OCTBER 2017

PRESIDENT: Susan Brighton

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KEEP THESE DATES IN MIND:

**PD opportunity: High Conflict Personalities**

October 16, 2017, 5-8pm, Elora

**OMERS workshop**

November 8, 2017, 5-8pm, Elora

**PD Day for all sites**

November 24, 2017

**Seasonal Break**

December 25th 2017, return to schools January 8, 2018

Although care has been taken in preparing the information contained in this publication, accuracy cannot be guaranteed. The opinions and views expressed do not necessarily reflect those of OSSTF District #18. We reserve the right to edit for content and/or space.

SOME USEFUL CONTACTS:

OTIP: 800 267 6847

519 888 9683

OR [www.otip.com](http://www.otip.com)

EAP: 1 800 387 4765

100% CONFIDENTIAL

OMERS:

1 800 387 0813 OR

416 752 6843

OSSTF Provincial Office:

1 800 267 7867

416 751 3394 FAX

[www.osstf.on.ca](http://www.osstf.on.ca)

YOU ARE ENTITLED:

To have union representation in any meeting you are called into by your administrator/management. Please use the numbers above if

you need my support and or assistance.

THE OCT/TS OUTPOST

*OFFICE, CLERICAL, TECHNICAL AND TRANSPORTATION UNIT OF DISTRICT #18*

Dear Members,

We did it. September is well behind us and from what I have heard we’ve had a great start to our school year. Of course there have been a few hiccups, but they were few and far between.

We are getting closer to having a signed Collective Agreement for members to see. We have reviewed changes up to the end of August 31, 2017; next we will review up to the end of the extension, August 31, 2019, then we will have a document to share!

We are working on Pay Equity teams and dates; more information will follow, shortly.

Thanks to those member who responded to my request to call me. Approximately 66% responded; which allowed me to forward important data to the Superintendents regarding the use of walkie talkies by OSSTF OCT/TS members. **You are not responsible for the forwarding of additional staff to emerging problems within your work site.** This is strictly the responsibility of your Administration. If you are being asked to assist in this fashion, please notify me immediately.

Susan Brighton

COLLECTIVELY

SPEAKING!

Policy vs Collective Agreement

Our Employer governs our Board through Policies and Procedures.

These Policies and Procedures create the silent portion of your Collective Agreement.

When you were initially hired you agreed to uphold and abide by these Policies and Procedures, therefore should you fail to adhere to them you could and will likely find yourself facing a discipline process.

All of the Board Policies and Procedures are on the Boards website and on UGShare for you to read.

When a Policy or Procedure is changed and/ or updated all employees will be advised via email and will be encouraged to familiarize yourself with this new information.

I strongly urge you to be aware of the Boards Policies and Procedures; ignorance is not a deterrent to discipline – they are available to all employees.

Please be vigilant and keep informed.

**Did you know that some items are imbedded into our Collective Agreements and some items are agreed to by the Union and Board in an informal fashion?**

**One of these items is; no OSSTF OCT/TS member is responsible to act as a caterer within their work site to facilitate meetings of the Administration.**

**If asked to perform these duties please notify me immediately or contact me directly for more clarification.**

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Openings on the Pay Equity Team!

Due to the retirement of several of our members on the Pay Equity team we have openings.

If serving your Union and fellow members in this capacity is of interest to you please let me know by email (to create a paper trail) and I will get back to you.

Kindergarten registration on line by January 2018

As the OC’s and some AOA’s found out at the Annual In-Service the Ministry of Education has decided that JK/SK registration in the new year, 2018 will be done completely on line. At this moment we are not sure how that is going to look. I have volunteered to be on the committee that tries to work out the issues of this change, so please be rest assured your workload and the impact of this change is being brought to the attention of the powers that be.

Our goal is not to impact workload but lessen it. With all that being said this is a directive coming directly from the Ministry of Education and our Board has no choice but to implement the program. Graciously the Union has been asked for input to make the transition as smooth as possible.

At this time it is my understanding that there will be hands on training for all OC’s in the Elementary panel.

District PD Planning

Reminder that the PD Day Planning team will be meeting on October 16, 2017. If there is a topic you would like to see presented or a topic you would like to present please send an email to me at susan.brighton@ugdsb.on.ca and I will pass it on to your team.

Ministry of Labour

Field Consultants will be visiting all school sites between October 16, 2017 and March 16, 2018. They will be present to discuss workplace violence programs and procedures. The Board is obligated to invite Union representatives from the H&S Committee to attend these visits.

This is your opportunity to speak up. When asked about Violence in the Workplace share your concerns. If any of you are still being asked to man walkie talkies at that time make sure to let the visitors know the facts!

OTIP

I have attached a copy of the tip sheet on how to direct your inquiries with regard to your benefits.

I hope this is helpful to you, but if you are still having issues don’t hesitate to be in touch.

We are looking for a few good members!

We have openings on the Bargaining Unit Executive. Do you feel strongly about your Union rights, do you want to know more, understand more, and learn more?

**We welcome you to answer our call and serve on the Executive.**

Available Offices till August 31, 2019:

Area Rep: Wellington Elementary

Area Rep: Guelph Board Office

Area Rep: Tech

Area Rep: Con Ed. Dufferin

CBC Team: 1 – Tech member

7 Rules of Life

1. Make peace with your past so it won’t screw up the present.
2. What others think of you is none of your business.
3. Time heals almost everything, give it time.
4. Don’t compare your life to others and don’t judge them. You have no idea what their journey is all about.
5. Stop thinking too much, it’s alright not to know the answers. They will come to you when you least expect it.
6. No one is in charge of your happiness, except you.
7. Smile. You don’t own all the problems in the world.