

THE CALLOUT



The Official Newsletter of the Occasional Teachers' Bargaining Unit, OSSTF, District 12
Volume 15 Issue 4

May/June 2017

Sayonara...Silzer



As the final part of her report to the members at the 2017 Annual General Meeting, President Linda Bartram paid tribute to the work done for the OTBU by member extraordinaire, Bruce Silzer. Bruce, who has announced his retirement, has fulfilled a number of important roles for the bargaining unit particularly in the area of Health and Safety. However, perhaps his most crucial contribution was overseeing OTBU elections as chair of the Elections Committee. With Bruce at the helm, we could be confident that our elections were run efficiently and fairly, and with a high degree of integrity and competence.

Thanks Bruce..do come back and visit, and if you are bored in 2018 and looking for something to do, well, do we have a job for you...

2017 Annual Meeting Votes to Test Electronic Voting

At the OTBU Annual General Meeting, May 24, 2017, members present voted to run a pilot project to test on-line and telephone voting for members in the next round of Executive Elections. The project, to expand the ways members could exercise their franchise, was spearheaded by Executive member Jamie Whitaker and his ad hoc on-line voting committee. It was recommended by the committee to members as a means to encourage more Occasional Teachers to participate in union elections, and as a move to bring down the rising costs of a mailout ballot, as is currently the practice in the OTBU.

It is important to note that this is a test (pilot) only, and after an analysis of the next Executive Elections in terms of voter participation, methods by which votes were cast, and overall cost, a report will be made to the 2019 AGM.

At that time members will be asked to make a choice as to whether to move to permanent e-voting or to revert to our present system i.e. voting by mail-in ballot.



Offence Declaration

Each year as part of the TDSB renewal process, Occasional Teachers are required to complete an Offence Declaration Form.

To do this, log in as a Staff Member and click on the Employee Services tab. Follow the prompts to complete the form. Be sure to arrange for a confirmation receipt to be sent to your email.

Job Statistics Updated to February 2017

Semester Two

Academic Year	February		March		April		May		June	
	Job Total	No. Unfilled	Job Total	No. Unfilled	Job Total	No. Unfilled	Job Total	No. Unfilled	Job Total	No. Unfilled
2009 - 2010	10,043	425	9,916	430	11,248	417	12,035	726		120
2010-2011	9,632	298	9,563	344	11,173	533	12,964	439	6,771	153
2011-2012	11,119	131	9,240	95	10,991	170	13,244	153	6,439	48
2012-2013	10,698	597	9,195	238	13,420	229	16,524	759	8,222	161
2013-2014	13,718	132	10,717	79	14,096	170	16,183	302	9,548	157
2014-2015	12,494	236	11,555	52	13,943	117	14,828	220	9,078	83
2015-2016	13,513	142	11,217	207	15,025	335	17,212	446	12,129	250
2016-2017	13,002	184	13,225	368	13,387	854				

Member Report on the OSSTF Embracing Technology Conference Monday May 15, 2017

By Grant Cermak, OTBU Member

The conference was put on by the OSSTF and funded by the Ministry of Education. After registration and breakfast, Colleen Rose gave a keynote speech about how to conquer fear in Edtech. She talked about some of her personal fears and made practical suggestions on how to overcome them.

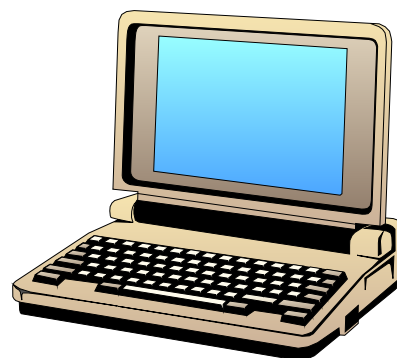
The day was then divided into 3 different workshop times. For each time there was a choice of 5 different workshops to choose from covering a multitude of tech topics related to education. All the workshops were put on by practicing teachers.

My first workshop was **Blending Your ESL/ELD Classroom to Enhance Student Learning**. We looked at web-based tools including Quizlet, Duo Lingo, Raz Kids and Google Classroom. Each tool was unique and a benefit to the classroom in its own way.

The second workshop I attended was **Creating Online Games with Scratch**. Scratch is free online and is an easy to use visual programming language where students make online games, interactive stories and animation. We experimented with the website and it was very hands on and easy to use.

The final workshop was **Engaging Youth-at-Risk with Technology**. A number of lesson ideas that employ technology were looked at. Highlights included Photostory, Eas.ly, iMovie and Kahoot Quiz. There were some fantastic ideas.

The conference was very informative and I feel like I have gained many tech tools to assist me in my teaching.



From the Desk of President Linda Bartram...

Welcome to the 10th Largest Bargaining Unit in the Province

The full-time equivalent membership of the District 12 Occasional Teachers' Bargaining Unit now makes us the 10th largest bargaining unit in the province, including teacher bargaining units. This means an additional representative (O.T.) at Provincial Council, an additional AMPA delegate and additional funding to send OTBU reps to provincial and regional meetings. What this should mean is that District 12 OTBU **should** have increased influence at the provincial level. We will see how that plays out.



The End of the School Year

2017 saw a record number of daily teaching jobs in almost every month which is very good news for our members. On the flip side, April saw an all-time high in the number of unfilled jobs, 854 to be exact. It looks like May will be similar. This situation has made the Board hire to the OT Roster. This is not a problem at this time, so long as the Board hires to fill demonstrated needs in subject areas and/or in geographic areas, which they do, as per the language of our most recent Collective Agreement, and under the watchful eyes of the OTBU Staffing Committee. We need to keep a balance between having enough jobs for our members and making sure jobs get filled. Please take the opportunity to accept all jobs that are offered to you, for which you are qualified, especially in April and May.

Clause 20.7 in our Collective Agreement says if an OT refuses 4 assignments within a 20 day period, they MAY be removed from the Occasional Teacher Roster. This clause has been in our contract since the year 2000. The OTBU negotiators tried to eliminate this clause in the last round of bargaining, and while they were unsuccessful they were able to add mitigating language which added "refuse 4 jobs **for which they are qualified**". We continue to be committed to eliminating this clause in the next round of local collective bargaining. Please let the union know, immediately, if you get a letter from the Board related to Clause 20.7.

Mandatory Compliance Training for Occasional Teachers

Your executive has been keenly aware the TDSB's obligation under both federal and provincial legislation to provide training for its employees in the areas of Health and Safety, Workplace Violence and Abuse and Neglect of Children. We have been hounding the Board for three years to come up with a plan to meet their obligations to first: inform all OTBU members of this required training; and second provide the actual training.

At our last consultation meeting with the Board in April, the TDSB finally presented a plan to make them compliant with the laws of the land. The plan was to require all secondary Occasional Teachers to complete eleven online course modules by July 15th of this year. Further, if the training was not completed by that date, then those OTBU members who had not completed their training would be blocked from teaching until such time as they completed the training.

[continued on page 8]

OTBU AGM 2017- May 24th- Latvian Centre



Vince Zambrano



Linda Bartram



'I have a question....'



The Chair



Double checking the numbers.



'A seven letter word for boat.'



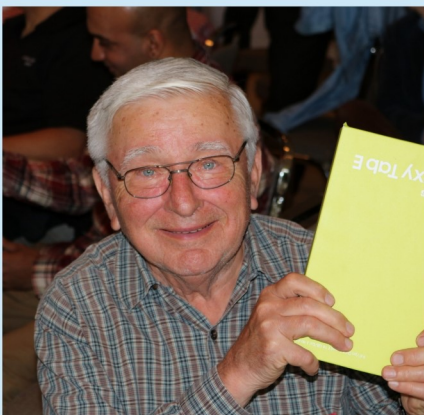
New to the AGM



Lillian Speedie Court



Patrick McDonald



Draw Prize Winner #1



Draw Prize Winner #2



Draw Prize Winner #3



Eitan Laufer



Listening intently to...



...Howard.



A friendly face at registration



Dinner recess



BBQ choices



From the province— Cindy Dubué



Been there, done that.



Ted Culp - an AGM stalwart



Coleridge Browne



Paul Bocking



Ann with friends

Chief Negotiator's Report

As Chief Negotiator I have been witness to a whole sea change as regards collective bargaining in public sector education.

During the 2008-9 negotiations of the OTBU 2008-2012 Collective Agreement I sat across the table from the TDSB and had the opportunity to negotiate most aspects of our Collective Agreement directly. Today, the role of the Government, the School Boards organization (OPSBA) and our OSSTF Provincial organization are paramount in all aspects of collective bargaining. The Central Table makes decisions. Little is left to be negotiated at the Local table.

The 2014-2019 Collective Agreement now consists of a Central section and a Local section which together make up the document that impacts our working life. This Agreement is available on both the TDSB and the OTBU websites for you to see, and/or to download.

The educational unions, including OSSTF, agreed to extend the 2014-2017 Collective Agreement until August 2019. This extension of the Collective Agreement was negotiated by the OSSTF Provincial office and the Government. The 60,000 or so members of OSSTF were afforded the opportunity to ratify this extension in April this year. There was no local bargaining in this "round". OSSTF members will note that this extension provides for changes to the last negotiated Collective Agreement which the members of the OTBU ratified in December of 2015.

The information that follows, has been reported earlier, but bears repetition.

The terms and provisions in this Collective Agreement extension, as they apply to Occasional Teachers, will provide for an all too insufficient increase in salary. A lump sum amount of 0.5% based on the earned wages in 2016-17 will be paid by November 1st, 2017 for those who are still employed by the TDSB as of September 5th, 2017. Also, beginning September 2017, there will be an increase in salary of 1.5% with subsequent increases of 1.0% in September, 2018; 1.0% on February 1st, 2019; 0.5% on August 31st, 2019.

There have been many changes in the collective bargaining process for workers in Public Education prior to, and during the period of the Wynne mandate. The power of the local bargaining unit to negotiate directly with the employers and to negotiate significant "local" improvements to our working conditions has undergone a sea change.

It may be more important than ever for members to rally to the Union. I urge everyone to become more aware of how your union works and the challenges it faces and may, in future, face in trying to improve and protect the rights we have earned over many years. The OTBU is continuously looking for responsible and reliable members to help with the work of the Bargaining Unit. Call the office (416-423-3600) and talk to an Executive member about helping out.

I want to thank the members, on my own behalf, on behalf of the OTBU and hope to have your support in the future.

Yours in Federation,

Vincent Zambrano

RENEWAL INSTRUCTIONS FOR OTBU MEMBERS*

1. Go to www.tdsb.on.ca. Recommended you use Google as your search engine to get to the Board web site.
2. Select **Staff** button at the top of the page
3. Read the **TDSB Staff Login Warning**. Click O.K.
4. Log in with the six digits of your employee number AND your password.
5. Once logged in on the **Welcome to MyTDSB** page click on TDSBWEB - first link on the top left.
6. You may be asked to log in again using the last six digits of your employee number and password.
7. On the white toolbar along the top of the TDSBWEB screen click on EMPLOYEE SERVICES.
8. Click on FORMS on the side.
9. Click on Occasional Teacher and then on Occasional Teacher online renewal
10. Remember to have your College of Teachers number to hand as you will need it to do the renewal

[If you experience any difficulties logging in, you can contact the TDSB Client Services Desk at 416-395-4357-choose Option 5.]

*** All members must complete this renewal as a condition of employment by June 30, 2017**

EMPLOYMENT BENEFITS INFO



Below are the **REFERENCE CODES** that can be used for **REGULAR EMPLOYMENT INSURANCE** filing for the school break periods for June 2017 - March 2018.



Employees can file their claims by going to: <http://www.servicecanada.gc.ca/>

Employees who need to file EI claims before the **Effective date or after the Expiry date indicated** will be required to complete the **regular application** for Employment Insurance without a **Reference Code**.

If you need assistance from a third party, you must ensure that Service Canada is in possession of a form giving that person specific permission to speak or act on your behalf. Employer or Union representatives cannot enquire on individual situations without consent on file with Service Canada.

If you need information you may telephone **1-800-529-3742** and choose option #1. Be sure to have your Social Insurance Number and your access code on hand when you call.

The Reference Codes are only to be shared or used by employees who work in Ontario and live in the province of Ontario during the break periods. Workers who relocate during these periods to another province are to file a regular application and should not enter a Reference Code when prompted.

The Reference Code for June 2017 school-related intake

3511012017201706

Effective : 16 June 2017

Expiry: 22 July 2017

Please note: The TDSB sends your Record of Employment (ROE) direct to Service Canada electronically.

[continued from page 3]

We told the Board that this plan was completely unacceptable and they backed down. We are in the process of working out a reasonable plan (time lines and logistics) for the completion of this training. The stark reality is that if you work as an occasional teacher, this training **must** be done eventually. It is the law.

Occasional Teacher Access to Benefits - The New Reality

The idea of a teacher-run provincial benefit plan has been discussed for a long time and, finally, The Benefits Trust has become a reality. Enrolment in the plan, for those who are eligible, is nearly completed. The Benefits Trust DOES NOT INCLUDE US. There are four secondary OT bargaining units in the province which have collective agreement language that gives access to benefits to members provided they meet a certain number of days taught. For us that means 90 days in the previous year to qualify for benefits in the following year. The premiums are a 50/50 split between the member and the Board. At the Central Negotiations Table, I fear that these four bargaining units were forgotten until the leadership of the four made this known, in the strongest of terms, to our provincial negotiators. What then was negotiated was a 'pay in lieu of benefits' scheme. For TDSB Occasional Teachers that amount is \$2,454.00. OSSTF Vice-President Cindy Dubué assured us, at our Annual Meeting (May 24th), that those who qualify will have access to benefits. They are just not sure who will provide those benefits. Check the OTBU web site regularly. We will post any new benefits information as soon as we have it.

HAVE AN ENJOYABLE AND RESTFUL SUMMER. SEE YOU AT THE LABOUR DAY PARADE

Labour Day Parade

Join with your colleagues and friends on September 4, 2017 for our annual march to the CNE in support of organized labour and good union jobs in fair and equitable work places. All participants will get free entry to the Exhibition. District 12 will also be sponsoring a light lunch at the Gladstone Hotel for all District 12 marchers. Please monitor the OTBU and D-12 web sites for more precise details about the Labour Day Parade.



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