With the introduction of the infamous Bill 115, the *Putting Students First Act*, the Ontario Liberals have begun an attack, on all public service workers in Ontario. Although centered on the education sector, the introduction of the Bill has encouraged the Ontario Conservatives, under party boss Tim Hudak, to call for an across-the-board freeze for all Ontario public servants. In a minority legislature as currently exists in Ontario one wonders whether McGuinty will be able to resist such calls, coming not only from the Conservatives, but from right-leaning members of his own caucus. Time will tell, but holding onto power is a powerful incentive and the Liberals need support from the Conservatives to do so.

Bill 115, according to Education Minister Broten and Premier McGuinty, has been made necessary to ensure that classes in all Ontario schools will open and proceed as normal this September, and to ensure that all education-sector workers take part in the austerity measures necessary to wrestle the current Ontario budget deficit to the ground. What both politicians have studiously ignored is the fact that the public sector unions which have not caved to government pressure, unlike OECTA, have maintained from the outset of negotiations with the government, that they are prepared to do their part and freeze salaries for two years.

Furthermore, OSSTF has tried to float other suggestions that would save the government money on an ongoing basis. These have been flatly rejected.

Also ignored, has been the willingness of OSSTF among others to continue their work in the schools while working to find negotiated solutions to some of the financial problems in Ontario education.

So now we have a bill (115) passed into law to prevent a strike among education sector workers that has yet or wasn’t about to happen. Curiouser and curioser? What really is the agenda of this government?

Please check the OSSTF and/or the D-12 web site for actions that may be taking place on a daily basis in the schools in which we work, such Black Wednesdays (everyone in black, or wearing black armbands) or days when there are “pauses” in some of the work normally done by staff. Stay united.

For up-to-the-minute information members are reminded to check the OTBU web site (www.otbud12@sympatico.ca) the OSSTF provincial web site (www.osstf.on.ca) and the District 12 web site (www.osstfd12.com).
Send us your e-mail addresses

Are you receiving email announcements from the OTBU? We have been sending out regular updates on contract negotiations and union events over the summer. The email list is the fastest, most effective way for you to receive important information from your union. Well over fifty per cent (50%) of members are now subscribed.

Please send the OTBU at otbud12@sympatico.ca your personal email address along with your first and last name. Please note, we cannot accept TDSB email addresses (i.e. a.o.occassional@tdsb.on.ca) because these email accounts are the property of the school board which means they can be viewed and potentially suspended by our employer at any time.

An efficient communications network will be extremely important to us all as we go into the fall.

Important Information for Occasional Teachers

In order to remain on the Toronto District School Board’s Secondary Teaching Roster members must complete 20 Full-time Equivalent Days of teaching in the academic year 2012-2013.

Effective September 1, 2012, the daily rate for Occasional Teachers will remain $214.46 for those teachers who have taught for less than 100 days and $235.92 for those teachers who have worked more than 100 days for the TDSB*.

To qualify as a Long Term Occasional Teacher members must complete 10 consecutive days as a substitute for one teacher.

All members wishing LTO or contract teaching positions are strongly advised to ask Principals in schools where they work on a regular basis for a formal evaluation of their work so that these evaluations may be submitted with any applications for LTO positions or contract teaching positions or applications to be considered for the TDSB Eligible to Hire List. The evaluation forms are available on the OTBU and TDSB website.

Teachers who are currently on the TDSB’S Eligible to Hire List, and who accept positions as Long Term Occasional Teachers will no longer be removed from the TDSB’S Eligible to Hire List. This change is a result of negotiations between the OTBU and the Board.

This means that LTOs will retain their eligibility for contract positions that may arise after September 2012.

* Subject to provincial negotiations and/or pending legislation.
THE TIMES, THEY ARE A-CHANGIN’

And the changes occur every day, every hour, so what I write to you now is as of now only. Please watch for up-to-the-minute information on the OTBU and the OSSTF website.

Welcome back to a “not business as usual” school year. I hope you had a good summer and are prepared for the protracted battle we have now entered into with the Liberal government of Ontario, led by Dalton McGuinty, the NOT Education Premier. This is a battle not of our making and any good will built up over the years between education workers, the school board and the provincial government has been destroyed.

THE RALLY FOR EDUCATION – AUGUST 28, 2012

I was pleased to see many OTBU members at the Rally for Education at Queen’s Park on August 28. The Star reported 5000 people, but we were there, and we know there were many more than 5000. I guess The Star didn’t want readers to know the magnitude of our wrath. But we know. And the government did not pay heed. They will wish they had. There will be rallies at MPP’s constituency offices over the next while. Check the OSSTF and OTBU websites for dates and locations and come out to show your anger at MPPs who voted for Bill 115.

THE STRIKE VOTE
Bill 115 has now become law. Our fundamental right to bargain collectively has been taken away by the McGuinty government in league with Conservative party boss Tim Hudak. Our Collective Agreement has been stripped. All across Ontario, OSSTF members are taking a strike vote, which will be completed by September 26th.

The OTBU strike vote is scheduled for September 25th. You will receive the strike vote information by mail. The results will be posted on the OTBU website.

Your solidarity with the union and with each other is what will get us through the difficult times ahead. We as teachers, have a long and proud history of standing up for public education. We have a history of standing up for our rights as education workers and I do not see that changing.

WE ARE NOT ALONE
Under the false banner of austerity and cutbacks, teachers and unions in general are under attack. Teachers in Chicago are currently on strike. British Columbia teachers have been without a contract for years after the B.C. government stripped them of their right to bargain and their right to strike. But B.C. teachers held on and finally won a Supreme Court challenge against the provincial government. Slowly those rights are being restored, but that didn’t happen without a long, long fight. Like the B.C., teachers, we will not give up and the government needs to know this.

WHAT IS NEXT?
We do not fully know what the impact of the OECTA Memorandum of Understanding and Bill 115 will be if and when it is imposed on us. We will continue to bargain with the TDSB under the established processes and rules of the Labour Relations Act to establish a collective agreement. We will continue to work in the schools as we have always done. But, if the government does not respect our right to bargain without interference and if our right to strike is taken away as Bill 115 states, then the decision of what happens next rests solely on the shoulders of the Minister of Education.
Long-term Occasional Assignment Checklist for Occasional Teachers

Once you start your LTO ...

☐ Apply to OSSTF for a Rating Statement of your qualifications
☐ Get letters from previous boards or employers (private schools) with the following information:
  - start date and end date of employment (DD/MM/YYYY)
  - were you a ‘certified’ teacher
  - Ministry Approved school (need proof)
☐ Send in Letter of Intent Form by fax (416-397-3484) to notify the TDSB of:
  - you are currently undergoing an OSSTF certification evaluation
  - you are currently undergoing an OSSTF certification re-evaluation
  - previous teaching experience that is being credited

Once you are doing your LTO...

☐ Make sure the school has submitted the LTO form on the 10th day of work to notify the Board you are doing an LTO (ask the principal or Office Administrator)
☐ Send in your OSSTF Rating statement before the end of your LTO. (Exceptions are made only for LTOs who have submitted the Letter of Intent form)
☐ Send in previous teaching experience to the TDSB before the end of your LTO (Exceptions are made only for LTOs who have submitted the Letter of Intent form)

If you have any questions, contact the LTO- Records Management Assistant at the TDSB at 416-397-3249

If you are having difficulties with the process of having your work recognized for salary purposes, please contact the OTBU for assistance at 416-423-3600.

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**OTBU GENERAL MEETING**

Date: Wednesday, November 21, 2012  
Time: 4:30 pm  
Location: Latvian-Canadian Centre; 4 Credit Union Drive, Toronto, ON M4A 2N8  
Eglinton Avenue East & Credit Union Drive  
[Just east of the Don Valley Parkway, or the first light west of Bermondsey]

*At this meeting we will also be electing the OTBU delegates to the Annual Meeting of the Provincial Assembly (AMPA). The Business portion of the meeting will be followed by a free dinner/social to be held at OSSTF Provincial Office 60 Mobile Dr. at 7:00 p.m.*

*Any member wishing to submit motions for consideration at the General Meeting on November 21st must submit them to the OTBU Secretary (Linda Enright) by fax or e-mail by 4:30pm on October 23, 2012. Submitted on-time motions will be posted on the OTBU website.*

*Any member wishing to stand for election as an AMPA delegate must submit their completed nomination form (available on the OTBU website) to the OTBU Secretary by 4:30 pm on November 12, 2012.*
Rally for Education 2012
Labour Day 2012
Please find below the latest update message from Provincial President Ken Coran.

My friends, we as education workers have a long history of standing up to protect Ontario's public education system and our jobs within it.

- In 1973, when the provincial government tried to ban our right to strike, our members walked off the job and held what was then the largest public protest ever at Queen’s Park

- In 1989, our members filled Copps Coliseum in Hamilton to protest the government’s proposed adverse changes to our pension fund.

- In 1997, 126,000 education workers held a two-week protest against Premier Mike Harris’ attempts to negatively impact our working conditions through Bill 160.

In all three of these events, we were able to effect real, positive change. We stared the government down and protected our schools, our jobs and our rights. Today, we face a new assault.

The passing of Bill 115 is one of the darkest events in the history of workers’ rights in Ontario. What has become very clear is that the McGuinty government wants to dismantle the rights that you, as workers, have in this province, and has solicited the support of the Tim Hudak Conservatives to accomplish this.

Over the past eight months, the Provincial Executive, with the support of your local leaders, continued to discuss with the Minister of Education alternatives that would meet the government’s fiscal targets without stripping your benefits or conceding salary increases for newer education workers. Instead, we were always met with a “take or leave it” response and there was no interest from the Minister to look at our cost-saving solutions.

This new law is not about getting rid of sick days, gratuities or grid increases. It is a direct attack on our right and ability to bargain a deal with our legal employers, our respective local school boards. Instead, our government has decided to take away the democratic power and responsibilities of locally-elected school board trustees and vest them solely into the hands of the Minister of Education. It gives the Minister the power to impose any collective agreement provision that she chooses without any public accountability or ratification by you, the education worker.

OSSTF/FEESO has a history of standing up, standing strong, and standing united against those who would seek to dismantle all that we have accomplished together. Many of you may have been students in the education system the last time a government tried to restrict our rights as workers, and some of you were part of that collective action. Tough actions were taken and difficult individual decisions were made.

Your Provincial Executive, your local leadership, and the rest of the over 60,000 professionals that make up OSSTF/FEESO call upon you for your support and solidarity in standing up against this unprecedented and undemocratic assault on your rights as education workers.

In Solidarity,

[Signature]

Ken Coran
Pension Rules changing

In response to a number of calls that have come into the OTBU Office the following clarifications are offered to help out members who have retired from contract teaching positions.

Starting in September 2012, all members who are in receipt of a pension from the Ontario Teachers’ Pension Plan will be able to work fifty days (50) per year without it having any effect on pensions.

* note that Martin’s arrangement to return to work directly or indirectly for a particular employer has to be made after the later of the date OTPP receives his pension application or the date of his resignation.

<table>
<thead>
<tr>
<th>Pensioner</th>
<th>Situation</th>
<th>no. of days allowed in 2012-2013</th>
</tr>
</thead>
</table>
| Olga       | - retired in 2007  
            - worked 3 years of 95 days  
            - worked 20 days last year | 50 days |
| Sanjay     | - retired in 2009  
            - took a year off after retirement  
            - worked 95 days 2010-2011 | 50 days |
| Martin     | - retired in December 2011  
            - considering teaching night school in the fall of 2012* | 50 days |

Notice to Members

The Fall General Meeting of District 12 OSSTF will be held on **October 18th, 2012** at the OSSTF, D-12 Office at **1482 Bathurst Street** (Bathurst just north of St Clair)

The primary purpose of the meeting is to approve the District Budget for 2012-2013. Voting at this meeting is on a representative basis so that OTBU members who wish to exercise a vote on motions that arise in the meeting must be on time.

The meeting will begin at **4:30 p.m.** Voting badges will be issued on a first come first served basis.
Internationally-Trained Teachers

By: Jennifer Mills, Executive Officer, D12 OTBU

Are you an Occasional Teachers’ Bargaining Unit (OTBU) member who was educated and/or trained in another country?

Are you interested in preparing for contract teaching and getting a place on the TDSB’s Eligible to Hire List in order to get consideration for Long Term Occasional positions or for contract positions (Full-time)?

Are you confused about TDSB policies and by aspects of the Canadian (Ontario) education system?

If so, you may be interested in attending our workshops. These workshops have been running for the past seven years and have been very successful. Tasneem Khan is an internationally-trained educator herself who became a very successful and well-respected principal within the Toronto District School Board. She is extremely knowledgeable about many of the issues facing newcomers and understands the transitions new teachers have to make.

Some of the issues we address:
- classroom management
- resumé building
- important interviewing skills
- TDSB policies

We always have new people joining our workshops. Perhaps you will be one of those people at our next meeting.

Meeting Date: **Friday, September 28th, 2012**
Time: **4:00 p.m. - 6:00 p.m.**
Location: **City Adult Learning Centre (CALC) southwest corner of Broadview and Danforth (right beside the bridge)**

We gather in the meeting room in the main office. If you are taking the TTC exit at the Broadview Station and look to the southwest corner for CALC. There is some parking available on the premises.

The workshops are open to any OTBU member who thinks that he/she might profit from them.
Dear Mr. McGuinty:

We are writing to you today to inform you about some upsetting behaviour from Laurel.

First of all, she has been teasing. It turns out out that she has been purposely going out of her way to scare people. When confronted, she claimed she didn’t realize what she was saying wasn’t true. However, everyone knows that she is way too smart for this to be the case.

She has also recently turned to name calling. Now, she hasn’t come out with the actual words ‘greedy,’ ‘stubborn’ or ‘selfish’ but she has most definitely implied them. It appears her interest in the law makes her think she won’t get into trouble, as long as no one ‘hears’ her say the words. She is wrong.

Lastly, and most troubling, is the bullying. She has made herself the leader of a little group that is going around spreading rumours about others. She has also threatened quite a few people. She is telling them that they must do something that will hurt themselves, or no one will like them.

Some have already followed her demands. She also threatened that her friends will hold down anyone who doesn’t follow her orders, and she will do what she wants to them, herself.

Needless to say, this behaviour is not acceptable. We trust that you will deal with this quickly. We are here to support you, if you want to talk with us. But please understand, if this behaviour does not change, the only option we have is expulsion.

Don’t hesitate to contact us.

Sincerely,

Laurel’s teachers.

Sent to us by one of our ETFO colleagues…worth repeating
This is a Love letter: A love letter about a school.

For a retired teacher, supply teaching is like dating without commitment. You do not always want the second date, and rarely do you wish that you were in the position to commit. When I am at Osler High School, I wish that I were in a position to commit.

Osler is a school for special needs students. Students have physical handicaps, mild intellectual disabilities, autism and multiple disabilities.

I am always amazed how much the staff can accomplish with such a challenging population. The students run the school cafeteria by preparing all the meals. They run a bakery, and make crafts which are sold in a craft sale. They learn how to apply make-up and manicures. Nothing seems to be beyond them. Carpentry, drywall, pottery, car mechanics and detailing are all a part of their curriculum.

Needless to say they also pursue an academic component and have a strong co-op and life skills focus.

Kathy Pelaia, the principal, is a dynamo with a vision. She has the drive and dedication to bring her vision to life. It is all about reaching your potential and becoming a valuable member of our society.

As you enter the school you are greeted by friendly students and staff. The office is always a hub of activity and smiles. The support staff and teachers are dedicated to improving the lives of their students.

When I supply at Osler High School, I always feel as if I am a part of that team. The day flies by and when I leave, I always feel revitalized and amazed how much is accomplished in one day.

Yes, I love coming back!!!

By Sophie Landau, OTBU

If you have a school that you love to go to, please write and tell us about it.

Pay Dates 2012-2013

<table>
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<th>Pay Date</th>
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<td>February 14, 2013</td>
<td>January 20 – February 2, 2013</td>
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Welcome Back Social & Member Information Meeting

When: Thursday, September 27, 2012
Time: 4:30-6:30 pm
Where: District 12 OSSTF Office, 1482 Bathurst Street (corner of Bathurst St. & St. Clair Ave.)

Bill 115 is now law. What has happened so far? What are plans for the future? Please join your OTBU colleagues and attend this important information meeting to be followed by a welcome back social marking the “not business as usual” start of the school year.

Food and Drinks provided.