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The Official Newsletter of the Occasional Teachers' Bargaining Unit

District 12

Volume 22 Issue 1

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"We are going home and crying every day": Teachers, parents give York school board a failing grade over hybrid classrooms. *Toronto Star, Sept. 20, 2021*

The government has required education workers to be fully vaccinated and in compliance, by November 1.

VP Report 6

Sandy Glassford, York Region branch president of the Ontario Secondary School Teachers' Federation, argued in a media event on June 28 that the hybrid model isolates remote students from peers socially and academically, putting students learning from home at a disadvantage. *New Hamburg Independent.ca 09/26, 2021*

See TDSB memos dated Sept.14 and Sept. 27.

November 1st 7

Parents, educators rally to demand an end to TDSB's hybrid in-person and virtual classes ... "the model complicates learning for people in-person and online because it's not tailored for either of the two cohorts."

1. We don't know at this point what actions if any, the employer might take for failure to comply.

Equity 8

"Every day, I discover new obstacles about this learning model, which makes it harder for me to learn." Toronto Grade 12 student S. P. *CBC News Sept. 21, 2021*

2. If members refuse to disclose their vaccination status, refuse to get vaccinated and/or refuse to get tested on Human Rights grounds, a Human Rights complaint is an option for Members. If they present a bona fide medical, religious, or creed reason to support an exemption request, this may trigger a duty to accommodate on behalf of the Board.

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Nov. GM 10-13

To date, nine school boards in Ontario have opted to use or continue to use a "hybrid learning" model in schools for part or for the full 2021/2022 school year... collective agreement provisions on working conditions have proven difficult to apply to work load challenges posed by hybrid learning or to other issues related to hybrid learning. There are some grievances working their way through the process, and some of those will be coming to arbitration hearings within the next few months, although prospects for success appear dim. *OSSTF Provincial Office*

3. There is nothing in the TDSB vaccination protocols as initiated by the employer that contravenes anything in the Collective Agreement. No grievance will be filed against the policy as a whole, however this does not prevent us from filing individual grievances for members who are negatively affected, should we find a legal basis to do so.

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2020-2022 OTBU Executive



President:
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 linda.bartram@d12.osstf.ca



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 elaine.karroum@d12.osstf.ca

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 jamie.whitaker@d12.osstf.ca



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Danielle Jolley danielle.jolley@d12.osstf.ca
Jane Sorel jane.sorel@d12.osstf.ca



Lillian Speedie-Court with Danielle Jolley at AMPA 2018

Changes to the OTBU Executive

1. Elaine Karroum has moved from Executive Officer to First Vice President.
2. Jamie Whitaker has moved from Executive Officer to Second Vice-President.
3. Michael Fraschetti takes over as our Chief Negotiator.
4. And Danielle Jolley was appointed to the OTBU Executive as Executive Officer.

Welcome Danielle Jolley - OTBU D12's New Executive Officer

Longtime OT member Danielle Jolley was appointed as our newest executive officer in October. She has been an AMPA delegate for a number of years and a

member of the Collective Bargaining Committee since 2018. Congratulations Danielle, the OTBU membership is lucky to have you on board.

President's Report, Linda Bartram

linda.bartram@d12.osstf.ca



The 2021-2022 school year is going to be another challenging year for members of the OTBU d12. The Hybrid model is exhausting teachers and COVID continues to wreck havoc. But remember the saying, "all things must pass."

Sad News

It is with a heavy heart that I have to report that Vince Zambrano and Paul Bocking, long time OTBU Executive members and our 1st VP, 2nd VP and chief negotiator, have moved on from the OTBU Executive. Both were highly esteemed and valuable members of the OTBU and will be greatly missed.

Vince has been with the Executive since 2008

and is a master of everything union related. Vince's future is in the planning stages, but I think there are still a few countries he has yet to set foot in.

Paul Bocking has been with the Executive since 2011 and has provided the union with many new initiatives. Paul will be starting a new position with CUPE Local 3902 at the University of Toronto as staff rep., representing sessional lecturers, teaching assistants and instructors.

and some Good News

The OTBU would like to welcome Danielle Jolley who joins us as our newest Executive Officer.

Ciao Vincenzo!

Vince Zambrano joined the OTBU in 2008 and found himself immediately thrust in the role of Chief Negotiator. He turned out to be a natural. Highly skilled and astute: no misplaced comma ever got by Vince when negotiating a contract.

Vince has served as Executive Officer, 1st VP and 2nd VP and a force of nature as an AMPA delegate and at Provincial Council. He is a master of constitutional affairs, a dogged financial overseer and our lead Member Service representative.

A world traveler, historian, gourmet and oenophile, Vince in an Italian restaurant is a force in

action and whose advice should always be taken.

On behalf of all members past and present we wish you all the best Vince. You shall always remain, an OTBU Emeritus.



Are You New to the OTBU ?

On the morning of **November 19th, 2021**, PA day there will be a new member information session for those who have recently joined the OTBU. You might be a newly retired teacher or someone new to the Toronto District School Board and are curious about the role of the OTBU.

This will be a virtual meeting. Registration details will follow in an email from the OTBU D12 Executive when we get closer to the date.

If the OTBU does not have a non-TDSB email address for you contact the OTBU at
otbu.office@d12.osstf.ca

No union business can be conducted using the TDSB email system!

Adieu Paul!



There are many words that members have used to describe Paul Bocking in my time here at the OTBU; "the young looking fellow", "not the angry VP, the kind VP", "the intelligent young lad", "the handsome young man sitting next to you at the front table", and "the political one". While these are somewhat accurate descriptions of Paul, however, they only offer a superficial characterization of one of the most principled and caring individuals I have had the privilege of working with and who has served the OTBU Executive for the last 10 years. As one of the hardest working individuals I have ever met, he epitomizes the adage that "the union never sleeps".

His commitment is evidenced by the long working days he puts in, the evening member consultations, and late nights preparing union emails so that members always have the most up to date information when they opened their inboxes in the morning be-

fore heading to work. For those of you who have had the pleasure of interacting with Paul, you will notice that he is one of the most compassionate people you will ever meet and works tirelessly until he has figured out answers to the many issues that members have faced. Paul, you have been an amazing negotiator, advocate, ally, partner in crime, friend, and brother; not just to me, but the hundreds of members you have helped over the years as a member of the OTBU Executive.

Your love, integrity and passion served so many in challenging times. As much as we are heartbroken to see you go, I have no doubt that you will continue to be a great champion of the precarious and working class as you move on to your new endeavour.

With much love and respect, we will all miss you dearly!

Michael Frascchetti on behalf of the OTBU Executive.

50-Day Re-employment Rule for Retired Members of the Ontario Teachers' Pension Plan

Due to recent inquiries, the Ontario Teachers' Federation (OTF) wishes to clarify the re-employment rules for retired members.

Each new school year provides a brand new 50-day limit for all retirees.

Email: inquiry@otpp.com

Phone: 416.226.2700 or 1.800.668.0105 (toll free)

FAX: 416.730.7807 or 1.800.949.8208 (toll free)

Call service hours: 9 am to 4:30 pm, Monday to Friday

Source: *OTPP*

Re-employment FAQs: <https://www.otpp.com/members/cms/en/life-careerevents/retirement-life/working-after-retirement/>

Final Report– Paul Bocking

paul.bocking@d12.osstf.ca



This new school year has brought new challenges (and perpetuated some old ones) as we continue to struggle through the pandemic. While the high vaccination uptake has led to optimism from school board and public health officials that we will be able to complete the school year without a system-wide shut down of in-person learning, as this newsletter went to press, the first TDSB high school was shut down in Etobicoke for at least two weeks due to an outbreak among students. If you have questions or concerns about your safety, please contact the OTBU's Health and Safety Officer Todd Prescott at todd.prescott@d12.osstf.ca.

Last year's central TDSB Virtual Secondary School was not a universally beloved institution, however it did accomplish an important task: pooling students who had enrolled in remote learning. The scale at which this was done inevitably led to administrative issues, but it ensured there was a sufficient number of students for any course to run remotely. This year, the board replaced the central Virtual School with hybrid instruction, resulting in many, perhaps most teachers having to teach students in-person and online at the same time. Growing numbers of teachers say they are burning out. Students and their parents also feel shortchanged. The TDSB says it opted for hybrid in the absence of funding provided by the provincial government during the previous school year, which was not renewed by Premier Ford and Education Minister Lecce. A public campaign is building against hybrid, including an October 14 day of action by OSSTF Toronto. Yet this issue also points to a larger context: a provincial government which only (meagrely) increased funding for schools in the face of public outcry during

the pandemic, has consistently dismissed entreaties from the teachers' federations for meaningful consultation, and which just prior to the pandemic, had as its top priority the increase in class

sizes and the elimination of thousands of teachers. All eyes will soon be on the upcoming provincial election scheduled for June 2, 2022. Please join OSSTF Toronto's campaign in the coming months to help elect an education-friendly government.

It is with mixed emotions that this will be my final official report as a member of the OTBU Executive. Recently, I accepted a term position on the staff of the Canadian Union of Public Employees Local 3902, representing instructors, teaching assistants and postdocs at the University of Toronto. Among my duties, I will be bringing forward my experience as chief negotiator with the OTBU to be co-chief negotiator for sessional lecturers, who are responsible for a large proportion, perhaps the majority, of teaching at UofT, while being precariously employed in ways that would be familiar to Occasional Teachers.

I was first elected to the OTBU Executive in May 2010. I was in my second year as a teacher, in an LTO at Winston Churchill CI in Scarborough. Becoming active in OSSTF was reflexive for me, both because my mother (who retired a few years ago from Malvern CI) has been a proud member, and also because I believed, as I still do, that unions are the most important and effective means for improving the lives of working people. In the process of the daily struggles over members' labour rights at the board, and the longer term battle over the direction of public education in Ontario, I have learned a lot, and I have gained many friendships, and for all of that I am grateful.

First VP's Report

Elaine Karroum elaine.karroum@d12.osstf.ca



Hiring Practices at the TDSB

Provincial Regulation 274 (hiring practices by school boards) was rescinded last year. Since then, the OTBU has attempted to track the offering of interviews and jobs to qualified candidates by the TDSB. We depend on you to supply us with information however. When you apply and/or interview for an LTO or contract job to which you have ALL of the required qualifications, be sure to email the details to hiring.audit@d12.osstf.ca to enable the OTBU Staffing Officer, Michael Fraschetti, to keep an eye on our employer's new hiring process.

Political Action

This is a Provincial election year and we will need everyone's help to remove Doug Ford and the Conservatives from office. This will require more than your vote; local candidates have already started to prepare for the election and need practical assistance. You also have a role to play in reminding voters within your family and social group how the Ford government has continued to make cuts to education and other vital public services. Political action also takes place closer to home, such as advocating for better COVID safety practices in our schools and getting rid of hybrid learning at the TDSB.

On-Calls

Daily OTs who are assigned a 150 minute on-

call are encouraged to ask for a washroom break when required or desired. Only Contract and LTO teachers have 50 minute on-calls this year. The OTBU asked the Board weeks ago to reduce the length of on-calls, but we have not yet heard if they are willing to do this.

Good Bye's

Vince Zambrano, I am thankful for his wise counsel and mentoring of me during my 2+ years as Executive Officer and now as I take over for him as one of the VP's.

Paul Bocking, I started on the Executive 10 years ago. His work ethic and knowledge about unionism astound me, and I know I will be leaning on him for guidance throughout this year.

Union work is demanding and often thankless. I am also appreciative of your willingness to be available to the Executive as unofficial consultants from time to time this year.

Welcome

My appointment to replace **Vince Zambrano** left an opening to replace me as Executive Officer. **Danielle Jolley's** years of experience on OTBU committees and demonstrated commitment to members in various ways made her an ideal selection for the role. You may hear from her as she fields emails and phone messages to our office this year.

NOVEMBER 1st... is coming!

By November 1, 2021, employees, Trustees, and other individuals who have direct contact with staff or students at a TDSB workplace, must be fully vaccinated against COVID-19 (subject to approved requests for exemptions under the Human Rights Code). Until then, those who are not vaccinated or have not disclosed their vaccination status must continue to undergo rapid antigen testing at home and provide proof of a negative result, twice per week. In addition, those who do not have a medical/

Duty to Accommodate describes the duty of the TDSB, both as an employer and provider of education services, to build in and make exceptions to a rule, policy, or expectation, in order to prevent discrimination that would violate the *Human Rights Code* or TDSB's Human Rights Policy. Failure to reasonably accommodate a person short of undue hardship on any of the grounds covered by this policy is considered to be discrimination. The process of assessing and considering accommodation must be collaborative and respectful.

OSSTF is publicly in support of as many people in our schools being vaccinated as possible, including eligible students. In mid-August, a joint statement was released to that effect. OSSTF also released a series of COVID FAQs to support this position and encourage those who may be hesitant to be vaccinated. You can view those FAQs here: <https://osstftoronto.ca/news/2021/09/september-7-2021-covid-19-advisory-for-all-members/>

disability exemption will be required to undertake an education session on the benefits of COVID-19 vaccination.

As required by the Ministry of Education, the TDSB is collecting the COVID-19 vaccination disclosure information of its more than 40,000 staff members. To date, approximately 94% of the staff who have responded (approximately 83%) have indicated that they are vaccinated.

While there does not appear to be a specific form, you could start the process by advising the TDSB that you are requesting a medical exemption from the vaccination policy by contacting the Human Rights Office. They would be able to guide you in the specific format of providing documentation:

Human Rights Office
5050 Yonge Street - 4th Floor
Toronto, ON
M2N 5N8
416-397-3622
humanrightsoffice@tdsb.on.ca

As a union, we also have a legal obligation under the Labour Relations Act to protect and defend Members from potential discipline and our duty of fair representation says that we cannot be arbitrary or discriminatory in that representation. The statement that I signed is in line with the position of Provincial OSSTF as it relates to the protection of Members' jobs.

Michelle Teixeira TTBU President



Equity & Inclusion

Join the OTBU Equity Committee

The OTBU Equity Committee (EC) meetings of the 2021-2022 school year are underway over Zoom.

Join us at our next meeting on Tuesday November 2nd at 4:30pm by RSVPing to equity@d12.osstf.ca!

The purpose of the EC is to:

- Identify and eliminate unfair biases and systemic barriers that limit full participation in the OTBU.
- Promote marginalized members to be leaders, mentors, and role models who value and respect diversity, and endeavor to create a safe and inclusive workspace for all members.
- Inform OTBU members of available equity related training, resources and supports.

Note that although meetings leading up to the selection of a committee Chair will be open to anyone interested, the EC is constitutionally restricted to having 12 members. As a result, the OTBU will be accepting applications and appointing members with the recommendation of the EC Liaison, Executive Officer, and 2020-2021 Chair of the EC, Sarah Kamalzadeh.

If any of the above interests or passions you, please complete and submit an application here:

<https://forms.gle/JBWsUrcfn3Gu2RK36>

The OTBU will be accepting applications until noon on **Friday, November 26th.**

If you are interested in joining this committee for the 2021-2022 school year.

Contact us at:
equity@d12.osstf.ca

otbud12 liaison:
sarah.kamalzdeh@d12.osstf.ca

District 12 for the year 2021-22 has established a "Dismantling Anti-Black Racism and Intersectional Oppression Committee." This is a time release committee. One of the four members of this committee will be from the OTBU.

If you are interested in applying for this position please contact Sarah Kamalzadeh at:
sarah.kamalzadeh@d12.osstf.ca

Update on Call Coverage and Supervision

- Please note that the following agreement regarding Coverage and Supervision has been reached by OSSTF Toronto with the Board for the 2021-2022 school year, as long as we are following the current modified semester schedule. Principals should be aware as this information is located in the Operational Guidelines:
- "In accordance with the adjusted system timelines of the daily school schedule in 2021-2022 (i.e. from 225 minute periods to 150 minute-periods) and to facilitate accurate tracking of data as required by the Collective Agreement, schools following the modified semester schedule are asked to arrange for coverage and supervision in 50 minute blocks on a per period basis—i.e. 50/50/50. Each on-call or supervision assignment of 50 minutes will count as 1.0 APA credit."
- **Under the new OTBU Collective Agreement, "Long Term Occasional Teachers will be assigned the same workload and be subject to equivalent working conditions to the permanent teacher they're replacing for the duration of the LTO assignment."**
- **For Daily Occasional Teachers,** bear in mind that schools may ask you to work the equivalent of a full period on-call. However it is understood by the board that schools should only resort to this in an emergency situation of need. If a school is routinely assigning full period on-calls, or if the on-call is longer than 75 minutes (i.e. a period in a conventional timetable), contact the OTBU office.
- In regards to daily screening of students, the Board has agreed that teachers can no longer be assigned this responsibility as a regular supervision as that is a violation of our Collective Agreement. Principals received the following message: "Screening at the entry doors should be facilitated by support staff, such as Safety Monitors. If additional resources are needed the principal should request for assistance from staff not receiving students during the screening process."
- We are still seeking clarity from the Board regarding "staff not receiving students" and continue to work with them to ensure there are no violations of our Collective Agreement.

OTBU D12 General Meeting

(This will be a Virtual Meeting - *again*)

November 24th
4:30 -7:00 p.m.

This meeting and AMPA delegate vote counting will be handled by the Provincial OSSTF.

This meeting will be electing delegates to the Annual Meeting of the Provincial Assembly 2022 (AMPA).



Note: All the information contained in this GM section is subject to change. Look for an email sent from the OTBU D12 OSSTF just before the meeting or in the *Members* section of the OTBU D12 website a day or two before the meeting for final details.

The information contained in pages 10-13 is subject to change.

1. Call out by Smart Find Express will be delayed on November 24, 2021.
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
November 24, 2021

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 13) .
7. Approval of the Agenda: **PROC 101-2021 Nov.**
8. Adoption of the Rules of Order for 2021-22: **PROC 102-2021 Nov.**
9. Appointment of the Steering Committee: **PROC 103-2021 Nov.**
10. Adoption of the Minutes of May 19, 2021: **PROC 104-2021 Nov.** (available on the OTBUD12 website Members Section or in an email sent from the OTBU D12 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 2021-2022

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 101-21-Nov BIRT the Agenda, be approved	½	EXECUTIVE
Proc 102-21-Nov BIRT the Rules of Order and Procedures for Debate be approved	½	EXECUTIVE
Proc 103-21-Nov. BIRT the appointment of the Steering Committee be approved: Steering Committee consists of :TBA.	½	EXECUTIVE
BUDG 201-21-Nov. BIRT the Budget for 2021-2022 be approved	½	EXECUTIVE

The Delegate to AMPA, March 2022

Nomination Form is available on the OTBU website in the documents and Forms box.

This form must be received by the OTBU Secretary at least 5 business days prior to the November 24, 2021 General

Meeting. Email the OTBU Secretary:

lillian.speediecourt@d12.osstf.ca

Or mail to :

95 Thorncliffe Park Drive, Suite #1708, Toronto,
ON. M4H 1L7.

The Annual General Meeting minutes from May 18, 2021 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.

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). (AGM06)

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: M. Fraschetti in all cases.

For the full GM package check the non-TDSB email address that the OTBU has from you a few days before the meeting *or* go to the OTBU D12 website the day of the meeting and the full GM package can be found in the Members section.

COVID-19 Health and Safety Advisory for Members from OSSTF Toronto

As we head into a new school year Members are reminded that individual workers who believe their working conditions are unsafe have the right to refuse that unsafe work. This is not something the union can direct or suggest Members to undertake as a

collective action, but must be done by individual workers based on whether the worker believes that COVID-19 protocols in your school are not being followed.

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 [Health and Safety Concern Form](#). This is true whether you are reporting ice in the parking lot, or an issue related to COVID-19.

5 days in accordance with the Occupational Health and Safety Act. We recommend that you notify the OTBU Health & Safety Officer once you have submitted a Health and Safety Concern Form to your Principal.

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

If there are other actions you feel would be both safe and effective in raising the voice of frontline education workers, please feel free to share those ideas with the OTBU office for consideration by the OTBU Executive.

tents of the call, including the details of your health and safety concern, and the Ministry's response.

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. Please retain a brief written record of the date and time of the call, the name of the Ministry official you spoke with, and a summary of the con-

We recommend that you notify the OTBU Health & Safety Officer once you have submitted a Health and Safety Concern Form to your Principal.

Contact the OTBU Health and Safety Officer Todd Prescott at todd.prescott@d12.osstf.ca or the OTBU office at otbu.office@d12.osstf.ca.

HOWEVER...

“Ontario’s labour ministry has rejected all teachers’ COVID-19 work refusals — and almost everyone else’s. Internal memos hint at why.”

Toronto star By [Sara Mojtahedzadeh](#) Work and Wealth Reporter Aug 24, 2021

Pension Workshops

O SSTF/FEESO and Educators Financial Group (EFG) will continue to provide OTPP and OMERS pension webinars to our members until the end of semester one. In semester two, we will be returning to in-person workshops but will also hold a few webinars for members who prefer that format. Leaders are encouraged to promote the webinars to their members.

These webinars will focus specifically on pension planning and retirement. Whether members are fifteen years from retirement, or a few months away, they will discover common sense financial strategies and retirement planning ideas. The webinars are approximately 75 minutes long and provide opportunities for members to ask questions of the OSSTF/FEESO and EFG presenters.

Members will also be able to request a meeting to speak privately with an EFG financial specialist assigned to their region when they complete the survey, or they can submit a request through the following web link: <https://educatorsfinancialgroup.ca/>.

Please register using the links for the date that you have selected.

Wednesday, October 20, 2021 from 4:30 p.m. – 5:45 p.m. <https://attendee.gotowebinar.com/register/6504290094072490767>

Wednesday, November 24, 2021 from 5:00 p.m. – 6:15 p.m. <https://attendee.gotowebinar.com/register/1466504836976850188>

Thursday, January 13, 2022 from 4:30 p.m. – 5:45 p.m. <https://attendee.gotowebinar.com/register/1903909254203851788>

You will receive a calendar invite and a confirmation email with the specific link to the webinar you have chosen. A couple of email reminders for the webinar you signed up for will also be sent to you about 24 hours and one hour before the start of the session. You can send your questions, comments, and feedback about the webinars to webinars@educatorsfinancialgroup.ca.

Links for the webinars in semester two will be released later in the fall. Questions may be directed to:

Lamia Sabbagh at: Lamia.Sabbagh@osstf.ca.

The Hybrid Timetable and 50 Minute On-Calls

With regard to the timetable that most schools are following (modified semester model), we advocated that it respect the collective agreement (a pro-per lunch for example). D12 also pressed that members be able to have washroom breaks as needed.

D12 advocated that when the day ended (at 2:45 pm) teachers be able to leave if they so chose which is what is currently happening.

The TTBU collective agreement calls for coverages and supervisions to be half periods (or in blocks if the teacher chooses), but since the periods are 2 1/2 hours long we advocated for shorter periods of time. D12's suggestion was to split the period up into three 50 minute chunks (each chunk getting one credit on the coverage and supervision count) and TDSB employee services agreed.

With regard to prep, TTBU members continue to get one period of prep in 4 periods; under the modified semester timetable that means they get a prep every day every other week.

Although it isn't listed on the daily timetable the teaching day ends at 2:45 which is relatively early compared to pre-COVID times so that could be considered informal prep time that could be done at school or elsewhere.

The 50 minute on-calls were only agreed to for Contract and LTO teachers, however we have asked the Board for shorter (not matching length) on-calls for daily OTs. Our on-call lengths have never matched. We also advise members to ask for washroom breaks whenever needed/desired.

D12 OSSTF



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

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.

2021/2022 OSSTF Occasional Teachers: Payment-In-Lieu benefit eligibility

As outlined in the Letter of Agreement between the Ontario Public School Board Association (OPSBA) and the Ontario Secondary School Teachers' Federation (OSSTF); "with respect to daily occasional teachers, where benefits coverage was previously provided by the Boards, payment-in-lieu will be provided".

Note: The benefit plan as outlined below is only available to those OSSTF Occasional Teachers (OT) who are active on the Secondary OT list for the 2020/2021 school year. If you did not comply with your Occasional Teaching Collective Agreement (completed the required days and/or renew online by June 30th), and you did not receive an approved reinstatement email in your TDSB email account from the Occasional Teaching Office, you are not eligible to the payment in lieu reimbursement.

Eligibility for payment-in-lieu (employer funding) is based on the benefit eligibility criteria of the 2014-2019 Collective Agreement. As a result of school closures in response to the COVID-19 pandemic, an agreement was reached with your Union to reduce the minimum number of days required to work during the current school year from 90 to **60** days. Therefore, in order to be eligible for the 2021- 2022 school year, a Secondary Occasional Teacher must work at least **60** full-time equivalent days in the previous school year.

As you have met the benefit eligibility requirement, you are entitled to employer funding equivalent to the lesser of:

- \$248.78*** per month (for 2021-2022); or
- 50% of the actual premium cost for each month you are enrolled in a benefit plan.

This amount is to be used for the sole purpose of purchasing from among health, life and/or dental benefit plans.

	<i>Monthly Premium Cost payable to the Insurance Provider of your choice</i>	<i>TDSB Funding</i>
	<i>(Payment-in-lieu reimbursement) Maximum (2020-2021)</i>	<i>50% of the Actual Premium Cost</i>
	<i>TDSB Actual Payout = the Lesser of (a) or (b)</i>	
Scenario 1	\$300.00	\$248.78*
Scenario 2	\$500.00	\$248.78*

***Please note: the maximum reimbursement amount listed above is subject to change upon ratification of the local collective agreement and any retroactive payments will be processed accordingly.**

Please note TDSB has already forwarded the benefit eligibility listing for the 2021-2022 school year to OTIP.

Based on the eligibility list OTIP will be communicating with eligible Occasional Casual Member (OCM) members in the coming weeks. You will receive a "welcome package" and an invitation to enroll in the OCM plan via the OTIP secure site. In order to enroll in the OCM benefit plan, you will need to complete the EA form on the website and confirm your interest in the plan for the 2021/2022 school year. Please be advised you will need to complete this online enrolment event to make your benefit selections and provide banking information for premiums, where applicable.

You may also wish to contact other insurance providers in the marketplace to determine the plan that best meets your needs.

Please send your proof of benefit enrolment letter as soon as possible to **Compensation, Benefits and Pension Administration, 4th Floor, 5050 Yonge Street, Toronto, Ontario, M2N 5N8 no later than July 31, 2022**. You also have the option to scan the proof of benefit enrollment and send it via email to BenefitPensionAssistance@tdsb.on.ca or to your Benefit/Pension Assistant. Any documentation provided after the school year has ended, is subject to review. For accurate financial reporting all OSSTF payment in lieu payments ideally should be paid to employees during the school year that they qualify in.

When an OSSTF OT employee who is receiving payment-in-lieu has a benefit rate increase mid-year or purchased additional coverage after the initial benefit sign up (i.e. travel insurance) the employee has the responsibility to notify the Board as soon as possible so the monthly payment-in-lieu amount can be adjusted accordingly (the lesser of: 50% of the new amount or \$248.78* per month).

Please note: If at any time during the school year you acquire a permanent benefit eligible position, your payment-in-lieu will be ended automatically as you would then qualify for benefits under the new permanent position and you cannot be enrolled in two benefit plans at the same time.

If at any time during the school year you decide to terminate the benefit coverage with your insurance provider, you are required to notify the Board immediately at which point monthly payments-in-lieu will cease effective the end of that month.

Please note that while we will only request initial proof of enrollment; in order to ensure accuracy and compliance in the administration of this payment-in-lieu provision we will conduct random audits and may request all monthly receipts to ensure eligibility rules are adhered to. As such, please ensure that you retain receipts regarding proof of enrollment and payments for up to 18 months from the date of initial enrollment.

At this time communication via email is preferred. If you have any questions for your Benefit/Pension Assistant the [Benefit/Pension Department Contact list](#) is available on the TDSB website under Employee Services/Benefits/[Contact us](#) tab.

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Download the New OTBU Collective Agreement

The OTBU Collective Agreement consists of two sections. **Part A** is the Central Agreement negotiated between Provincial OSSTF and the Ontario government. It determines increases to wage and salary levels, benefits, sick leave and class size, among other issues.

Part B is the Local Agreement negotiated between the OTBU and the TDSB. It covers issues related to working conditions, employment matters specific to occasional teachers and labour rights, among other topics.

The 2019 to 2022 CA is available on the otbud12 website.

Contact the OTBU if:

- You believe you might be disciplined by administration.
- You receive notice from the College of Teachers that you are being investigated.
- You are questioned or might be investigated by police or CAS.

In all of these situations, indicate that you will be happy to cooperate, but that you must seek counsel before meeting or answering. Call the OTBU office at 416-423-3600.

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Toronto Star
TTBU
Update

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Election Day
In Ontario

