkes if a supervisor's permission is required. Daily OTs will be approved at the discretion of the Board.

Everyone is encouraged to sign up for the OSSTF PD Day on November 15th, 2019. This year's theme, "Better Together" is focused on wellness. The sessions will open for viewing in PD Place on October 17th. Registration will begin on October 23rd. The last day for registration is November 1st. Choose from our selection of morning sessions (8:30 – 11:00), afternoon sessions (12:30 – 3:00), or full day sessions (8:30 – 3:00).

What Does a Daily Assignment Involve?

OTs are required to do all of the scheduled duties of the absent teacher, including supervision in most cases. However, daily teachers sometimes get some interesting requests when they show up at their assignments. There are still some schools out there where teachers are regularly asked to do things that they know permanent teachers would not be asked to do. Below are some of the more commonly misunderstood aspects of our working conditions.

Supervision

Daily assignments start 15 minutes before class time. This gives the teacher time to pick up the assignment and find the classroom. If the absent teacher has scheduled hallway, cafeteria, or other supervisory duties, you are required to do these. The Duty Schedule may be posted on the Federation Bulletin Board, in the Staff Room or Mailroom, as appropriate and supervision, of any nature, should not interfere with your ability to have 40 minutes free to have an uninterrupted lunch.

On-calls/Study Hall

On-calls may be a full or half period in length and are assigned on a schedule or on a rotation basis. If it is the absent teacher's turn, you should be given an oncall slip and you are required to cover it. Despite our best efforts, staff at some schools still feel that they can assign OTs to an on -call at any time, without crediting the absent teacher. If you suspect that you are being taken advantage of, do the oncall, then send an email to avril.burns@d13.osstf.ca with the details of the assignment and duty. If you don't get an on-call slip, be sure to leave the absent teacher a note so they can add it to their supervision minutes.

Other Teaching Duties as Assigned

If your assignment is a truncated day for Parent Teacher Interviews, you are entitled to work and be paid for the **full day**.

If the school has made a call-out error, you are still entitled to work and be paid for the length of the assignment. The school can find you work at another site or they can offer you to remain on site. If they try to send you away or offer that you can go home, be advised that you will not be paid for the assignment.

In either situation above, the administrator can ask you to do other teaching duties. Please note: They cannot ask you to do the work of an EA or any other educational worker; only teaching duties. If you are asked to file anything in a student's record, please politely inform the person asking you that it that it is illegal for teachers to access students' OSR files unless the students are assigned to their classes. If they insist that you do this task, you

may politely request that they give you written, signed confirmation that you were required to access student files. To be clear, Daily assignment teachers are advised not to access student files.

1/2 Days and Lunch

If an OT has two half day assignments, they are not required to do lunch time supervision at either school. However, teachers who accept ¹⁄₂ day assignments in advance are expected to arrive on time, 15 minutes before the class start time. If you feel that you do not have enough time to have lunch and arrive safely, you can decline the assignment using code 008, Insufficient Time.

Always remember

If you are asked to do any duty that you believe is beyond the scope of your assignment, you can do as asked, then send an email to <u>avril.burns@d13.osstf.ca</u> with the details of the assignment and duty.

Stay Informed

For regular updates and information that matters to OTs specifically, please sign up to our Member Contact List by sending an email from your personal (not Board) email to <u>avril.burns@d13.osstf.ca</u> with "Subscribe" in the subject line and your name in the body, if it is not clear in your email address.

Member Advertisement

Mindfulness and Self-Compassion in Everyday Life with Dawn Blessing and Daphne Marsella

In this 4 week course you will learn how to practice Mindfulness and Self-Compassion and experience for yourself how they may be of benefit to you in your daily life. You will leave with practices and resources that you can use right away-at home, work and even in the midst of busy days and chaos.

What Will We Explore?

Mindfulness and Self-Compassion Practices. How to stop being so hard on yourself and why this matters. How to relate to pain, suffering and difficult emotions. How to improve your relationship with others. Getting to know your own basic goodness.

Dates: November 6, 13, 20, 27, 2019

6:30-8:30 PM | Fee: \$225

Location: Boys and Girls Club 433 Eulalie Ave. Oshawa, ON L1H 2C5 Register HERE

http://www.mindfulness everyday.org/machform/view.php?id=79023

For more information, contact Dawn Blessing (807) 251-2899 dawn@mindfultherapycentre.com



Student Achievement Awards

Each year, OSSTF offers a writing and creative arts competition which is open to all public secondary school students in Ontario. The competition is meant to encourage the intellectual development of our students and an interest in The award society. was established in honour of Marion Drysdale, a secretary at OSSTF Provincial Office for twenty-two years, for her dedicated work over so many years. Each year, a new theme is determined.

OSSTF invites student writers and artists to submit creative work exploring this year's theme: **One Strong Woman.** We are encouraging students, with the support of an OSSTF member who has worked directly with them, to submit an original piece of writing, visual art or media. Judging will be held at the school, District, Regional and Provincial levels. Nine provincial winners will be awarded \$1000 each and will be invited to our Annual General Meeting, (AMPA) where a video showcasing their work will be screened. AMPA, which takes place over March Break, is a large event with hundreds of members in attendance. The presentation and showcase of work is an exciting and meaningful experience for the students being recognized.

More information and a link to entry forms can be found on the front page of our local District 13 website, d13.osstf.ca. Schools must submit their winning entries to our local District Office no later than November 15th. Please submit entries to Shane



Stagg, shane.stagg@d13.osstf.ca by courier, email or drop them off at our District Office at 601 Palace St. in Whitby.

Samples of past student submissions from Durham can be viewed by visiting our website and choosing Committees from the main followed menu bv Communications and Student Achievement Awards.

Home Fire Safety

Provided by OTIP

No one wants to lose their home or possessions due to a house fire. It is a devastating event that can take months or even years to recover from. Most house fires occur between November and March, making October a great time to enhance your knowledge. Staying mindful and alert to any potential dangers in your home is the key to preventing a fire before it starts.

To learn more, click here: <u>www.otipinsurance.com/article46</u>

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 free Cancer Info Line at 1 800 290 5106.

Upcoming Events for D13-2019-2020

November 5, 2019	OTBU Whine & Cheese @ D13 Office, 4:15 pm
November 13, 2019	OTIP/EFT Retirement Workshop @ Ajax Convention Centre, 4:30 pm
November 13, 2019	New Teacher Workshop @ D13 Office, 8:30 am
November 15, 2019	Joint OSSTF/DDSB PD Day
November 27, 2019	ARM Meeting @ D13 Office, 10:00 am
December 4, 2019	OTBU Social @ D13 Office, 5:00 pm
February 18, 2020	Family Day Skate @ McKinney Arena, Whitby, 1—3 pm
February 26, 2020	Pink Shirt Day
March 3, 2020	OTBU PD Workshop @ D13 Office, 4:30 pm
April 15, 2020	OTIP/EFG Retirement Workshop @ Ajax Convention Centre, 4:30 pm
April 16, 2020	D13 Maternity Leave Workshop @ D13 Office, 4:15 pm
April 22, 2020	OSSTF OMERS Pension Workshop @ D13 Office, 5:00 pm
April 27, 2020	OSSTF TPP Pension Workshop @ D13 Office, 4:30 pm
April 28, 2020	Day of Mourning
May 7, 2020	District Annual Meeting @ Ajax Convention Centre, 4:00 pm
May 3, 2020	Steps for Life, OPG Pickering, 10:00 am
May 14, 2020	PSSP District Annual Meeting @ D13 Office, 5:00 pm
May 21, 2020	Student Award Night @ D13 Office, 7:00 pm
May 28, 2020	OTBU Annual General Meeting, details to follow
June 7, 2020	Durham Pride Parade, details to follow
June 12, 2020	District 13 Golf Tourney @ Lyndebrook Golf Course, 4:00 pm
June 28, 2020	Toronto Pride Parade, details to follow

MASS MEETING RE: Bargaining and Strike Vote



SIKORSKI HALL 1551 STEVENSON ROAD NORTH, OSHAWA

More details were sent by email from District 13 on Oct. 16th

Strike votes will take place Thursday, Oct. 31st and Friday, Nov. 1st at your worksite.

Voting will also be available at our District Office Thursday, Friday and Monday 8:30 – 4:30 601 Palace St. Whitby

Branch / Bargaining Unit Presidents will provide site-specific instructions

DISTRICT 13 OSSTF

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www.d13.osstf.ca

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