



For more information on how to support the rights of minimum wage workers in Ontario visit the Ontario Federation of Labour website at www.ofl.ca

President's Message

On November 27, 2017, Bill 148, Ontario's Fair Workplace, Better Jobs Act, received Royal Assent and the provisions within the Bill came into effect on January 1, 2018. This Bill has received a lot of attention in the media over the last few months especially subsection 50 of the Employment Standards Act which has now been changed to prevent employers from asking employees for a medical note for accessing Personal Emergency Leave of less than 10 days. Numerous media sources have reported that this provision will also apply to members of the teaching profession and even Ontario's Auditor General has stated "employers such as school boards will be prohibited from requesting a doctor's note from an employee for the first ten days he/she is absent in the year, starting January 2018."

The practice of employers requesting medical notes has had a variety of consequences including putting pressure on an already over burdened health network, (the inclusion of this change to the ESA is partly a result of medical professionals reacting to waiting rooms in walk-in clinics, doctor's offices and emergency departments needlessly filling up with people seeking proof for their employer that they are medically unfit to be at work that day) and forcing people who



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www.d16.osstf.ca

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 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**



are legitimately ill to go into work because it is not possible for them to secure a medical note for the day and potentially spreading “germs” to colleagues, resulting in even more absences.

With this announcement there was a lot of jubilation as people began to contemplate staying home and getting well without having to worry about the stress of securing a medical note. For many people who do not have a Collective Agreement which highlights sick leave provisions, this will become the new normal. For those of us who work under a Collective Agreement it is not looking as certain. Any legislation which is enacted supersedes all Collective Agreements only if the legislation provides for conditions which improve on the language in a Collective Agreement. The current debate, which the OSSTF Provincial Office is trying to ascertain, is if the new language provided under Bill 148 improves upon the current language of the sick leave provisions in the Central Agreement. It is likely that there will be no quick answer to this question.

It is more likely that the Bill 148 language will be of greater benefit to those OSSTF members who work as casual employees as they currently have limited access to leave provisions. Keep an eye on the Weekly Email Blasts and Signal for more information as it becomes available. 📡

Upholding Human Dignity in Education

Dear D16 brothers and sisters:

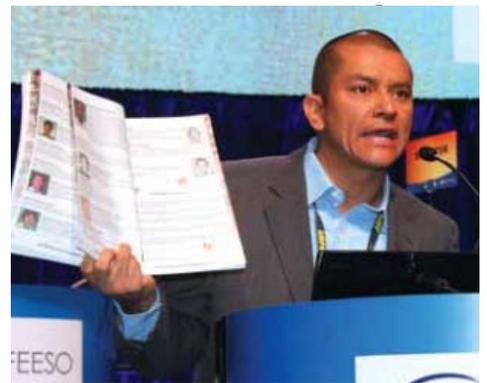
About two AMPAs (Annual Meeting of the Provincial Assembly) ago, as a D16 delegate I had the honour to hear a phenomenal international trade unionist leader speak, Julian Mauricio Lozano; however, it was his story of compassion, dedication, and a commitment to human rights that continues to profoundly impact me as an educational activist.

With a bounty on his head, he shared with all of the OSSTF delegates how far too many teachers in his country were murdered because they chose a profession that sought to empower children, families, and communities utilizing an anti-oppression framework that is deeply intertwined with human rights as its foundation. What was even more surprising was that he too was not immune to the death threats that were intended to thwart all of his actions to dismantle oppressive barriers that further encouraged the cycle of poverty and disenfranchisement while inadvertently fostering a sense of hopelessness.

As he spoke to a captive audience of almost 600 educators and recounted moments where he had managed to escape multiple targeted assassination attempts that were both brazenly and explicitly pre-published in newspapers macabrely declaring, in posturing faux obituaries, his predicted date of death, I was genuinely stunned. The cognitive dissonance that I had experienced trying to reconcile how a strong union leader advocating for lives of children (and their families) whose voices have been silenced, promise and potential not acknowledged, and trials and tribulations denied, was now being hunted because of his desire to liberate people utilizing an educational platform. And then I was reminded of the adage: “Knowledge is power” (unknown). Unfortunately, because of this leader’s knowledge and relentless desire to disrupt inequities that continue to oppress people and discourage them from dreaming of a world where human rights are embraced instead of denied, his life remains in peril. However, I also recognize how our coveted positionality as educators continues to present daily opportunities for us to shift oppressive thinking and create opportunities where they once did not exist...

Reverberated throughout Paulo Freire’s infamous Pedagogy of the Oppressed, “if students (and educators) are not able to transform their lived experiences into knowledge (which is their power) and use their acquired knowledge as a process to unveil new knowledge and subsequent opportunities, they will never be able to participate rigorously in a dialogue as a process of learning and knowing...” (Donaldo Macedo) that catapults them into a realm of infinite empowering possibilities. More importantly, Freire proposes that we move away from a traditional “banking concept of education” where educators “deposit” selective (often biased) knowledge, and move towards an inclusive anti-oppressive pedagogy. However, the challenge for us as educators is to recognize and develop a

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

SYRIAN REFUGEE SPONSORSHIP UPDATE

The D16 Syrian Refugee Sponsorship is still active and we are awaiting more information from the Canadian Immigration Department. Our sponsored family is still assigned to our group and has been officially approved however we are still waiting for a final residency date for the family to arrive in Canada.

There are currently 20,000 sponsored Syrian refugees awaiting residency. As soon as D16 has an update we will inform the membership.

OT WORKSHOPS

The Board is currently offering workshops specifically for OTs on various topics of interest. All secondary OTs are invited to sign up for available workshops through the BWW and 'Connect to Learn'. If you are a new OT who does not have BWW access please contact the D16 office and we will assist in getting you registered. Examples of OT workshops include:

- Equity and Inclusivity
- Interviews and Resumes
- Inclusion in Physical Education
- Mental Health in the Classroom
- Classroom Management
- OT Survival Kit
- Special Education for OTs

SEMESTER 2 LTO STAFFING

Please find below upcoming important dates in the secondary staffing timeline for Semester 2 LTOs. For more information or to view the entire timeline please search for "Staffing Timelines Secondary" in the BWW search bar.

January 8: Starting on this day postings for Semester 2 LTOs at Bill Crothers Secondary School only will be available for OTs to apply.

January 15: Mid-Year Vacancy List #3 posted, for qualified OT applicants only. This posting will include Semester 2 vacancies. The postings will close at 4:00 pm on January 17.

January 15: Starting on this day postings for Semester 2 LTOs will be available on the BWW and 'Connect to Learn' for OTs to apply.

OSSTF UPDATE



Update is the official monthly newsletter of Provincial OSSTF. Schools are provided with hardcopies of the publication, however you can also access all of the articles featured in the newsletter at: www.osstf.on.ca/publications/update

As an OSSTF member you can list a classified ad within the newsletter reaching close to 60,000 members.

BILL 148

Please refer to the 'President's Message' on pages 1 and 2 of this Signal edition for more information. If you have any questions regarding Bill 148 please contact the D16 office. 

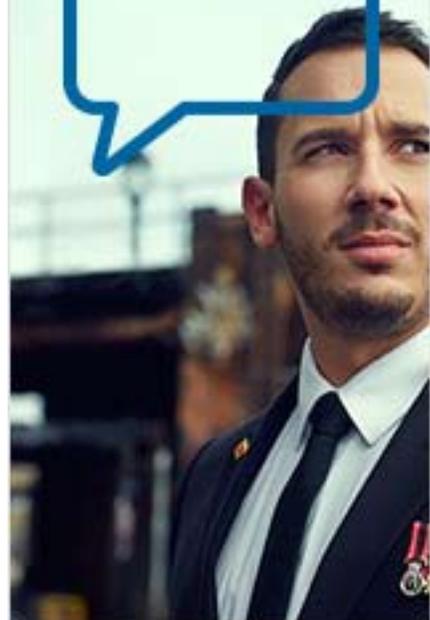
Bell Let's Talk

Mental health affects us all.

On January 31, join the conversation.

[Learn more](#)



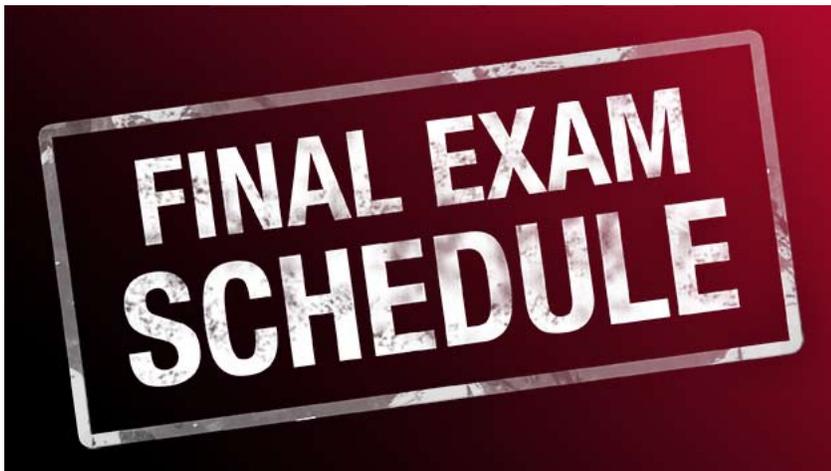


Examination Period Reminders

*Upholding Human Dignity in Education
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General Reminders

- Any members who do not have exams for their courses must be present at the school during exam days unless otherwise approved by school Administration.
- Schools must employ a period-by-day schedule for exams
- Community Classes attend their regular classes during exam periods and keep to a regular program as much as possible
- Teachers are to be in school during exam days:
 - a) on those days of the exam period prior to their own exams being written by students;
 - b) when they are invigilating exams or are on supervision duty;
 - c) when their own exams are being written by students, including e-Learning teachers; and
 - d) on exam period days after their own exams, supervision, and allowable marking period.



Timelines

- The schedule for the Exam Review Day must be communicated to all staff, students, and the community in advance of the exam period.
- Exam schedules, marking schedules, information about supervision duties, the timing of exams for each course, course mark due dates and teacher supervision schedules must be communicated to all staff members as far in advance of the exam period as possible.
- There is a 'two working day' turnaround for exam marking and final course marks/reports (if the exam is on Friday, marks/reports are due by Tuesday).
- **NEW** The one exception to the above point is that exams written on the last day must be marked in time for the schools 'Exam Review Day' however members will still have a 'two working day' turnaround for final course marks and reporting. 

deeper understanding of interlocking systems that perpetuates the status quo utilizing non-neutral curriculum and practices occurring in non-neutral spaces where the histories of diverse lived experiences meet-up in our non-neutral classrooms. In essence, one of our many goals in education is to intentionally seek out ways to create a place for all intersecting social identities, but as history has shown, an array of barriers continue to persist often creatively disguised by distracting false narrative smokescreens; however, it is during these precise moments of uncertainty and confusion where our opportunities lay and where our hope resides.

In closing, as we embark on our 2018 personal and professional journeys that include engaging in activities that recognize the lived experiences of all educational stakeholders, it is with sincere gratitude that we reflect upon our trade unionist sisters and brothers, similar to the one shared in this article, whose relentless dedication to fighting for human rights have paved a pathway of hope even during difficult times as we co-strive to uphold and preserve human dignity.

Take care everyone, and I look forward to seeing you at our next HUMAN RIGHTS COMMITTEE meeting scheduled for FEBRUARY 20th where we will be teaming up with our D16 Status of Women and Educational Services Committees! Your sister in solidarity,

Nicole Baxter-Lyn
(D16 Human Rights Com Chair)



AMPA 2018 Delegation

AMPA 2018 meets from the evening of March 9 to March 12, 2018 and this year's D16 delegation consists of the following members:

Rosie Baker	Bur Oak SS
Nicole Baxter	DBSCL
Iain Beaton	Unionville HS
Michelle Best	Vaughan SS
Marsha Bloom	Newmarket HS
Doug Brydie	D16
Julie Brydie	Dr. Denison SS
Pat Chiejina	Middlefield CI
Sandy Glassford	D16
Stan Goodman	OT
Gerry Harrison	D16
Muna Kadri	D16
James Lane	Tommy D SS
Jason Lay	Vaughan SS
Jasmine Luk	Pierre ET HS
Korey MacDougald	Keswick HS
Matthey Mahoney	OT
Jo-Ann Mathon	Newmarket HS
Andrew McConnell	CLL
Darryl Newbury	Thornhill SS
Terry Price	OT
Katrina Sale	Stouffville DHS
Andrew Smisko	Dr. GW Williams
Jennifer Speiran	Sutton DHS
Vanessa Stoby	Middlefield CI
Diane Truong	OT
Blair Vowles	D16
Scott West	D16

Alternates:

Tony Antoniou	Woodbridge C
Lillian Ing	OT
Janine Lane	Middlefield CI
Hao Lien	Huron Heights SS
Mark Pascual	Bill Hogarth SS
Matthew Rondina	Vaughan SS

PSSP:

Sherry-Ann Gordon	PSSP
Richard Longhorne	PSSP



AMPA
RAAP18



SAA District Winners

What's Your Super Power? was the theme of this year's Student Achievement Awards. Students across D16 and Ontario interpreted the theme in poetry, prose, and visual arts. This year District 16 received fantastic submissions and the Excellence in Education Committee and Communications Political Action Committee would like to thank both staff and students for their efforts. We have selected 7 outstanding works to represent District 16 at the provincial competition. The provincial winners will be announced at AMPA 2018 in March.

The competition is meant to encourage the intellectual development of our students and an interest in societal issues. The 1984 Provincial Assembly established the awards in honour of Marion Drysdale, a secretary at OSSTF/FEESO Provincial Office for twenty-two years.

Congratulations to the District 16 winners of the 2018 OSSTF Student Achievement Awards in Honour of Marion Drysdale.

The District 16 winners are;

- **Benjamin Rositsan** of Dr. GW Williams SS supported by teacher Andrew McClure
- **Ethan Yu** of Markham District HS supported by teacher Georgia Rosalle
- **Genevieve Chatel** of Sir William Mulock SS supported by teacher Kaitlin Skinner
- **Guorong Song** of Unionville HS supported by teacher Peter Lansing
- **Hannah Flores** of Markham District HS supported by teacher Joyce Inot-Llaneta
- **Habissha Sutharsan** of Bur Oak SS supported by teacher Athina Tsatsos
- **Preethi Vezhavendan** of Dr. GW Williams SS supported by teacher Andrew McClure

STAR Secretaries by School

Below you will find a list of the STAR secretaries for YRDSB including their school, phone number, and extension.

SCHOOL	NAME OF STAR SEC.	PHONE NUMBER	EXT.
Alex Mackenzie S.S.	Blackburn, Joyce	(905) 884-0554	402
Aurora H.S.	Harack, Colleen	(905) 727-3107	153
Bayview S.S.	Valentino, Rosemary	(905) 884-4453	400
Bill Crothers S.S.	Latino, Angela	(905) 477-8503	1179
Bill Hogarth S.S.	Steffan, Nancy	(905) 910-0009	160
Bur Oak S.S.	Pileggi, Angela	(905) 202-1234	1181
Dr. Denison S.S.	Price, Nancy	(905) 836-0021	180
Dr. GW Williams S.S.	Butt, Lee	(905) 727-3131	157
Emily Carr S.S.	Spina, Nicole	(905) 850-5012	353
Huron Heights S.S.	Johnstone, Katie	(905) 895-2384	187
Keswick H.S.	Johnston, April	(905) 476-0933	1075
King City S.S.	Croghan, Daphe	(905) 833-5332	150
Langstaff S.S.	Coster, Stacy	(905) 889-6266	180
Maple H.S.	Carinci, Maria	(905) 417-9444	182
Markham D.H.S.	Terrigno, Emilia	(905) 294-1886	509
Markville S.S.	Chung, Michael	(905) 940-8840	182
Middlefield C.I.	Stagno, Lisa	(905) 472-8900	152
Milliken Mills H.S.	Wong, Shirley	(905) 475-8143	256
Newmarket H.S.	Herrema, Grace	(905) 895-5159	509
P.E.T.	Reynolds, Diane	(905) 887-2216	180
Richmond Green H.S.	Tsgmentis, Gina	(905) 780-7858	404
Richmond Hill H.S.	Dzamba, Barb	(905) 884-2131	1093
Sir W Mulock S.S.	Verling, Tara	(905) 967-1045	181
Stephen Lewis S.S.	Palmisano, Tanya	(905) 326-7994	181
Stouffville District S.S.	Yewen, Tanya	(905) 640-1433	1183
Sutton District H.S.	Haynes, Tracy	(905) 722-3281	181
Thornhill S.S.	Uguccione, Marilyn	(905) 889-5453	303
Thornlea S.S.	Muench, Joanne	(905) 889-9696	166
Tommy Douglas S.S.	Tomasone, Patrizia	(289) 342-0001	302
Unionville H.S.	Dickman, Stephanie	(905) 479-2787	247
Vaughan S.S.	Pereira, Domenica	(905) 660-1397	320
Westmount C.I.	Capsa, Larisa	(905) 882-0277	281
Woodbridge College	Evans, Yvonne	(905) 851-2843	103



A Better Man Movie Screening

The D16 Status of Women Committee would like to thank all the members and guests who attended the 'A Better Man' screening in Vaughan on December 9th. The 100+ viewers left the screening that day with a better understanding of the impacts of domestic abuse and how to seek support. The Status of Women Committee has put together a list of local domestic abuse supports for members and the list will soon be added to the D16 website.

The recent #MeToo and #TimesUp campaigns have reminded us all that violence against women and domestic abuse are still incredibly prevalent in all corners of our societies and all of us have a role to play in ending all forms of violence and abuse.



WSIA/WSIB Amendments: Chronic Mental Health Injuries

In May of 2017, the Ontario Government passed Bill 127, the “Stronger, Healthier Ontario Act (Budget Measures), 2017.” Among the Bill 127 amendments are changes to the WSIA that has, as of January 1, 2018, extended WSIB benefits coverage to employees who suffer from chronic, work-related mental stress.



Work-related chronic mental stress is caused by a substantial work-related stressor or series of stressors. A work-related stressor would generally be considered substantial if it is excessive in intensity and/or duration compared with the normal pressures and tensions experienced by people in similar circumstances.

Three conditions need to be met for a person to be entitled to support:

- an appropriate regulated health professional, such as a family physician, provides a diagnosis based on the Diagnostic and Statistical Manual of Mental Disorders (DSM)
- the person has experienced substantial work-related stressor(s), like workplace bullying or harassment, and
- the work-related stressor(s) must have caused or significantly contributed to the chronic mental stress.

Under the Bill 127 amendments, workers who have not filed a mental stress injury claim for an injury that occurred between April 29, 2014 and January 1, 2018 (the date Bill 127 extends WSIB benefits coverage to chronic mental stress injuries) will have until July 1, 2018 to file a claim related to that injury. The date April 29, 2014 is relevant as it was the date of the Workplace Safety and Insurance Appeals Tribunal (the “WSIAT”) decision ruling that the WSIB’s different treatment of physical and mental injuries was unconstitutional, which led to the expansion of benefits to chronic, work-related mental stress injuries under Bill 127.

Mental stress claims that were already filed in accordance with relevant time limits and are pending before the WSIB on January 1, 2018 will be adjudicated pursuant to the new provisions, regardless of the date on which the worker’s mental stress occurred. Mental stress claims that were already denied by the WSIB or the WSIA cannot be re-filed.

As a result of changes in legislation (Bill 127, Schedule 33) and WSIB policy, effective January 1, 2018, workers who first seek medical attention or are diagnosed with a work-related chronic mental stress disorder or traumatic mental stress disorder on or after this date will be adjudicated according to the WSIB’s new Chronic Mental Health Policy. WSIB benefits can include psychological assessment, treatment, prescription medications, wage replacement, and return-to-work services.

If you have any questions regarding the new policy or any other issues regarding chronic mental stress, please contact the OSSTF office.

K. Scott West
OSSTF H&S officer
scott.west@osstfd16.on.ca



DATES TO REMEMBER

D16 Council Meeting

Wednesday, January 24, 2018

Queer Movie Night- MILK

Friday, January 26, 7:00 pm
CUPE 905 Hall (165 Pony Drive)

Bell Let's Talk Day

Wednesday, January 31, 2018

TPA Workshop

Thursday, February 15, 4:15 pm
District Office (RSVP)

Family Day (Schools Closed)

Monday, February 19, 2018

Status of Women, Human Rights, Education Services

Joint Committee Meeting

Tuesday, February 20, 4:15 pm
District Office



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 - d16.office@osstfd16.on.ca



CUPE 905 LGBTQ COMMITTEE MOVIE NIGHT SERIES PRESENTS

SEAN PENN

MILK

"Hope is never silent." - Harvey Milk



JANUARY 26, 2018

7:00 PM

CUPE 905 UNION HALL
165 PONY DRIVE
NEWMARKET, ONTARIO

FOR MORE INFORMATION PLEASE CONTACT CHRIS BIRI - LGBTQ@CUPE905.COM

District 16 OSSTF Executive 2017-2018

President & Provincial Councillor

Sandy Glassford, District 16 Office

1st Vice President

Muna Kadri, District 16 Office

Vice Presidents

Marsha Bloom, Newmarket H.S.
Katrina Collins, Stouffville D.S.S.
Darryl Newbury, Thornhill S.S.

Treasurer

Terry Price, Occasional Teacher

Provincial Councillors

Iain Beaton, Unionville H.S.
James Lane, Tommy Douglas S.S.

OT President

Diane Truong, Occasional Teacher

Chief Negotiator/Staffing Officer

Doug Brydie, District 16 Office

Executive Officer

Gerry Harrison, District 16 Office

Communications/Political Action & Excellence in Education, Chair

Blair Vowles, District 16 Office

Educational Services Officer

Michelle Best, Vaughan S.S.

Status of Women Chair

Vanessa Stoby, Middlefield C.I.

Human Rights Chair

Nicole Baxter, Dr. Bette S.C.L.

District 16 Officers

Health and Safety Officer

Scott West, District 16 Office



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