



President's Message

It has been a busy fall and it's hard to believe that the Winter Break is only a few short weeks away. Over the past couple of months, Doug Brydie and I have been able to visit almost every D16 T/OT work site. It has been great to be able to speak with so many members and receive such valuable feedback concerning the future round of negotiations, dealing with the current Ontario government, as well as key local issues, such as: inclement weather days, accessing sick days and benefits. In the New Year, we will strike a Negotiations Committee who will be tasked with creating the local brief which the Negotiating team will work from in the next round of negotiations which could begin as early as April 2019.

The school visits are not your only opportunity to give important feedback regarding your priorities for the next round. Sometime in February you should receive a survey from the negotiating team asking for specific feedback from you regarding your priorities. You can also call or email Doug or myself if you wish to speak with us directly regarding negotiations or other local concerns.

As we get closer to April and into negotiations, there will be an increase in the number of rumours and speculations regarding what is happening.



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www.d16.osstf.ca

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THE OPINIONS EXPRESSED IN SIGNAL ARE THOSE OF THE AUTHORS AND DO NOT NECESSARILY REFLECT THE VIEWS AND/OR POLICIES OF DISTRICT 16 AND OSSTF

2012 Provincial Amie Award Winner for Best Newsletter

OSSTF will not communicate the state of negotiations to our members via the media. Bargaining Bulletins will be sent out from OSSTF and can be accessed on the provincial website (www.osstf.on.ca/news/collective-bargaining-bulletin). If you visit that section of the website now you will see a video called "Your Voice Matters". This video is a short animated presentation regarding the importance of member input in the negotiation process. On January 25 another video will be posted entitled "Bargaining Matters" dealing with how a negotiations brief is created and the importance of confidentiality. The final video called "Solidarity Matters" will be posted on February 22 which will focus on the importance of member involvement and solidarity in the process to secure a fair deal. A downloadable pamphlet will also be available with each video. Another section of the provincial website you may find informative is an area entitled "Ford Focus" (www.osstfupdate.ca). In this section OSSTF will post a summary of what the Ontario Government is doing and undoing to date. Each week in the weekly summary we will also highlight information from this list.

On behalf of the District 16 OSSTF Office I would like to wish everyone a safe and happy holiday. I hope everyone has an opportunity to spend time with family and friends and enjoy the much deserved break. 

AMPA

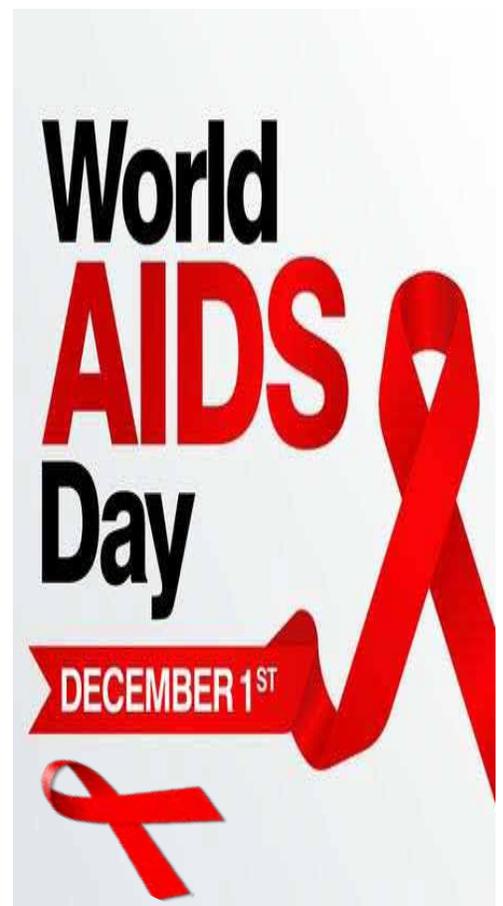


100th Anniversary of AMPA 2019: Call for Delegates

Being part of the D16 contingent is a great way to learn more about how your Federation works. Delegates and Alternates for the District 16 delegation will be chosen at the December Council meeting by our District Council members.

If you are interested or have any questions, please call Gerry Harrison at the D16 Office by 9:00 a.m. on December 10, 2018. Leave a short description as to why you are interested in attending AMPA, as it will assist with the selection process.

Expenses (mileage, food, hotel) are covered by the Federation and childcare (0-13 yrs) is provided free of charge on-site. Delegate and Alternate positions are available to Occasional Teachers & Contract Teachers. AMPA is held at the Sheraton Centre Toronto Hotel on March 8-11 (first weekend of March Break). 



HOT TOPICS

Hot Topics represent current issues that have come to and are being addressed by the district office and have an immediate impact on members.

INCLEMENT WEATHER DAYS FOR OTS

On Board-designated inclement weather days OTs shall:

- call the STAR system directly to cancel an assignment if unable to report to work,
- be aware that the job may be cancelled by the STAR system if unable to report to work,
- understand that by reporting to an alternate school or work location that does not require these services, you may be re-assigned to another school or work location, as required,
- be compensated as per the articles referencing "Call-Out Errors" in the respective collective agreement if an OT reports to assigned work, if applicable.

WINTER SLIPS AND FALLS - BE CAREFUL

No matter how carefully snow and ice are removed from our schools, you may encounter slippery surfaces during a winter in York Region. The information below provides some good advice on being aware of your surroundings during the winter months and ways to prevent slips and falls.

- Wear the proper foot gear.
- Take small steps to keep your center of balance under you.
- Walk slowly and never run on icy ground.
- Use handrails from start to finish.



- Keep your eyes on where you are going.
- Test potentially slick areas by tapping your foot on them.
- Step - Don't jump from vehicles and equipment.
- Roll with the fall. Try to twist and roll backwards, rather than falling forward.
- Relax as much as possible when you begin to fall.
- Toss the load you are carrying. Protect yourself instead of the objects being carried.

Have a safe winter season, and watch your step!

CLASSROOM RESOURCES BY OSSTF

A reminder that OSSTF members have access to many fantastic classroom resources from OSSTF at www.commonthreads.ca

Topics include:

- Full Circle, FNMI Ways of Knowing
- Hungry for Change, Cultivating an Understanding of Food Security
- Tapped Out, The Worlds Water
- The Sustainable Society
- From Canada to South Africa, Combating HIV/AIDS Together

HEALTH AND SAFETY E-FORMS WHERE AND WHY?

There are two ways to report incidents using e-forms which makes the process much easier. The best thing is you are able to fill out the form anywhere: at work, home, or even on your mobile device as long as you can get on the internet.

To get there from the bww homepage click on:

[Employee Self Serve My eForms](#)

Look on the left side for eForms Incidents and click on:

- *Safe Schools Report
- *Employee Accident/Incident Report

A reminder that the safe schools report is for reporting student behavior and the employee accident/incident report is for worker injury. There are times when both forms are needed to be filled out. Most importantly, it is your decision whether to report, your administration cannot tell you not to report, but they should consult with you about the incident after you report. 



As an OSSTF/FEESO member, unless you are a Continuing Education Instructor or involved in delivering curriculum to adults, the secondary or elementary students you work with were not alive when this event occurred. Over the years, December 6 has been acknowledged in a variety of different ways at the school level: from a moment of silence to honour the memory of the 14 murdered women; to the playing of "Warrior" by the Wyrd Sisters, a Canadian band from Winnipeg, on the morning announcements; to 14 female students dressing in black and wearing name signs representing each woman who

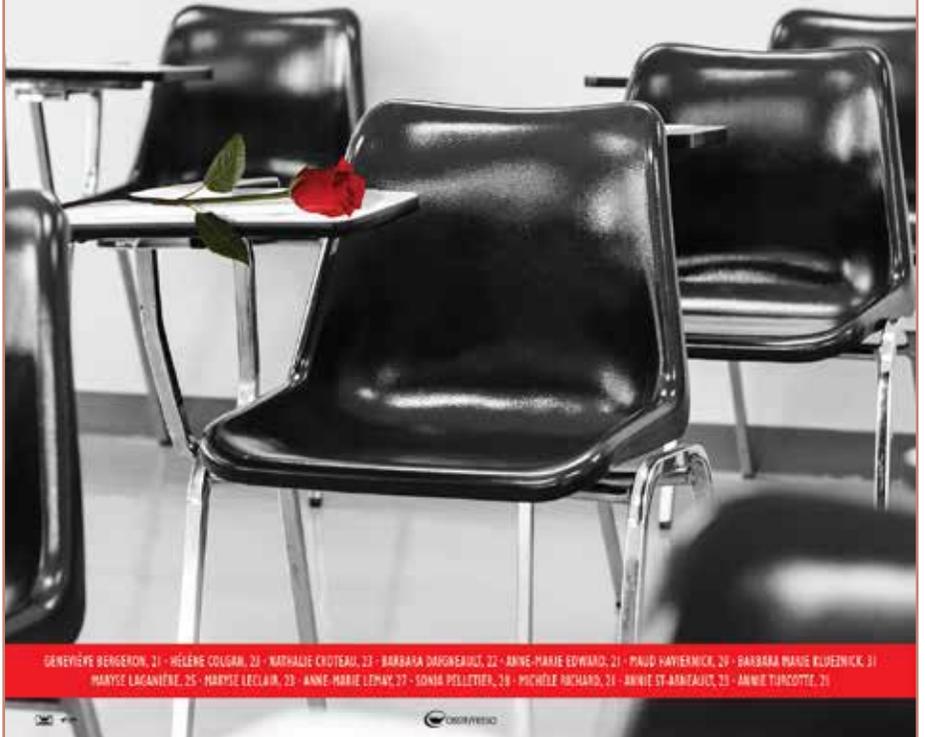
In March, 2015, the Ontario government published, It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment. Early in the report a very significant paragraph appears: Research indicates there are 460,000 sexual assaults in Canada each year. For every 1,000 sexual assaults, only 33 are ever reported to the police; 12 result in charges laid; only 6 are prosecuted and only 3 lead to a conviction. (p. 7)

The original purpose of the Action Plan was to emphasize that women are still vulnerable in our society and to suggest some strategies to redress these issues, such as increasing funding and services to women at risk of sexual violence, addressing mental health issues, increasing access to counselling services and amending the Residential Tenancies Act to allow tenants fleeing sexual or domestic violence to break their lease with less than 60 days' notice. (p. 31)

In these times of domestic and sexual violence, human trafficking, gender inequities in wages, the prevalence of "rape culture" at our post-secondary institutions, and the many missing/murdered Indigenous women, it is important to remember and honour those who died on December 6, 1989. As long as women continue to be objectified, minimized, assaulted and taken advantage of by some societal elements, as long as women are afraid to report crimes perpetrated against them for fear of reprisal or futility, there is reason to continue to focus on women's issues.

Karen Kading is a member District 11, Thames Valley, & member of the Provincial Status of Women Committee (article modified from October Update)

DEC 6
NEVER
forget



Every year near the beginning of November the Provincial Status of Women Committee releases the commemorative poster for December 6th. The poster can be found on the Provincial OSSTF website and can also be found in the Provincial Publication called 'Update'.

D16 Winter Hamper Program

A big thank you goes out to all D16 members and sites who contributed to the Holiday Hampers and Holiday Warmth Program this year.

As a result of your efforts, 21 Families within York Region will have a brighter holiday season this year. Thank you for your continued support to the families of our region and for making this

year's program another success. We look forward to having your support again in the future.



20 Years of POR Allowances

2002-2004	2004-2008	2008-2016	2016-Present
Level 1: 1-12 sections \$1000 Level 2: 13-24 sections \$1750 Level 3: 25-36 sections \$2750 Level 4: 37+ sections \$3900	Level 1: 1-12 sections \$1000 Level 2: 13-24 sections \$1750 Level 3: 25-36 sections \$2750 Level 4: 37+ sections \$3900	<p style="text-align: center;">2008-2009</p> Level 1: 6-9 sections \$773 Level 2: 10-12 sections \$1030 Level 3: 13-24 sections \$1803 Level 4: 25-36 sections \$2833 Level 5: 37+ sections \$4017 Assistant: 49+ sections \$773 <p style="text-align: center;">2009-2010</p> Level 1: 6-9 sections \$796 Level 2: 10-12 sections \$1061 Level 3: 13-24 sections \$1857 Level 4: 25-36 sections \$2917 Level 5: 37+ sections \$4138 Assistant: 49+ sections \$796 <p style="text-align: center;">2010-2011</p> Level 1: 6-9 sections \$820 Level 2: 10-12 sections \$1093 Level 3: 13-24 sections \$1912 Level 4: 25-36 sections \$3005 Level 5: 37+ sections \$4262 Assistant: 49+ sections \$820 <p style="text-align: center;">2011-2016</p> Level 1: 6-9 sections \$844 Level 2: 10-12 sections \$1126 Level 3: 13-24 sections \$1970 Level 4: 25-36 sections \$3095 Level 5: 37+ sections \$4389 Assistant: 49+ sections \$844	<p style="text-align: center;">2016-2017</p> Level 1: 6-9 sections \$856 Level 2: 10-12 sections \$1143 Level 3: 13-24 sections \$2000 Level 4: 25-36 sections \$3142 Level 5: 37+ sections \$4455 Assistant: 49+ sections \$856 <p style="text-align: center;">2017-2018</p> Level 1: 6-9 sections \$869 Level 2: 10-12 sections \$1160 Level 3: 13-24 sections \$2030 Level 4: 25-36 sections \$3189 Level 5: 37+ sections \$4522 Assistant: 49+ sections \$869 <p style="text-align: center;">2018-2019</p> Level 1: 6-9 sections \$878 Level 2: 10-12 sections \$1172 Level 3: 13-24 sections \$2050 Level 4: 25-36 sections \$3221 Level 5: 37+ sections \$4567 Assistant: 49+ sections \$878

For the 2018-2019 school year there will be two more increases to the POR allowances that are reflective of the 1% wage increase in February and .5% increase in August.

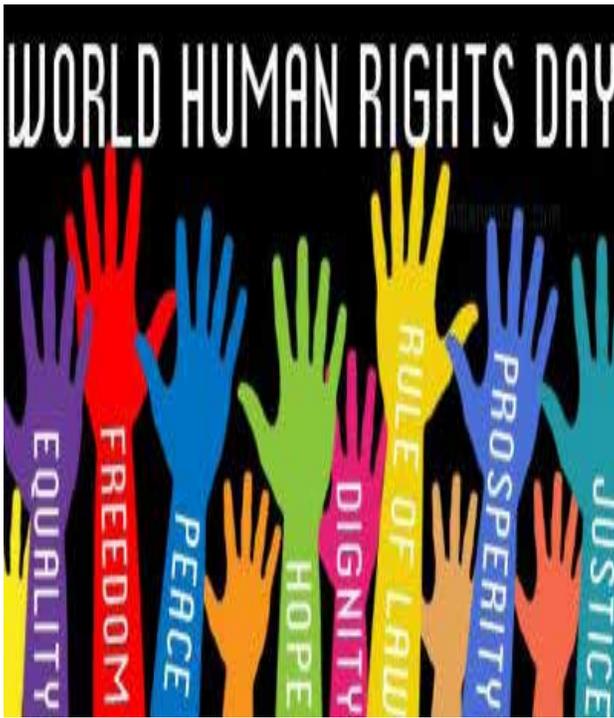
Of particular interest in this chart is how a structural change in the number of department heads in 2008 both reduced workload at each level and increased leadership opportunities within a school. Going forward we should spend a considerable amount of time discussing systemic changes that will improve workload issues and allow our members to have access to opportunities that are of interest.

Interested in the historical development of a section of our collective agreement? Send me an email at muna.kadri@osstfd16.on.ca with requests regarding sections you would like summarized. 

In Solidarity,

Muna Kadri





Human Rights Day - December 10

On December 10, 1948 the first ever Human Rights Day was declared by the United Nations. With its 70th anniversary being nearly here, the world still continues to learn about on-going human rights concerns. However, in spite of this declaration, different social groups from different social locations continue to be intentionally targeted and subjected to harmful and hurtful discriminatory, racist, antisemitic, misogynistic, transphobic, homophobic and other acts of hate that dehumanize people.

With that said, in 2018, we still have a responsibility to promote knowledge and an ethic of care that is critical, inclusive, and transformative keeping in mind that whatever we do (or not do) will shall impact those several generations from now.

For additional information on this day, please access the following link: <http://www.un.org/en/events/humanrightsday/>

"All Human Beings are Born Free and Equal in Dignity and Rights"



Nicole Baxter

Human Rights Chair, D16

Guarding Minds Survey - What's next?

I was very interested in perusing the data from the staff mental health survey that was sent to us last week. This survey was open to all staff last spring and was headed by The Staff Mental Health Steering Committee. This is the first survey that asked questions about the mental health of all staff in the workplace. A mental health plan for staff is part of the "Director's Annual Plan and the Trustee's Multi-Year Strategy". I firmly believe that we need to do more to promote staff mental health and well-being. Increasing pressure and expectations from all levels has taken its toll on staff and the troubling political times ahead indicate that we are in for a "bumpy ride". The main areas of concern expressed by all staff who did the survey last year are with the organizational culture of YRDSB and with work life balance. Other areas of concern are with psychological support, clear leadership and expectations, civility and respect, and recognition and reward. It was troubling to read that 13% of OSSTF members that completed the survey had experienced bullying and harassment in the workplace. How will the board respond to this data? How many more studies will be done? Data is great but only if it is used to implement change. Strategies need to be put in place to support all staff to lead healthier lives so that we are happier and more productive and can better support the needs of our students. I personally have taken a mindfulness workshop that included tools on how to breathe deeply and reach a level of calmness when faced with stress and friction. I have also started reading texts that deal with the stresses of everyday life such as *The Subtle Art of not Giving a F**k*, which emphasizes accepting the things that you can't change, dealing with them, and moving on and "that happiness is a work in progress".



Anna Van Den Kroonenberg
MCI- Head of Library

Political Action - D16 members stay informed, be engaged and know your rights

The last month has provided many reasons for educators to be engaged in our local and global communities. As we have had some unprogressive candidates elected to Municipal and School Board Trustee positions in York Region, the repeal of Bill 148 (scheduled reforms to employment standards, \$15/minimum wage), the passing of Bill 47 Making Ontario Open for Business, and the Ontario PC Party passing a resolution to debate recognition of gender identity in schools and its curriculum. Many of these actions are damaging to the protection of worker and human rights, and it is important that as educators we recognize that our ongoing engagement and participation in democratic processes is essential. Additionally, we must not be remiss to also recognize that there are times currently and in the near future when we may be called to mobilize to maintain worker/human rights in Ontario. A wonderful example of this was the mobilization, initiated by the D16 Office and Muna Kadri (1st VP) to raise awareness and advocate for the November 20th Transgender Day of Remembrance. Thanks to the efforts of D16 members, teachers all across our board stood in solidarity with the Trans community by wearing black, and sent a strong message to the

PC party regarding their non-inclusive and regressive policy resolution R4. Following D16's lead, other Districts across the province also participated in this advocacy effort.



In order to keep D16 members informed, engaged and aware of their rights, we will be including weekly updates about the government under the title "Ford Focus", provide engagement pieces regarding aspects of our collective agreement in Signal (see page 5), continue our site/school visits to engage in productive discourse, and continue to have effective posts to Facebook (District16OSSTF) and Twitter @d16osstf. 🐦



DATES TO REMEMBER

National Day of Remembrance and
Action on Violence Against Women
Thursday December 6, 2018



AMPA Interest Due
Monday December 10
District Office (to Gerry by 9 a.m.)

Ed. Services Meeting
Tuesday December 11, 4:15 p.m.
District Office

D16 Executive Meeting
Wednesday December 12, 4:15 p.m.
District Office

OT Executive Meeting
Tuesday December 18, 4:00 p.m.
District Office

Council Meeting
Wednesday December 19, 3:30 p.m.
District Office

Winter Break
December 24, 2018 to January 6,
2019 



Change in Personal Information?

Have you changed your LEGAL name, address, phone number or email? If so, please notify Daniela Miele at the D16 Office

Lobby Day at Queen's Park - November 28, 2018



District 16 OSSTF Executive

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Sandy Glassford, District 16 Office
1st Vice President
Muna Kadri, District 16 Office
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Doug Brydie, District 16 Office
Executive Officer
Gerry Harrison, District 16 Office
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Vanessa Stoby, District 16 Office
Educational Services Officer
Michelle Best, Vaughan S.S.
Status of Women Chair
Laura Cipolla, BCSS
Human Rights Chair
Nicole Baxter, Dr. Bette S.C.L.

District 16 Officers
Health and Safety Officer
Scott West, District 16 Office

