

The Call Out



Fall 2017

Volume 16, Issue 1

The Official Newsletter of the Occasional Teachers' Bargaining Unit OSSTF District 12

OTBU PD Day at the Art Gallery of Ontario

The October 6th afternoon PD event at the AGO was an excellent opportunity for OT-BU members to learn, debate and socialize. Activity was focused on the exhibition,

Every. Now. Then. Reframing Nationhood which explores three urgent questions through the eyes of some of the country's best emerging and established artists. Where has Canada come from, what is it now and where is it going.

The discussion and debate commenced in the seminar room over brown bag lunches and continued during a tour of the gallery where curriculum connections were established between the exhibition and Canadian history, global issues, politics, design and creative writing. All members attending received a useful teaching package.





From the Desk of President Linda Bartram...



WELCOME TO A NEW SCHOOL YEAR

Welcome back to all you veteran Occasional Teachers and a special welcome to those of you who are new to occasional teaching. The OTBU is your union. Your OTBU Executive is committed to serving you, the membership. Please contact us with your questions, concerns and feedback. If you would like to get more involved in the union, please tell us. Also, send us your personal (non TDSB) email address if you haven't already, so we can keep you up-to-date and informed. The OTBU has planned many events for this upcoming year. Our **General Meeting** is on **November 22**. AMPA delegates are elected at this meeting. New and innovative PD offerings are planned for this year. These events are for you and we'd love to see you at any or all of them. Check the **Call Out** and the website for details.

THE BENEFITS

The idea of creating an OSSTF provincially run benefit plan was discussed long before this year. When the plan was presented to OSSTF Provincial Council, more than 2 years ago, the four bargaining units who had access to benefits for daily OTs in their Collective Agreements, including District 12 OTBU, were completely overlooked and excluded. The Presidents of those 4 bargaining units, stood up to advocate for our members' rights and refused to accept the loss of benefits for our members. During the last round of Central Table negotiations, with no direct input from OTs, the payment-in-lieu plan was negotiated by provincial OSSTF and accepted by OPSBA (the boards). The last-minute creation of an OTIP benefits plan for Occasional Teachers added to the confusion. The TDSB's notoriously inept payroll and pensions and benefits departments created a perfect storm. Members who opted

for payment-in-lieu Benefits will not see those reimbursements until November 16, creating financial hardship for some members. It is the stated goal of OSSTF that eventually all OSSTF members, including Occasional Teachers, be included in the Benefits Trust, the plan that contract teachers belong to. I will continue to press the OSSTF provincial Executive to honour their commitment for our inclusion in the Trust. It is the union way, it is the right way; every member an equal member.

MANDATORY COMPLIANCE TRAINING— A UNIQUE OPPORTUNITY FOR OTs

For years the TDSB has failed to comply with its obligations 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. After much pressure from the union, the board has agreed to comply with the law. What this means for Occasional Teachers is the need to complete 11 modules available on-line on the TDSB website, including the Neglect and Abuse of Children, aka Procedure 560. A deadline for completion of these on-line training modules has yet to be determined but the reality is that if you work as an occasional teacher, this training must be done. The training is designed to make you safer at work. Teachers received the PR 560 training in live presentations in the schools. This same training is online for OTs. However, we have arranged for the board's trainers to give the PR 560 training at our PD Day on November 17 at Victoria College. OTs will have the opportunity to get the training live and then record that they have done so on Key to Learn. Plus, we will provide breakfast and lunch for all those who attend. Details can be found in this newsletter.

Plan to attend.

Chief Negotiator's Report

By Paul Bocking

I am humbled to have been appointed by the OTBU Executive as our new Chief Negotiator. Thank you to our outgoing Chief Negotiator Vincent Zambrano for your years of dedication. The next round of collective bargaining will not begin for another year, but in the meantime there is much to do to enforce our existing agreement. It's also never too early to begin thinking about improvements which we should prioritize in the next round.



Members voted last year to extend the central OSSTF collective agreement and with it, our local agreement, for two years until August 31, 2019. In addition to a schedule of modest wage increases, including a 1.5% hike at the start of this school year (see your pocket planner or the collective agreement for future increases), OTs will receive a lump sum payment equal to 0.5% of their earned wages during the 2016-2017 school year. Under the terms of the Extension Agreement, the government must make this payment by November 1. Members who took a leave last year during an LTO will be compensated as if they had earned their salary during this period.

The posting of LTOs has become less transparent at the TDSB over the past four years. The provincial government's Regulation 274 established a specific hiring process for LTO positions. These jobs would be posted and the five qualified applicants with the highest seniority, with preference given to those on the LTO List, would be invited for the first round of interviews. It does not entitle anyone to a job. However, this process is intended to make the hiring process clearer and more fair, by requiring principals to first consider OTs who they may not already know. Unlike in some boards in the province, many principals in the TDSB have not been following Regulation 274. Currently, most LTOs are not being posted online, resulting in the vast majority of members not having an opportunity to apply. Members who get an LTO

through a phone call from a principal and an interview are grateful for the job. However, if Reg. 274 was properly followed, the greater transparency

would mean that we would be less dependant on who we know. The OTBU executive has filed numerous grievances in the past four years over the board's non-compliance with Reg. 274. OSSTF and the TDSB have now entered the arbitration phase. The process has been much too slow, this seeming to be the norm when making a grievance. The Executive will provide updates when the case progresses.

OTBU delegates to last year's Annual Meeting of the Provincial Assembly of OSSTF succeeded in passing our motion to create a provincial union work group on OT issues. I was accepted as one of the work group participants, our first meeting is in November. Benefits for OTs are an issue I will bring to the table. I hope to provide an update at the OTBU's General Meeting on November 22.

The OTBU executive visits schools across the city to hold lunchtime meetings with members working that day as OTs or as LTOs. If you would like us to organize a meeting at a school where you frequently work, please email me at paul.bocking@d12.osstf.ca.

Remembrance Day November 11

Every year on November 11, Canadians acknowledge the courage and sacrifice of those who served their country during times of war, military conflict and peace.

City of Toronto services marking Remembrance Day take place at Old City Hall and at each of the Civic Centres across Toronto: East York, Etobicoke, North York, Scarborough and York. Services are also held at Fort York. The public is invited to attend these events.

When this photo appeared in the November 12, 1925 edition of the Globe, the caption read: "The picture was taken by the Globe staff photographer shortly after the cenotaph had been unveiled by his Excellency, and before the hundreds of wreaths which now cover the base of the monument had been deposited in token of remembrance by the relatives and friends of the noble dead to whom the memorial is erected." City of Toronto Archives.



Benefits Reimbursement Update

The TDSB Benefits Office sent an update to the OTBU Executive on their progress in processing proof of benefits plan enrollments in order to provide the 50% reimbursement. They are delayed in providing the first two month's reimbursements. The reimbursements would catch up in November. The Benefits Office states:

"where we have received confirmation of September 1, 2017 enrollment, the payment in lieu reimbursement will be set up for the second pay in November. On the November 16th pay, OSSTF OT's will see the November reimbursement (current month) as well as a retro reimbursement for September and October."

Labour Day Parade





OT's on Screen

assembled by Jamie Whitaker

Movies about doctors, lawyers, serial killers, intelligent robots, spies are standard fare. We could also add friendly aliens, drug lords, and teenagers with special abilities who start revolutions, save the world or date the undead.

Movies about teachers are also a favourite topic. Here is an incomplete list:

Goodbye Mr. Chips, *Blackboard Jungle*, *Up the Down Staircase*, *Conrack*, *Stand and Deliver*, *Etre et Avoir*, *Dead Poets Society*, *Dangerous Minds*, *Freedom Writers*, *Mr. Holland's Opus*, *Lean on Me*, *The Great Debaters*, *Remember the Titans* or *To Sir With Love*. All stories of inspiring teachers who dedicate themselves to their students and the cause of education, as they discover themselves and occasionally true love. The exception to the rule is *Bad Teacher*.

There is a subset of this genre – **the substitute teacher movie**. The best is *Monsieur Lazhar* (2011), an Oscar nominated film from Quebec. An Algerian immigrant is hired to replace a popular teacher who committed suicide in her classroom. While helping his students deal with their grief, his own recent loss is revealed. Highly recommended.

Most, however, are not so up-lifting.

The Substitute (1993) A high school substitute English teacher resorts to murder to protect her murderous dark past while seducing a student who begins to suspect her true identity.

The Substitute (1996) A mercenary (Shale) and a Vietnam veteran goes undercover as a high school teacher in Miami to combat a gang. He arrives in Miami to find out that a knee-cap attack has left his girlfriend Jane Hetzko with a broken leg. While teaching history, Shale crosses paths with "Kings of Destruction" (KOD) gang leader Juan Lacas (Marc Anthony). Shale's team sets up military surveillance gear throughout the bathrooms and corridors which lead to the discovery that Lacas is in cahoots with principal Rolle (Ernie Hudson) to use the school buses for a heroin distribution ring in the greater Miami area.

The Substitute (2007) (*Vikaren*-original title) 6th Grade gets a new substitute teacher. She wants to train the class for an international competition in Paris. But something isn't right. How is she able to read kids' minds? Why is she so mean? And how does she manage to convince everyone's parents she is so great when the whole class knows she is really an alien?

The Substitute (2007) Jane has always been teased by her fellow classmates. But when a mysterious substitute comes to her school, things go from bad to worse.

Kindergarten Cop (1990) A tough cop (Arnold Schwarzenegger) is given his most difficult assignment ever: to masquerade as a kindergarten teacher in order to find a drug dealer.

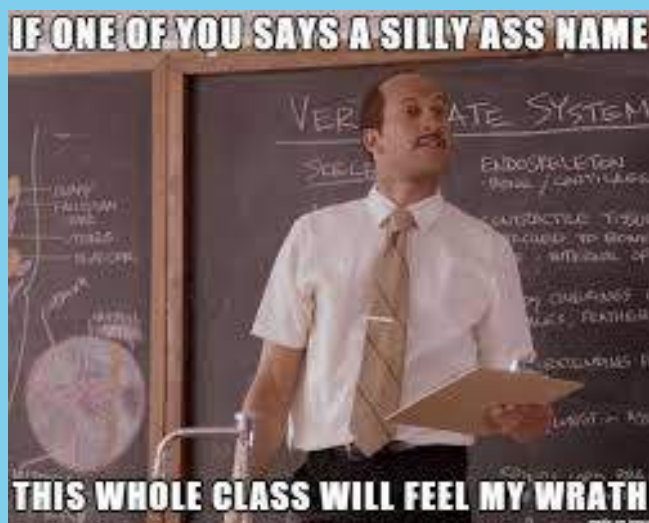
School of Rock (2003) When struggling musician Dewey Finn (Jack Black) finds himself out of work, he takes over his roommate's job as an elementary school substitute teacher and turns class into a rock band.

Detachment (2011) A substitute teacher who drifts from classroom to classroom finds a connection to the students and teachers during his latest assignment.

Bad Teacher (2011) Cameron Diaz is the bad teacher but Justin Timberlake is the substitute teacher.

The Substitute 3: Winner takes All (1999) When Nicole is attacked by student football players who are afraid she might fail them, Karl acts as her substitute teacher to discover who was behind the beating.

The Substitute 4: Failure is not an option. (2001) In order to uncover a white supremacist group at a Southern military academy, former commando Karl Thomasson (Treat Williams) joins the faculty of the school. When Thomasson realizes that the school's violent racist streak extends to its administration, the tough teacher is forced to take action.



Detachment (2012) Henry Barthes (Adrien Brody) is a substitute teacher who shuns emotional connections, and never stays long enough in one district to bond with his students or colleagues. Troubled and lost, Henry lands at a public school where an apathetic student body and disinterested parents have created a frustrated, burned-out group of teachers and administrators. Inadvertently, Henry becomes a role model to his disaffected students and bonds with a teenage runaway who is just as lost as he is.

Today the biggest name in substitute movie/videos is **Mr. Garvey**. Mr. Garvey is a character on the *Key and Peele* shown on Comedy Central. Played by Keegan-Michael Key, Mr. Garvey is an easily agitated substitute teacher from the inner-city who mis-pronounces the names of his very white suburban students. If you have ever seen a t-shirt with **A-A-Ron** on it you'll get the joke. A movie based on the *Key and Peele* 'Substitute Teacher' skits has been announced by Paramount. Find Mr. Garvey on YouTube.

Total Job and Unfilled Jobs Statistics 2008 - Sept. 2017

	september		october		November		december					
	total jobs	unfilled	total jobs	unfilled	total jobs	unfilled	total jobs	unfilled				
2008-9	9493	80	11937	105	10760	34	7122	30				
2009-10	8273	125	12734	258	11497	404	6939	355				
2010-11	9563	145	11115	290	12183	333	7149	449				
2011-12	10219	156	11965	102	12131	78	8797	65				
2012-13	9211	12	10673	69	9822	32	6440	14				
2013-14	9601	22	12869	33	12243	54	8568	59				
2014-15	10948	63	14245	64	12537	64	9360	153				
2015-16	9764	37	13614	33	13858	58	9514	46				
2016-17	10586	17	14390	59	14628	116	11485	362				
2017-18	11563	52										

	january		february		march		april		may		june	
	total jobs	unfilled	total jobs	unfilled	total jobs	unfilled	total jobs	unfilled	total jobs	unfilled	total jobs	unfilled
2008-9	7485	20	9945	17	8962	91	12039	136	12982	258	6312	30
2009-10	8255	136	10043	425	9916	430	11248	417	12035	726	NA	120
2010-11	9303	290	9632	298	9563	344	11173	533	12964	439	6771	153
2011-12	6977	57	11119	131	9240	95	10991	170	13244	153	6439	48
2012-13	6561	13	10698	597	9195	238	13420	229	16524	759	8222	161
2013-14	9730	82	13718	132	10717	79	14096	170	16183	302	9548	157
2014-15	9848	46	12494	236	11555	52	13943	117	14828	220	9078	83
2015-16	11388	41	13513	142	11217	207	15025	335	17212	446	12129	250
2016-17	8726	53	13002	184	13225	368	13387	854	17220	908	11910	560
2017-18												

Pay Dates September 2017 to February 2018

2017		Paid to Date		2 weeks in Arrears	
Pay Date	Period	Covering Period		2 wk arr Covering Period	
		From	To	From	To
2017.09.07	18	2017.08.27	to 2017.09.09	2017.08.13	to 2017.08.26
2017.09.21	19	2017.09.10	to 2017.09.23	2017.08.27	to 2017.09.09
2017.10.05	20	2017.09.24	to 2017.10.07	2017.09.10	to 2017.09.23
2017.10.19	21	2017.10.08	to 2017.10.21	2017.09.24	to 2017.10.07
2017.11.02	22	2017.10.22	to 2017.11.04	2017.10.08	to 2017.10.21
2017.11.16	23	2017.11.05	to 2017.11.18	2017.10.22	to 2017.11.04
2017.11.30	24	2017.11.19	to 2017.12.02	2017.11.05	to 2017.11.18
2017.12.14	25	2017.12.03	to 2017.12.16	2017.11.19	to 2017.12.02
2017.12.28	26	2017.12.17	to 2017.12.30	2017.12.03	to 2017.12.16

2018		Paid to Date		2 weeks in Arrears	
Pay Date	Period	Covering Period		2 wk arr Covering Period	
		From	To	From	To
2018.01.11	01	2017.12.31	to 2018.01.13	2018.12.17	to 2018.12.30
2018.01.25	02	2018.01.14	to 2018.01.27	2017.12.31	to 2018.01.13
2018.02.08	03	2018.01.28	to 2018.02.10	2018.01.14	to 2018.01.27
2018.02.22	04	2018.02.11	to 2018.02.24	2018.01.28	to 2018.02.10

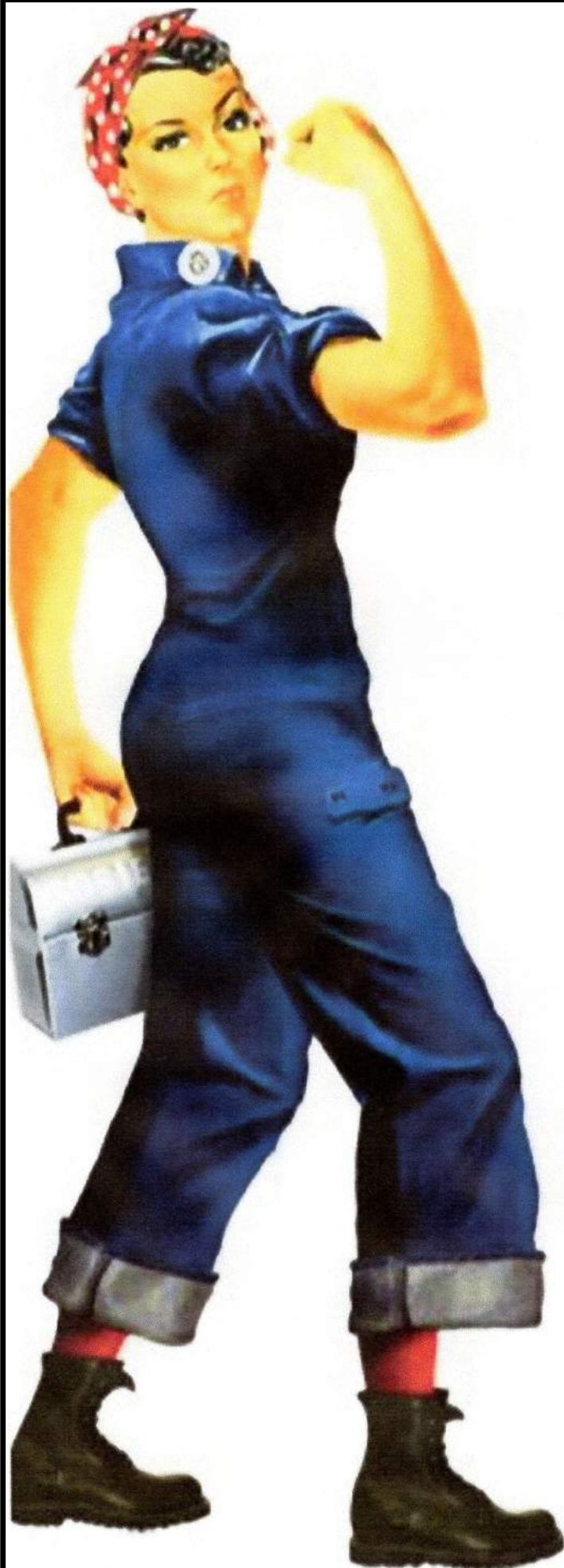
**Members are invited to attend the Nov 17
Professional Development at UofT's Victoria College,
(Charles St W.—Museum Subway Station)**



- 9:00-9:20 Registration and Continental Breakfast, Upstairs Foyer.
- 9:20-9:30 Welcome from OTBU President, Linda Bartram.
- 9:30-10:30 Presentation by two TDSB Social Workers on Protocol 560 which is part of mandatory compliance training for all OTs. Attendance will enable you to sign off on this section of the training.
- 10:30-10:45 Break
- 10:40-11:45 Know Your Collective Agreement , facilitated by Vince Zambrano and Paul Bocking.
- 12:00-1:00 Lunch

To register call 416-423-3600 or email: otbu.office@d12.osstf.ca

*If you plan to attend, please register by Tuesday, Nov 14
to allow us to plan catering accordingly.*



OTBU D12 GM

Nov 22, 2017

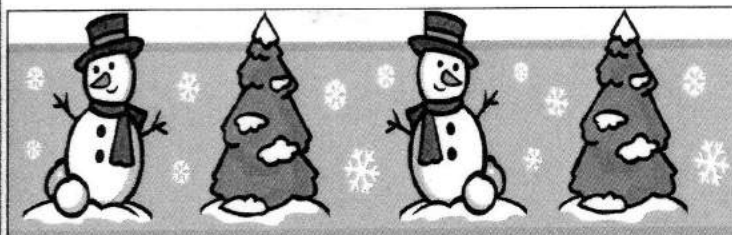
An opportunity to hear
AMPA speeches and vote
on your union business.

Registration 3:30 to 4:30

Kick off at 4:30 pm

**Latvian Centre
4 Credit Union Drive
Toronto**

Enjoy a
festive turkey dinner
and beverages from
7:00 to 9:00 pm



Winter Party

Join us to Celebrate the Holiday Season!
Sunday, November 26, 2017

Times for events to be confirmed. Check website for updates

The following events have been arranged:



Ice Skating! Ricoh Centre CNE
(Children under 18 must wear a helmet!)



Movies! Queen Elizabeth Theatre
Across from Better Living Centre



Rides! Better Living Centre CNE

Shuttle bus service will be provided between the sites. Food may be purchased on site or pack a lunch.

Admission is free!

Members **must register** for this event no later than Friday,
November 17th

Toronto Teacher members register on our website at osstftoronto.ca
(login and go to events)

OTBU and PSSP members register by email to iramirez@osstftoronto.ca
with the following information:
member name, bargaining unit, worksite, total number of family members
attending

Sponsored by OSSTF District 12 Toronto, CUPE 4400, and ETT.



OSSTF PENSION RETIREMENT PLANNING WORKSHOPS TEACHERS' PENSION PLAN MEMBERS 2017 / 2018

Registration: TTBU members - "Events" calendar on our website - osstftoronto.ca.

TTBU members must be registered for our website.

PSSP and Occasional Teachers please call D12 office to register - 416 393-8900

Presenters:

4:30-4:40 p.m: ARM: Manfred Netzel

4:45-6:30 p.m OSSTF: Jack Jones / Marc Robillard / Shelley Page

SNACKS & LIGHT REFRESHMENTS AVAILABLE TO REGISTRANTS ONLY

OSSTF PENSION WORKSHOP #1

DATE: November 23, 2017 (Thursday)
TIME: 4:30 - 6:30 p.m
PLACE: Silverthorn Collegiate Institute - Lecture Hall
(Burnhamthorpe Road and Mill Road - lots of free parking)

OSSTF PENSION WORKSHOP #2

DATE: December 7, 2017 (Thursday)
TIME: 4:30 - 6:30 p.m
PLACE: OSSTF Toronto Office - Close to TTC
1482 Bathurst Street - 4th Floor (Near St. Clair West Station)

OSSTF PENSION WORKSHOP #3

DATE: February 22, 2018 (Thursday)
TIME: 4:30 - 6:30 p.m
PLACE: OSSTF Toronto Office - Close to TTC
1482 Bathurst Street - 4th Floor (Near St. Clair West Station)

OSSTF PENSION WORKSHOP #4

DATE: April 5, 2018 (Thursday)
TIME: 4:30 - 6:30 p.m
PLACE: Silverthorn Collegiate Institute - Lecture Hall
(Burnhamthorpe Road and Mill Road - lots of free parking)

* You may also wish to register for an OTIP/Educator's Financial "Benefits & Financial Planning Retirement Seminar" at www.otip.com/events | 519.884.9907, ext. 2344

DON'T LET THE BIG BUSINESS LOBBY STOP US NOW!

Big Business lobbyists are campaigning against Bill 148 and they could de-rail the bill either now or after the next election. They are spending millions of dollars on a campaign to scare us by suggesting that improvements for ordinary workers will ruin the economy.

DECADES OF EVIDENCE SHOWS THAT higher minimum wages and better working conditions create stronger businesses, economies, and healthier communities for all of us.

Large corporations are often the loudest opponents of any improvement in workers' wages and working conditions because they don't want to share their vast profits.

DID YOU KNOW...

...that Canada's top CEO's earn **193 times** the average worker's salary?

GET INVOLVED!

We are the majority! Polls show 2 out of every 3 people in Ontario support \$15 and Fairness.

When we unite and organize, we win!

- Talk to your friends & coworkers about what's at stake with Bill 148
- Call or write your local politicians
- Write a letter to your local newspaper
- Attend a meeting in your community
- Visit the website to sign up for action alerts



Join the fight

15andFairness.org



Fight for \$15 & Fairness

@FairWagesNow #15andFairness

info@15andfairness.org

647-685-1655

THE FIGHT FOR \$15 & FAIRNESS ISN'T OVER



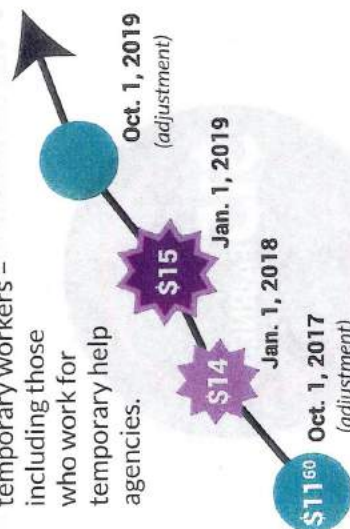
**BIG CHANGES ARE ON THE TABLE
TO IMPROVE WORKERS' WAGES &
WORKING CONDITIONS**

Bill 148, The Fair Workplaces, Better Jobs Act, 2017: WHAT'S IN IT FOR YOU?

FAIRER WAGES

- An increase in the adult general minimum wage to \$15 within 18 months. This is on top of the previously won adjustments (every October 1st) to reflect increases in the cost of living. When implemented, these increases will benefit more than 1.7 million people.

- Equal pay for equal work between full-time, part-time, casual and temporary workers – including those who work for temporary help agencies.



PAID LEAVE

- Extending 10 days of job-protected, emergency leave to **ALL** workplaces, protecting an additional 1.7 million workers in smaller workplaces.
- 2 of these 10 days will be **PAID**.
- Employers cannot ask for doctors' notes to access any of paid or unpaid leave days outlined in the Employment Standards Act (ESA).
- An extra week of paid vacation after five years with the same employer.

RIGHT TO UNIONIZE

- Better access to union protection for cleaners, security guards, homeware & community service workers, and greater protection for these workers against contract flipping.
- Other measures to make it easier to join unions.

RULES THAT PROTECT EVERYONE

- More money to enforce the law.
- More workers will be protected by our basic labour laws.

FAIRER SCHEDULING

- 3 hours of pay for on-call employees who aren't called in.
- 3 hours pay for any employee whose shift is cancelled with less than 2 days notice.
- Workers may refuse shifts scheduled with fewer than 4 days notice.



OUR WORK HAS PAID OFF!

Across Ontario, more and more of us are joining the Fight for \$15 & Fairness to demand government action to raise the minimum wage and improve the laws that should protect us at work.

The Ontario government has tabled a package of reforms that – if adopted – would represent a huge victory for workers.

BILL 148 HAS TO PASS BEFORE ANY OF THIS BECOMES LAW

Download the OTBU Collective Agreement

The OTBU-OSSTF Collective Agreement for 2014-2019 (including the two year contract extension) is now available for downloading from the OTBU website. Look for highlights from this new agreement including the schedule of daily OT wage increases and this school year's LTO salary grid, in the annual pocket planner.

This contract is comprised of two parts. Part A, the Central Agreement was negotiated between Provincial OSSTF and the Ontario government. The Local Agreement reached between the OTBU and the TDSB comprises Part B.

TDSB LTO List Interviews

The TDSB's Occasional Teaching Office is inviting OTs not already on the LTO List to apply to be added. The online application period began on October 20, and will close on November 3, 2017 at midnight. Interviews will be scheduled soon afterwards. The board has sent further information to your TDSB email account, including a link to the survey questionnaire which you must complete to express interest in an interview. While completing the survey, you have the opportunity to submit your most recent resume and updated references.

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