

# “News At 11”



## District 11 TBU Newsletter



May 2010

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Tony Stokes  
Lisa MacMaster

Executive Assistant:  
Laurie Lafraniere

*Congratulations to all  
the Norwich &  
Annandale teachers on  
their successful placement  
for next September.  
Our new staff warmly  
welcomes you!*

***Greatness is not in where we stand, but in what direction we are moving.  
We must sail sometimes with the wind and sometimes against it--  
but sail we must and not drift, nor lie in anchor. -Oliver Wendell Holmes***

The first half of 2010 brought the winds of change to our District Office, beginning with the departure of President David Russell in January, as he assumed a new OSSTF role at the provincial level. This event was followed by the announced retirement of Mary Lou Cunningham and Nancy Edgar, two dedicated and long serving Federation Services Officers. We look forward to honouring Mary Lou and Nancy for their years of service alongside fifty fellow honourees at our Annual Retirement Dinner, at the Best Western on June 10<sup>th</sup>. As we bid farewell to these local leaders, we extend a warm welcome to Lisa MacMaster & Evelyn Daley as they join our District team in the FSO role.

Through this time of transition, we have continued to use our collective strength to anticipate and respond to changes that face us in the education sector. Declining enrolment has presented enormous challenges to the staffing process this spring. Chief among those challenges was the closure of Norwich D.H.S. and the movement of Grade 9 students from Annandale to Glendale H.S. OSSTF was involved from the very beginning of that process, to ensure the most positive outcomes for all members, in the face of very difficult circumstances.

Member participation in this spring's **Teacher Voice on Assessment** survey will provide meaningful feedback that will help in shaping assessment, evaluation and reporting policies. We owe a huge thanks to our Branch Presidents who organized pizza lunches & gatherings for the TVA. We were heartened by our board's invitation for OSSTF representation at the Ministry release of the **Growing Success** policy document this spring and through its implementation in September. Through the evolution of this document, OSSTF has sought respect for the professional judgment of the teacher. In an increasingly "data driven world", we are working to address your concerns around significant pressures to increase student achievement. In Thames Valley, we have reached a shared understanding with the board that sets limits on mark reporting and allows for the professional judgment of the teacher in identifying students "at risk."

Through the spring OSSTF has been responsive to a myriad of emerging issues including:

- Acting in an observer role through school reviews at Arthur Voaden SS and Strathroy DCI, as our board piloted the **School Effectiveness Framework** at the secondary level.
- Providing feedback on a TVDSB draft policy for an **Attendance Support Program**.
- Providing input on a review of board policies around **CAS reporting protocols**.
- Preparing for **Bill 168**, as it will impact the employer's obligations around workplace violence. (read more on Bill 168 inside this issues)

OSSTF is first and foremost a grassroots organization and great work by local leaders and district committees this spring must be celebrated (see our photo gallery for highlights!):

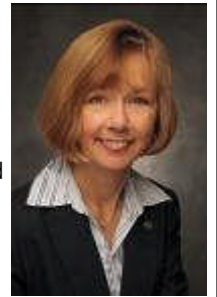
- our **Bishop Townshend Awards for Educator Excellence**
- our **McTavish Awards** and our upcoming **Grade 10 Citizenship Awards**
- OSSTF workshops on the April 23<sup>rd</sup> PD day including: **From Disability to Determination, STAR (Students at Risk)** and the **Rookie-Veteran Matrix**
- a New Members' Symposium on May 7-8 entitled "**Leaders of Tomorrow**"
- an Ed. Services workshop "**Gangs and Drugs**" on May 13<sup>th</sup>
- a **Municipal Election workshop** held by PAC on May 19<sup>th</sup> to prepare for the Oct. 25<sup>th</sup> election

A featured article by our Chief Negotiator, Tony Stokes, is also included in this issue. We can feel assured that our Collective Agreement is intact through to August 2012, but hard work has already begun in preparation for the future.

As your new Teachers' BU President, I pledge to you my unwavering commitment to serve and protect your interests and to champion the causes of public education. I am humbled by the task ahead of us, but I know that our collective strength lies in the strength of our members. Here in District 11, we can feel proud of our dedicated union team. On behalf of our District Office team, let me take this opportunity to wish you all a wonderful and well deserved summer holiday.

Yours in federation,

Colleen Canon



Colleen Canon

*Let us not take separate interests, but let us help one another*

# Did You Know?

## Get Involved With Your Union: Did You Know?

- Branch Elections are now being held at all schools & worksites for the 2010/2011
- There are many positions to be filled & opportunities to get involved with OSSTF
- For more information please see your Branch President



## Knowing Where Help is Available: Did You Know?

- that your medical note **ONLY** goes to Debbie Kenny, the Disability Management Officer at the board?
- that your medical note **NEVER** has to go to your Principal or Vice-Principal?  
**Your privacy matters!**
- that you have the right to Union representation in any meeting with administration
- the **EAP** provides counselling services 24/7 for stress, family issues, marital problems, bereavement, substance abuse, etc. **(1-866-644-0326)**
- the **EAP** also offers referrals for help with financial or legal problems
- **CAREpath** is a cancer assistance program **(1-800-290-5106)**
- assistance with mental health issues is available through **www.feelingbetternow.com/otip**

We all know someone touched by cancer.

**There is help.**  
A cancer diagnosis means uncertainty, questions, anxiety and fear. CAREpath provides your own personal oncology nurse, backed by leading oncologists, to guide you through your diagnosis, treatment and into post-treatment living.

We help reduce the physical and emotional impact of your diagnosis. You may be receiving excellent care already, but your CAREpath nurse will be there to help ensure continuity of care, "every step of the way".

**Answers. Guidance. Support.**

CAREpath is included in your OTIP benefits, at no cost to you. All you have to do is call.  
**1-800-290-5106**  
www.carepath.ca

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 **CAREpath**  
THE CANCER ASSISTANCE PROGRAM

## Knowing Potential Risks: Did You Know?

- Both the **Safe Schools Incident Reporting Form** **AND** the **Accident Incident Report Form** must be completed if there is an incident of aggressive behaviour involving a staff member (even if it is a near-miss).

**From the desk of your Chief Negotiator, Tony Stokes:**

## Knowing Your Collective Agreement - Leave Provisions Did You Know?

Our collective agreement contains several leave provisions to accommodate a variety of needs. There are leaves to attend your child's wedding or graduation, leaves to attend to your personal business, bereavement and compassionate leaves, as well as several others. There are long term leaves and short term leaves. Some provide leave with full salary, others without salary, and some with salary, but with the cost of an occasional teacher deducted. The most important thing for you to keep in mind is that you should always contact us at the District Office **prior** to requesting a leave so that we can advise you on which leave is appropriate for your particular situation.





# Reflecting on the 2009/2010 School Year



**New Member Symposium**



**McTavish Awards @ Sir George Ross S.S.**



**Tom Maloney, Sharon Loucks & Darrell Butchart**



**Suzie Flegel, Diane Dalessandro & Erick Rodriguez**



**Carol DeDecker, Irene Vandemeersch & Jeni Vankesteren**



**Regina Currie and Sherry Shore-Munoz**



**Ken Eady, Albert Looper & John Lam**



**Cheryl Lupton, Diane Fenn & Claire Martineau**



**Robert Steidl, Colleen Canon, Nancy & John Carson**



**Linda Alton, Lisa Langley & Mary Jane Duquette**

## Important Dates

**June 3**  
Grade 10 Citizenship Awards  
Thames Secondary School

**June 11**  
Retirement Dinner  
Best Western Lamplighter Inn

### Important Staffing Dates:

**May 31**  
Round 2 Teacher Initiated  
Vacancies

**June 8**  
Placement of remaining Surplus  
Teachers

**June 10**  
Round 3 Vacant contract lines  
for part time entitlement  
members, OTs and Con Ed  
teachers.

**September 2**  
PD Day



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Although care has been taken in preparing the information contained in this publication, accuracy cannot be guaranteed. The opinions and views expressed do not necessarily reflect the opinions or views of OSSTF, District 11.



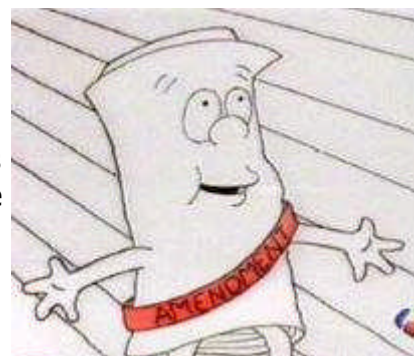
### IMPORTANT REMINDER TO ALL MEMBERS:

Once again, there is a PD day prior to the Labour Day Weekend.

**Thursday, September 2nd** is a mandatory workday for all teachers.

### **Bill 168 – the Occupational Health & Safety Amendment Act (Violence and Harassment in the Workplace)**

Bill 168 (the amendments to the Occupational Health and Safety Act regarding workplace violence and harassment) received royal assent on December 15, 2009 and will take effect on June 15, 2010. In the Bill, workplace violence is defined as physical force, an attempt to exercise physical force or threatening physical force against a worker in a workplace that causes or could cause physical injury to the worker:



Under the new legislation, employers are obligated to:

- Develop a workplace violence policy that includes domestic violence.
- Ensure that existing harassment policies comply with the new legislation.
- Develop a hazard assessment for workplace violence in consultation with the Joint Health & Safety Committee.
- Complete the hazard assessment & develop programs (procedures) to ensure the protection of workers from workplace violence in consultation with the Joint Health & Safety Committee.
- Provide training to all workers on: Workplace violence policy and procedures, the Harassment policy and procedures and specific training related to prevention
- Disclose persons with a history of violence.

**Right to refuse** - a worker can refuse to work where he/ she has reason to believe that workplace violence is likely to endanger him/herself. Before this right is exercised, however, members are advised to call the District Office before proceeding.



*In Memory*

*Lena Basacco*

*Joanne Di Cicco*

*Ted King*