

The Call Out

The Official Newsletter of the Occasional Teachers' Bargaining Unit

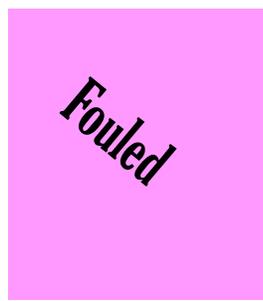
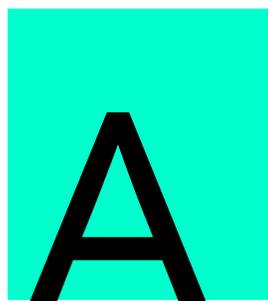
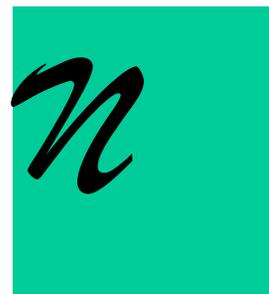
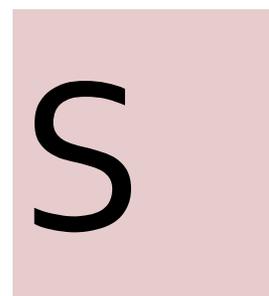
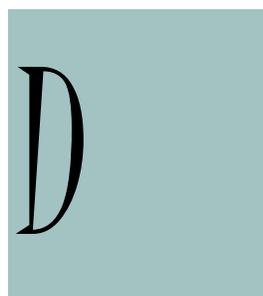
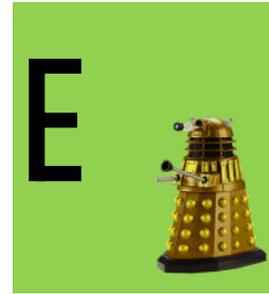
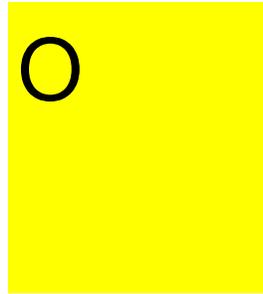
District 12

Volume 19, Issue 1

Fall 2020

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"Conservatism consists of exactly one proposition: there must be in-groups whom the law protects but does not bind, alongside out-groups whom the law binds but does not protect." Frank Wilhoit (1920-2010), *American political scientist and author*.

PD Day
2020

Due to
Covid 19
the fall
2020
OTBU PD
days have
been
cancelled.

Making Yourself Unavailable During an LTO Assignment

Please ensure that you enter unavailability dates in your SFE Schedule if you win a posted LTO/Acting/Term assignment which will end at a later date. This is important so that SFE and schools do not continue to call and offer you daily assignments when you are already working. If you win a half-day assignment, modify

your SFE Schedule (communicated by your respective Employee Services area) so that you only receive calls from SFE and schools for when you are available for assignments. This is done on a weekly basis. Once your LTO assignment has ended, please unblock yourself so you can receive future jobs.

Twenty Days

In the Summer 2020 issue of **The Callout** mailed to members, it was erroneously stated that the minimum 20 days required to remain on the OT roster had been waived for the 2020-2021 school year. It was in fact waived for the 2019-2020 school year. The editorial team and the OTBU Executive apologizes for this rare and unexpected error.

For secondary Occasional Teachers the minimum number of days you must teach this year to remain on the list for the following school year is 20. You will have until June 30, 2021 to

complete the 20 days. If you have been provisionally reinstated to the Secondary Occasional Teaching List, you must teach for a minimum of ten (10) full time equivalent days between February 1 and June 30 to qualify for reinstatement to the Occasional Teacher List.

If you did not respond to the renewal email to stay on the OT roster by June 30th, 2020 you were dropped from the roster. To submit your request to be considered for reinstatement go on the SFE website and follow the links after you have logged in.

Requesting a Leave from Your Occasional Teaching Position

Should you require to be on leave from the Occasional Teaching List for any reason, it is incumbent upon you that you complete and return the Occasional Teaching Leave Form with the appropriate supporting documentation to the TDSB before the start date of your leave. Leaves cannot be granted after the fact. Those who neglect to

provide an Occasional Teaching Leave Form for approval, prior to the start of their leave, will not be considered to have been on an approved leave from the Toronto District School Board Occasional Teaching.

If you are unavailable for work as an occasional teacher for a length of time (Eg. several weeks) that will

not interfere with your completion of the minimum annual number of days, then you can simply block yourself off of Smartfind Express without requesting a Leave.

AND do not assume that your leave will be granted automatically.

Form found on page 57 of the OT Handbook available on the otbu website.

President's Report

Linda Bartram

linda.bartram@d12.osstf.ca



THE NEW NORMAL

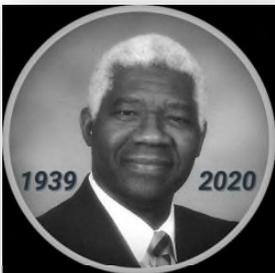
All that can be said about this new school year is that there is no "normal". Our working lives and our personal lives have been turned upside-down and backwards by circumstances beyond our control. The summer break wasn't a break at all, as much of the summer was spent in meetings with the board, meetings with heads of unions, meetings with provincial OSSTF, all with a focus on how best to safely get OTBU members back to work in this pandemic.

This is an ongoing process as you well know and will continue as such for some time.

Many of the issues that you will encounter in the workplace, be it bricks-and-mortar or virtual schools, will be new to you and new to us. We are committed to continuing our strong advocacy on your behalf with the board as we have always done. For your part, please continue to let the OTBU know when issues arise so we can address them in as timely a manner as possible.

Please keep well and stay safe.

Announcements



Malcolm Isidore Smart, retired teacher of Toronto District School Board, passed away peacefully on September 11, 2020. Malcolm is survived by his wife, Earle, children and grandchildren. His funeral service was held on Saturday, September 19th. Malcolm was always a kind, dignified and thoughtful gentleman with everyone he met.



Kathryn Winton, long time OT member who taught art, drama and English passed away this past summer. Regulars to the general meetings will remember her as a candidate for executive office and the strength of her personality. She will be missed.

Do you have news about an OTBU member? Contact the OTBU office. Please provide a few words and a picture if possible.

Achievements & Recognition

Are you an OTBU member who has recently been published, earned a degree, or made a splash in education? Let us know and we will inform the OT membership. Please provide a few words and a picture if possible.

From *Professionally Speaking*. September 2020

Any teacher will tell you it's hard to take students away from their cell-phones. Social media gives teens the freedom to connect and share content, but issues of privacy, cyberbullying, internet addiction and pornography pose serious challenges.

Three years ago, I created a card game called Don't Hate the Player. Students create a story about an online experience based on a hand drawn from 92 situation and character cards. Their hand might find them dealing with online bullies, for example, or a friend who shares images without permission. Students then problem solve about

their situation and learn from each other's experiences, too.

Two years ago, I presented the game at the Ontario Art Education Association's conference. And last year, I began using the game as a teaching tool at Central Technical School. So far, it's been a great success!.

Elizabeth Basskin, OCT, is an occasional teacher with the Toronto District School Board.

Educators and Parents Rally at MPP offices to demand the Ford Government Fully Fund Safe School Re-opening



How Paul Bocking and Elaine Karroum spent part of their summer, outside Christina Mitras' MPP office in Scarborough Centre, along with some TTBU, ETFO, CUPE members and parents.

Chief Negotiator's Report

Paul Bocking, OTBU VP & Chief Negotiator

paul.bocking@d12.osstf.ca



Over the summer and into the fall, the OTBU Executive's priority has been advocating for OTs in the school reopening process, including addressing health and safety issues, and identifying and resolving issues related to TDSB's Secondary Virtual School. Time that would have been otherwise spent negotiating a new OTBU-TDSB collective agreement was repurposed for those ends. That said, a bargaining session did occur on September 29th.

The Board has been reluctant to make substantial improvements in bargaining to benefit our members. For example, the OTBU proposed that interviews for an LTO or a permanent position occur after school hours or be paid if work is missed due to an interview scheduled during the school day. The Board's response was they would be willing to encourage schools to be accommodating, but not mandate it. Similarly, the Board would be willing to 'remind' (but not obligate) principals to ensure that daily jobs have complete job details included in the dispatch system.

In terms of the current context with the school reopening, ensuring LTOs under quarantine continue to receive their salary and return to their position when they are medically cleared to do so, is a key priority for the OTBU. Obtaining more compensation for Daily OTs, who may be required to quarantine due to potential exposure while working, is also a top priority in our discussions with the Board.

Another area of concern for us during this pandemic has been the issues and challenges for our members posed by Virtual School. The working conditions of Virtual School LTOs, who face demanding hours and

have received limited resources and support in doing their jobs, particularly when teaching students with special needs, is on our radar. The OTBU Executive has also been in ongoing discussions with the Board around measures by which Daily work may be generated at the Virtual School. Please watch your email for further updates from the OTBU.

Thank you to all members who have completed the surveys on work patterns and health and safety issues. Your feedback has been useful in identifying areas of concern, and in strengthening our proposal with the Board for Regularly Assigned Short Term Occasional Teacher (RASTOT) positions assigned to specific schools. The idea here is that members could apply and thereby reduce the need to move from school to school, while obtaining greater income security.

Though the next provincial and school trustee elections are not until 2022 (as far as we know), I'm excited to announce that I've been appointed as an election organizer by Provincial OSSTF. The work begins now to elect a government in 2022 that will support a fully-funded public education system. Each incremental amount of additional funding announced by the provincial government this summer occurred because of public pressure and that pressure must continue. To that end, if you are interested in getting involved with OSSTF Toronto's Political Action Committee, please send me an email.

As this issue goes to press, the Ontario government declared the elimination of Reg. 274 hiring policies. This move increases the precariousness of OTs. Watch your email for more updates.

The School Day for OTs in the Fall of 2020

Occasional Teachers covering a single day absence at a Bricks and Mortar school (B&M), are not required to teach the afternoon online synchronous class component. The OT will be paid for a full day. If asked by administration to stay past 12:30 the OT must follow the instructions of the administration. The OTBU executive has been meet-

ing with the Board to achieve clarity and uniformity across the system regarding the issue of how the work day is structured for an OT, in a single day absence, at a B & M school. OTs covering multi day absences at a B & M may be required to also teach the synchronous online class component, and will be provided by the school with the passwords and any other information required to do so.

Quarantine

The Board agreed that LTOs who are ill or test positive for COVID-19 will have access to paid sick leave, and may return to their jobs after the quarantine. Quarantine will not interrupt the 10 day progression to LTO status. Please refer to the email from the Board on COVID-19 and Occasional Teachers for more details.

The Board agreed that Daily OTs will be paid for a job scheduled the day they find out they are ill or test positive, provided that documentation is submitted.

We had a lengthy discussion about the need for more compensation for work a Daily OT would be losing during quarantine. The Board identified a need for funding from the Ministry of Education. The OTBU Executive will be discussing this issue with other OT leaders across Ontario and with Provincial OSSTF, to develop a strategy to pressure the government on this issue.

You may also be eligible for the federal government's new Canada Recovery Sickness Benefit, which provides \$500 a week for up to two weeks while you are required to quarantine.

The Dispatch of Daily Work

The OTBU discussed its proposal for Regularly Assigned Short Term Occasional Teachers (RASTOTs), which have been previously described to members in earlier emails. While agreeing that it was a good idea to increase safety and reduce the risk of contagion, the Board was unwilling to implement it immediately, and wanted to first assess patterns of need for OTs in schools across the city. However the

board agreed to continue meeting with the OTBU Executive in the coming weeks to discuss the implementation of RASTOTs at specific schools. The OTBU Executive will keep members apprised via email.

If the OTBU does not have your personal email please contact the office. The OTBU does not contact members using the TDSB's email system.

Pull out section

OTBU

Annual General Meeting

(This will be a Virtual Meeting)

December 9th
4:30 -7:00 p.m.

This meeting was postponed from
May 22, 2020

This meeting and AMPA delegate vote counting will be handled by the Provincial OSSTF and Union Calling. See page 10

This meeting will be electing delegates to the Annual Meeting of the Provincial Assembly 2021 (AMPA).
AMPA 2021 will be a virtual meeting.



Note: All the information contained in this special AGM pullout section is subject to change. Look for an email sent from the OTBU OSSTF just before the meeting or in the *Members* section of the otbu d12 website for final details.

The information contained in pages 7-10 is subject to change.

1. Call out by Smart Find Express will be delayed this evening, December 9th, 2020.
2. This is a closed union meeting for members only, therefore please do not record, broadcast or publish the proceedings of this meeting.
3. The structure of the meeting is subject to change. Look for an email sent from the OTBU OSSTF a few days before the meeting or go to the *Members* section of the OTBU d12 website for final details.
4. This meeting will be recorded for the benefit of the OTBU Secretary to help ensure accuracy of the minutes of the meeting.

(Tentative) AGENDA – OTBU Annual General (Virtual) Meeting

OSSTF District 12 Toronto Occasional Teachers' Bargaining Unit

December 9, 2020

4:30

1. Call to Order: Chair
2. Announcements: Chair
3. Land Acknowledgement Statement: **We acknowledge our privilege to meet on the traditional territories of the Wendat (wen-dat), Anishinabek (ah-nish-nah-bek) Nation, the Haudenosaunee (ho-den-oh-sho-nee) Confederacy, the Mississaugas of the New Credit First Nations, and the Métis (may-tee) Nation. We also recognize the enduring presence of all First Nations, Métis and Inuit peoples. In recognizing that this space occupies colonized First Nations territories and the ensuing inequitable power dynamic between settlers and Indigenous peoples, out of respect for the rights of Indigenous peoples, it is the obligation of settlers, including our organization, to work to redress this inequity whenever and wherever possible.**
4. Pledge & In Memoriam: President
5. Anti-Harassment Policy: Chair
6. Anti-Harassment Anti-Bullying Officer(s) introduced: (see statement on page 10) .
7. Approval of the Agenda: **PROC 101-2020 MAY/DEC**
8. Adoption of the Rules of Order for 2020-21: **PROC 102-2020 MAY/DEC**
9. Appointment of the Steering Committee: **PROC 103-2020 MAY/DEC**
10. Adoption of the Minutes of November 21, 2019: **PROC 104-2020 MAY/DEC** (available on the OTBUD12 website Members Section or in an email sent from the OTBU OSSTF)

11. Speeches and Election of Delegates to the Annual Meeting of the Provincial Assembly (AMPA)*

12. OTBU President's Report : Introductions
13. OTBU Treasurer's Report and adoption of the budget for 2020-2021:

BUDG 201-2020 MAY/DEC

14. OTBU Chief Negotiator's Report
15. Provincial OSSTF Executive Report
16. Questions for OTBU and Provincial Executive
17. On Time Motions (See below)
18. Late Motions
19. New Business
20. Adjournment 7 pm

* Each speaker will have one minute. Voting takes place during the meeting.

ON TIME MOTIONS

Proc 101-20-May/Dec

½ EXECUTIVE

BIRT the Agenda, be approved

Proc 102-20-May/Dec

½ EXECUTIVE

BIRT the Rules of Order and Procedures for Debate be approved

Proc 103-20-May/Dec

½ EXECUTIVE

BIRT the appointment of the Steering Committee be approved: Steering Committee consists of :TBA.

BUDG 201-20-May/Dec

½ EXECUTIVE

BIRT the Budget for 2020-2021 be approved

The Delegate to AMPA, March 2021 Nomination Form is available on the OTBU website in the documents and Forms box. AMPA will be virtual this year. This form must be received by the OTBU D12 Secretary at least 5 business days prior to the December 9, 2020 Annual General Meeting. Email the OTBU Secretary lillian.speediecourt@d12.osstf.ca or mail to 1708- 95 Thorncliffe Park Drive, Toronto, ON. M4H 1L7.

The General Meeting minutes from November 21, 2019 are available on the OTBU website in the *Members* section, and will be sent by email from the OTBU OSSTF a few days before the meeting.

Union Calling will provide instruction on the technical details for debate.

Rules of Order

There shall be a sixty second time limit for questions.

Speakers must go to the end of the line to ask additional or supplemental questions.

3.9 Procedures for Debate

3.9.1 Each speaker shall have a ninety second time limit.

3.9.2 The mover of a resolution shall be heard first on a White Card (PRO).

3.9.3 If present, the next speaker to be heard is in opposition, on a Blue Card (CON).

3.9.4 If present, the next speaker to be heard, on a Yellow Card (OTHER), may

3.9.4.1 Make a parliamentary inquiry or

3.9.4.2 Propose an amendment, a referral, a postponement, or a tabling or

3.9.4.3 Make a resolution to call the question.

3.9.5 Subsequent debaters shall be recognized by the Chair in the order PRO, CON, OTHER.

3.9.6 If at least four debaters have been heard and all the remaining debaters are identified as PRO or as CON, the Chair shall judge the debate exhausted.

3.9.7 Upon recognition by the Chair, a speaker with a Red Card (STOPPAGE) may interrupt the regular order of debate only for a Point of Order or a Question of Personal Privilege.

3.9.8 Notwithstanding 3.9.1 a speaker on a Yellow Card making a parliamentary inquiry has a time limit of thirty seconds and the answer has a time limit of ninety seconds.

3.9.9 Except for the mover of a resolution, debaters may speak only once on a White Card (PRO) or a Blue Card (CON). (AGMo6)

OSSTF Anti Harassment statement: Let us not take thought for our separate interests, but let us help one another.

A member of OSSTF has the right to a workplace and union environment free from harassment and bullying. Harassment and discrimination are not joking matters. They have a destructive effect on the workplace environment, individual well-being, and union solidarity. Such actions are always unacceptable. As members of OSSTF, our goal must be to protect

human rights, to promote mutual respect and trust and to foster inclusion. OSSTF is committed to strengthening member solidarity and takes seriously its own responsibility to ensure that members are treated with respect and dignity at all provincially sponsored OSSTF events and meetings.

Any member who feels targeted by harassment or discrimination must be able to speak up and know their concerns will be responded to immediately in accordance with OSSTF Policies and Bylaws and the Resolution and Complaint Procedure, as approved by AMPA

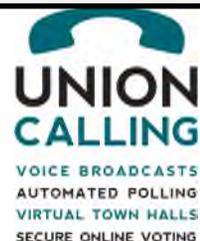
BIRT: means "Be It Resolved That"...

Proc: Refers to a procedural motion which is designed to allow for the smooth transaction of business during a meeting.

1/2: means that a 50% vote is required for the motion to pass.

Executive: The motion is moved by the OTBU Executive. Moved: L. Bartram, Seconded: P. Bocking in all cases.

Union Calling was founded in 2004. Union Calling is a Canadian company dedicated to helping union leaders effectively connect with members in the most humanly satisfying way: by voice. They are a union shop and only work for unions, their allies and other progressive organizations.



If You Encounter Health & Safety Issues

If you have questions or concerns about health and safety at your worksite, contact the OTBU's Health and Safety Officer Todd Prescott, at todd.prescott@d12.osstf.ca .

Notifying the Employer of a Health and Safety Concern

The employer is required to provide a healthy and safe work environment. At any time, should you see evidence of a health or safety issue at your worksite, it is your legal obligation to report it using the attached Health and Safety Concern Form. This is true whether you are reporting ice in the parking lot, or an issue related to COVID-19.

Once you have completed and submitted the form to your principal, it sets a process in place which includes a required response from the employer within 5 days in accordance with the Occupational Health and Safety Act. If you need immediate assistance with a health and safety issue, contact the OTBU's Health & Safety Officer or the OTBU office. We recommend that you notify the OTBU Health & Safety Officer once you have submitted a Health and Safety Concern Form to your Principal.

Calling the Ministry of Labour

Any worker can call the Ministry of Labour (1-877-202-0008) to register a health and safety concern or complaint about the duties assigned to them or their worksite. Members can even make complaints to the Ministry anonymously, if they prefer. The OTBU's advice is that if a member makes such a complaint, that they retain their own brief written record of the date

and time of the call, the name of the Ministry official responding to the complaint, and a summary of the contents of the call, including the details of their health and safety concern disclosed to the Ministry, and the Ministry's response.

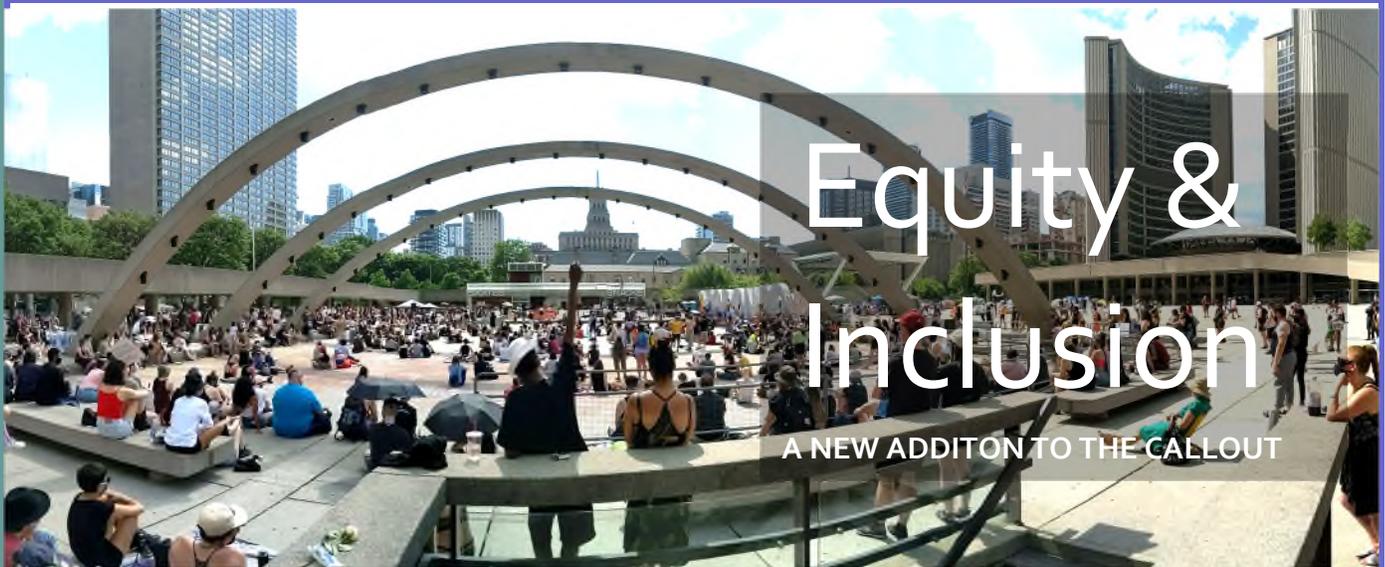
The Right to Refuse Unsafe Work

The Occupational Health and Safety Act allows workers to legally refuse unsafe work. For teachers, the process for the exercise of that right is unique, as described below, and is available for printing in original on the Provincial OSSTF website at Right to Refuse Work – For Teacher Members Only.

For OTBU members, the Right to Refuse Unsafe Work would involve the OTBU Health and Safety Officer, or a designated Executive member who is a certified representative(s). The Ministry of Labour will investigate refusals with reference to individual worksites or work stations.



Todd Prescott.
OTBU Health and
Safety Officer



New Equity Committee

A new committee focused on issues of equity, inclusion, and anti-black racism is here!

As our union looks inward to address systemic issues surrounding equity, diversity, inclusion, and oppression in our organization, the OTBU wants to engage our members in this process.

Actions to Date

- Establishment of an OTBU equity committee to focus on issues of anti-racism and inclusion
- Creation of a land acknowledgment specific to OTBU D12 to be read at every meeting and event
- Inclusion of an Equity & Inclusion page in The Call-Out newsletter

Goals of the Equity Committee

- Advocate for all union business to be done through an anti-racist and inclusive lens
- Review the current OTBU constitution, by-laws, and practices for inequities, and bring forward recommendations to the OTBU Executive
- Inform the membership of ongoing equity matters
- Involve more racialized members in our union

CALL TO MEMBERS

Would you like to join the OTBU Equity Committee?

Do you have a personal story involving equity and inclusion? We would like to hear from you!

Contact us at:

equity@d12.osstf.ca



OSSTF Benefit Eligibility for Long-Term Occasional Teachers

As was outlined in the recently ratified OSSTF Central Agreement for Teachers, OSSTF Benefits is pleased to advise that effective September 1, 2020, Long-Term Occasional Teachers (LTOs) from all OSSTF Districts will be eligible for participation in the OSSTF Employee Life and Health Trust (ELHT) Benefits Plan. Outlined below are the eligibility rules for all LTOs effective September 1, 2020

Who is eligible?

LTO teachers are eligible for coverage under the OSSTF Benefits Plan during their LTO position if they are working on an assignment of 90 calendar days or longer.

When is coverage effective?

Coverage is effective on the first day of an eligible assignment.

When does coverage terminate?

Coverage ceases on the last day of an eligible assignment.

What if the length of the assignment is unknown, or originally scheduled to be less than 90 calendar days and then extended?

The member will be eligible to enrol in the plan retroactively to the first day of their assignment. Standard premium contribution rules will apply. If a premium is required, it will be retroactively billed.

Claims for eligible expenses incurred will be honoured retroactively to the first day of the LTO assignment. Members are encouraged to keep their health and dental receipts if they expect their assignment may be extended.

What if a 90-calendar day LTO position gets shortened unexpectedly?

If a 90-calendar day LTO position gets shortened unexpectedly, then coverage will cease when the LTO assignment ends. Members will not be required to repay any claims that were incurred during the term of the assignment.

What benefits are provided?

Basic Life and Accidental Death and Dismemberment Benefits (AD&D) are provided for all eligible members based on two times annual earnings. The cost of these benefits is 100% funded by the negotiated Board Paid FTE Contributions while a member is active or on a statutory leave.

Extended Health and Dental Benefits are voluntary. Members will have 31 days from the time they receive their enrolment invite to elect to participate in health and/or dental benefits. Member contributions towards these benefits are based on 6% of benefit premiums for members on a 1.0 Full-Time Equivalent (FTE) assignment and pro-rated member contributions for less than 1.0 FTE assignment. Sample member contributions are posted on the OSSTF Benefits website Member Contributions towards Health & Dental Benefits

Optional Life Benefits are also available on a 100% member-paid basis.

How does an eligible member enrol?

Boards send data updates to OTIP (the Third-Party Administrator of the OSSTF Benefits Plan) every two weeks. Information about members who have accepted a new LTO assignment is included in this data. When OTIP processes this data, an enrolment invite is initiated and sent via email to the member. This email is sent to the member's board assigned email address. We encourage members to also indicate a personal email address as their preference during the enrolment process which will allow any future communications to be sent to the member's personal email address.

All eligible members are automatically covered for the Basic Life and AD&D benefits based on two times annual earnings. Members have 31 days from the time that they receive this invite to enrol in the health and/or dental benefits. During the enrolment

Continued on page 14

process members are advised of the monthly premium that they will be required to pay towards the benefits if they elect to participate. If elected, health and/or dental benefits are implemented retroactive to the first day of the eligible assignment. Eligible claims will be honoured and can be submitted after the benefits enrolment is completed and processed. Members who enrol in the health benefit will be provided with a benefits card indicating the OSSTF ELHT Plan # 200501, and the member's unique identification number. Temporary benefit cards can be printed by the member as needed by logging into My Benefits through OTIP.com.

What if I do not enrol in the health and/or dental benefits within the 31-day enrolment opportunity but wish to enrol at a later date?

If you experience a life change event during an eligible assignment, you may enrol in the health and dental benefits or make changes without evidence of medical insurability. These life change events may include:

- increase in FTE
- birth/adoption of a child
- marriage/common law qualification
- loss of spousal benefits

You will need to complete your enrolment or make changes within 31 days of the life change event.

Note: Eligibility requirements are based on the member being actively at work or while on a qualifying statutory leave.

If a member does not elect to participate in the plan within 31 days of receiving their initial invite but wishes to join the plan at a later date during an eligible assignment without a life change event taking place, they will be considered a late applicant. This means that dental benefits will be subject to a \$200 maximum in the first 12 months of coverage, and that Extended Health Care benefit would have to be applied for with proof of good health (evidence of insurability). The Extended Health Care coverage will not be in place until the evidence of insurability is approved, and the coverage could be denied.

Note: These "late applicant" rules also apply to eligible dependants if application is not made within 31 days of initial eligibility or an eligible life change event.

Does coverage continue over the summer for an LTO member whose assignment concludes at the end of the school year, but who begins a new assignment in September?

If an LTO assignment of 90 calendar days or longer ends at the end of the school year, benefits coverage will also end on the last day of the school year. If the new LTO assignment starts in September and is 90 calendar days or longer, benefits will be reinstated in September when the new LTO assignment commences.

If a member has a permanent contract and an LTO assignment at the same time, do they get full benefits coverage (e.g. .333 contract and .667 LTO)?

The FTEs and salary for the contract and LTO position will be added together for the period of time that the member is active at both. Member contributions towards the health and/or dental benefits will be based on the combined FTE. If the member wishes to continue their health and/or dental benefits after their LTO assignment ends, member contributions towards these benefits will increase to be based on the contract FTE only.

If a teacher with an LTO assignment of 90 calendar day or longer goes on a statutory leave (e.g. maternity leave, sick leave, WSIB), will they be eligible for benefits while on leave?

Yes, they will be eligible for participation in the OSSTF Benefits Plan up to the last day of their LTO assignment. Member contributions towards the benefits for members on statutory leaves are the same as active members.

For an LTO teacher who ends and begins another eligible assignment, what happens to the claim history from their first assignment?

OTIP will send an email to this member to invite them to re-enrol in the OSSTF Benefits Plan. The member can use the same plan and OTIP ID numbers on their benefits card from the first assignment. Their claims history will follow them into their next assignment. Therefore, any claims submitted in the previous assignment will affect benefit maximums available in the new assignment.

If you have any questions, please contact Donna Morrison, Executive Director at OSSTF Benefits, at donna.morrison@osstfbenefits.ca.

GET INVOLVED!

All members are encouraged to become active in the union. For more information about a committee or service, contact the

OTBU office,
416-423-3600.

OSSTF Toronto District 12 Committees

During the pandemic all District meetings start at 4:30 virtually. Check the TTBU website for details.

Communications & Political Action Committee

Works to promote public education in Toronto.

Please contact Hayssam Hulays at:

hhulays@osstftoronto.ca

Human Rights Committee

Campaigns for local & global social justice, organizes annual student conference. Please contact Hayssam Hulays:

hhulays@osstftoronto.ca

Black, Indigenous & Workers of Colour Committee

Organizes member PD and public events around racial justice.

Danica Izzard at: dizzard@osstf.toronto.ca

Status of Women Committee

Organizes workshops on gender issues.

Please contact Nicole Gauthier at:

ngauthier@osstftoronto.ca

Gay Straight Alliance

Supports school-based GSAs and coalitions.

Please contact Chris Chandler at:

cchandler@osstftoronto.ca

Health & Safety Committee

To become a H&S Officer, contact Linda Bartram. To join the H&S committee, please contact Mike at: mplatt@osstftoronto.ca

More details for all of these committees can be found on the OSSTF TTBU website events page

Bargaining Unit Committee Positions for the 2020 - 2021 OSSTF Federation year

Chief Negotiator– Paul Bocking

Members of the Collective Bargaining Committee:

Sadaf Agha	Linda Bartram
Michael Frascchetti	Danielle Jolley
Sarah Kamalzadeh	Elaine Karroum
Jordan Nicolaidis	Jane Sorel
Lillian Speedie Court	Jamie Whitaker
Vince Zambrano	

Educational Services Officer

Michael Frascchetti

Communications and Political Action Officer

Jane Sorel

Constitution Officer

Sarah Kamalzadeh

Grievance Appeal Committee

Coleridge Browne , Lillian Speedie-Court

Health and Safety Officer

Todd Prescott

Members of the Joint Health and Safety Committee:

Coleridge Browne
Elaine Karroum
Jill Voges
Jamie Whitaker

Anti-Harassment & Anti-Bullying Appeals Committee

Michael Frascchetti
Lillian Speedie-Court, Jamie Whitaker



Check your TDSB email regularly. The TDSB keeps in touch with it's employees via email.

AND, does the OTBU have a non-TDSB email address for you? The OTBU does not contact or send emails to members via the TDSB email system.

Read the "Safe Return for All" document from the OSSTF available on the OTBU D12 website and in the *myOSSTF* section of the OSSTF website.

Contact the OTBU D12 Office Immediately and Do NOT Discuss the Matter With Anyone *If*:

- You believe you might be disciplined by administration. investigated by police.
- You receive notice from the College of Teachers that you are being investigated. *In all of these situations, indicate that you will be happy to cooperate, but that you must seek counsel before meeting or answering.*
- You are questioned or might be in- *Call the OTBU office at 416-423-3600.*

otbud12.com

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Toronto Star

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