

ESPecially Yours

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June 2016

Message from Your President

As 2015-2016 draws to a close, it appears that summer has arrived in all its warmth and glory. For the first time in 70 years, the summer solstice and the full moon happened on the same day.

This has been a very, very difficult final few months for ESP members. The OCDSB budget included a reduction of 23.25 FTE, which has had a wide spread and devastating impact throughout the Board. Not only did many positions become surplus for members with high seniority, but the changes have impacted staffing at every level. I have been assured that there are positions available for everyone; however there will be members who are no longer at their current workplace, who have had hours cut, or who will change status or level. The timelines are very late this year due to late information from the provincial government. I hope things can be cleared up much faster next year to avoid the stress that has occurred in the past month.

Your ESP Executive urges everyone to be supportive of those who may still be waiting for a placement, to welcome those who have been placed



at your site and to be respectful to each other in this difficult time. Elsewhere in the newsletter you will see a list of your newly elected ESP Executive. Please feel free to share concerns with any executive member. We are all here to provide support and assistance.

This year has been a difficult one all around - negotiations both centrally and locally, disciplines, Respectful Workplace complaints, grievances etc. I hope that things will settle down somewhat next year. However, we have heard that there will likely be more budget cuts next year. I hope that I can count on your support in providing information to me about any changes to your duties, workload and working conditions to assist in ensuring that our Bargaining Unit members will not be hurt any further.

The cuts that have taken place are in large part due to inadequate government funding for support staff, which has suffered due to the focus on providing support for classroom needs. As ESP members we need to help trustees and the government to recognize the importance of the office, clerical and technical support required to provide administrative support. They need to recognize the role that our members play in providing support to students, teachers, and the community. You can help by contacting your local MPPs and asking them to ensure our jobs are funded properly. Please consider taking some time to write a letter to your MPP and explaining what you do - direct support to students who come

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It seems a very long time since we have enjoyed a school year that we might be able to consider “normal”. Between complicated bargaining rounds and associated strikes or threats of strikes, and generally high levels of uncertainty and insecurity for our members, it has become difficult to say what a “normal” school year actually is anymore.

Added to all of this, we end this year with a fiscal reality for the OCDSB that has led the Board to choose a path that cuts over 23 Full Time Equivalent positions from within our ESP membership, affecting at least 75 people directly, on top of the annual year end layoff-recall-bumping process that occurs with school enrollment changes.

Both Nancy and I have made it clear to various levels of Management at the OCDSB that with all of the current and potential future job cuts, staff movements, understaffing, and threats of school closures to come, next year is going to be extremely stressful for everyone.

We know that our Members will do their best at their jobs, but with disruption and change of this magnitude, it is



unreasonable to continue with the same expectations of outcome. There will need to be understanding and tolerance at ALL levels that it will not be “business as usual” during the next school year. Things will NOT be “normal”.

Thankfully, what is normal is the warm weather and long days that come with the end of June, and the promise of more to come.

So, for the time being, I hope that we can all enjoy a safe and happy summer, and forget about the next school year until it comes.



Rally held at the Board Office on May 30 prior to the budget committee meeting to protest cuts to support staff



President

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to the office, direct support to teachers, and direct support to parents and the community. We need to let our voices be heard.

In the meantime, with summer coming, many of you will have time off until September, and others will be taking vacations. Please take the time to regroup, relax and enjoy time with family and friends.

As always, Leif and I are available to discuss any concerns you may have. You can contact either of us by phone at 613-729-7211 or by email:

Leif.walther@d25.osstf.ca

Nancy.akehurst@d25.osstf.ca

If you wish to visit in person, please call first to make an appointment. Leif and I are often out of the office supporting members or on union business, so make sure we are available.

On behalf of the ESP Executive, I wish you all a safe and happy summer.

Nancy

Renaming the Heron Road Bridge

Fifty years ago this year one of the worst construction accidents in the history of Ottawa occurred. On August 10, 1966, the partially completed south span of the Heron Road Bridge collapsed, claiming the lives of nine workers and injuring an additional 55. The Ottawa and District Labour Council, of which OSSTF is a member, is spearheading a bid to have the bridge renamed as the Heron Road Workers Memorial Bridge. This will ensure that the lives of those workers are not forgotten.



Photo of the bridge collapse from 1966 - property of Glenn Clark

Congratulations to Retirees!

At the 2016 ESP AGM the following people who have retired or will retire at the end of this school year were recognized:

Donna Atkinson
 Brenda Beattie
 Heather Beaudry
 Oninda Begg
 S. Kim Brockwell
 Estelle Butler
 Robin Cichelly
 Melinda Deuling
 Theresa Fruhwirth
 Patricia Fulsom
 Myriam Girard
 Donna Hurtubise
 Diane Labelle
 Francine Maloney
 Robert Rutt
 Norman Smith
 Mohamed Suleiman
 Linda Yates

We wish them
 all the
 best as
 they go
 off to
 new
 and fun
 things!

Office
 Administrator
 Linda Ludlow
 has made it a
 tradition to

serenade departing OAs each year with a special song. Here is this year's version, which was presented on May 25, 2016.

An OA's Favorite Things ... NOT!
 (To the tune of "My Favourite Things")

Some-one needs ice for their bas-ket-ball blis-ter
 Johnn-y got sent in 'cause he slugged his sis-ter
 Or-der-ing pizza, but oops they can't pay
 So man-y in-ter-rupt-ions in our day
 Call-ing the class room, at-ten-dance not done yet
 Call-ing a parent, your kid's clothes are all wet
 Call-ing a Mom there's a mix up with lunch
 Call-ing a fath-er your kid has been punched
 Scho-ol re-orgs
 print re-port cards
 Co-py to next year
 Well you can say good-bye to all of these things
 Cause soon you'll all be ... re-tired!

Tell-ing the teach-ers you'll help them in due time
 Count-ing the mon-ey they logged in ev-'ry dime
 Keep-ing our scho-ol all happ-y is good
 Month-ly re-ports yes com-plete them we should
 Mak-ing up pack-a-ges for reg-is-tra-tion
 Doub-le check-ing the bud-get al-lo-ca-tion
 En-sur-ing Trill-ium is all up to snuff
 En-ter-ing BAS ord-ers is there e-nough?
 E - Q - A - O,
 Buss-es won't go
 In-ven-to-ry's due
 You're hap-py to say bye to all of these things
 You're join-ing the club ... re-tired!

Will you con-sid-er work-ing as a cas'ual
 Or will you stay far a-way as pos-si-ble
 You just might miss all the con-cus-sion forms
 Or all the kids who pull fi-re a-larms
 New Visa pro-cess-es, new fil-ing sys-tems
 Wait-ing on Wi-re-less - it went down a-gain
 Shar-ing pass codes is a no-no, it's true
 May-be you bet-ter real-ly think things through
 Buzz me in please
 Lost my "beep" keys
 Now - on se-cond thought
 We'll miss you but you won't miss all of these things
 You're hap-py to be RE-TIRED!!!



Status of Women and Human Rights Committee

Invites you to join our committee!

Generally, we meet first Thursday of the month!

Thursday, October 6th

Thursday, November 3rd

Thursday, December 1st

Thursday, January 12th (not 5th)

Thursday, February 2nd

Thursday, April 6th

Monday, May 1st

Thursday, June 1st



Please RSVP to Beth.Wallace@d25.osstf.ca

DID You Know?

Great news for all our valued employees!

The Ottawa-Carleton District School Board (OCDSB) has partnered with the City of Ottawa to offer you a chance to participate in a new Wellness Incentive Program!

As an employee of the OCDSB you are eligible to become a member of the City of Ottawa's Corporate Fitness Program; you are entitled to 20% off an All-Inclusive or One Option membership!

Join today and save! You and your family may receive access to pools, fitness centres, group fitness and aquafitness classes. Yoga, Indoor Cycling, Zumba, Bootcamp and many more classes are available at 23 locations across the City. A great atmosphere, excellent prices and NO sign up fees!

Need more information? Visit the website <http://tinyurl.com/juow2og> or email corporatememberships@ottawa.ca

Additional information regarding the Corporate Membership Program with the City of Ottawa is available in the HR-Educational Support Professional (ESP) Google Group on GEM (posting dates of June 20 & 21, 2016)

Tip: You will need a recent pay statement printed and government issued photo ID.

INFORMATION FROM LORI STEACY

NEED TO KNOW WHEN PAY DAY IS COMING?

The memo outlining the dates for 2016-2017 is available in the OSSTF-ESP Google Group on GEM (posting date - June 14, 2016)

FROM SERVICE CANADA

REFERENCE CODE 3511012016201606 can be used for REGULAR EMPLOYMENT INSURANCE (EI) filing this summer. This code can be used by anyone who is off during this non-teaching periods. Employees can file their claims by visiting: <http://www.servicecanada.gc.ca/>

The complete poster from Service Canada is posted in the OSSTF-ESP Google Group on GEM (posting date - June 7, 2016)

All the latest information on the OSSTF Benefits Plan is accessible by logging in to the Members Only area of the OSSTF website. Then click on the button that looks like this and it will take you there. If you need your credentials to log in you must contact OSSTF in Toronto as that information is not available locally.



E-BASE

E-Base is the new Community Use of Schools booking software, which has been operational in the District since May 16, 2016. All school offices were sent a user guide along with accounts for the custodian, chief custodian, office administrator and principal. Principals and office administrators have account privileges to create permits within the software so they are able to reserve space for school activities. As you may be aware already, up to now schools have been required to complete spreadsheets and complete application forms to reserve space. From this information a permit was generated at the community use office. This permit in turn was sent via board mail, fax or email back to the school. The new software eliminates the need for the forms and the spreadsheet. Permits are generated directly from the information entered into the system by the school. There is no longer faxing or emailing of applications required by school offices. While the process is different, it is expected to be less time consuming after the initial learning curve.

Our Outreach Coordinators have been working diligently with many office administrators to walk them through the process. We now have over 1,000 permits in the system. Many staff have indicated that they like the system and are now able to easily access and review all information.

The software developers will be available for webinars but at this time it is felt that most staff have used the user guide provided and worked with Jenn in Community Use of Schools to understand the system. Our Outreach staff are available to go to individual sites for assistance and training where required.

INFORMATION FROM ROBERT MELESKY AND KARYN OSTAFICHUK

DID you also know?



Hot Tips for a Better Google Experience

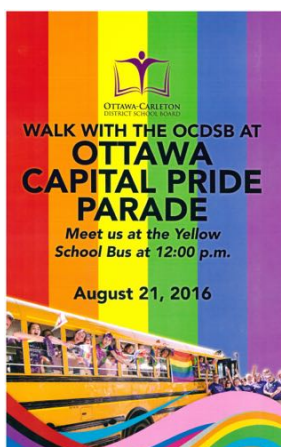
1. Sign in to Chrome for the best Chrome experience. Chrome can sync your settings, extensions, passwords, bookmarks and more. Open chrome settings page (<chrome://settings>) and sign in using your Google ID. Click <http://tinyurl.com/ze7yqwh> for more information on Chromesync.
2. On the Chrome Apps Menu, it is possible to search for apps using the first letter of their name. For example, the *C*hrome *R*emote *D*esktop App can easily be found by typing "CRD".
3. If you opt to sign in, check out the tab syncing between devices, including your smartphone. If you sign in to more than one device using Chromesync, check settings > recent tabs to see recent browsing sessions from other devices.
4. Need a Home icon on the omnibar (Chrome's address bar)? Go to Settings and under Appearance, check Show Home button.
5. Install and set up some apps for offline access. This is useful while you are without internet (for example, if you are on a laptop). You can view available offline apps [here](#).
6. If you see a grey box next to any of the options in the Chrome Settings page, it means an extension has made changes to the default behaviour.

Remember!

When you need a health and safety form, they are in one convenient location on the District 25 website. Click <http://tinyurl.com/jnpjbd5> and scroll down to the bottom of the page to see the related attachments.

ESP Executive 2016-2017

President: Nancy Akehurst
Chief Negotiator & Member Services Officer: Leif Walther
Vice-President: Saul Mogelonsky
Secretary Margaret Elson
Treasurer: Kelly Mills
Educational Services Officer: Judy Soifer
Health & Safety Officer: Bev Charles
Executive Officers: Amir Ismail, John Grochot, Jacquelin Hodgson, Angela Scavone



Walk with the OCDSB in the Ottawa Capital Pride Parade on Sunday, August 21, 2016.

Parade starts at Bank and Gladstone.

Meet by the big yellow school bus at noon.

JOIN OSSTF COLLEAGUES IN THE LABOUR DAY PARADE!

Meet in the parking lot of Lisgar on Monday, September 5, 2016. The parade starts at noon and ends at McNabb Park with a BBQ and fun for the kids. More details will be available soon on the District 25 website.



Health and Safety - Everyone's Business

Turn Your Desk Into a Gym!

Exercise helps you cope with stress, sleep better – and makes you a healthier, happier person all around. But sometimes life gets in the way of regular workouts. These quick exercises may be something you can try when you have a few spare minutes (depending on your fitness level and office environment).



UPPER BODY BUILDERS

Working long hours can lead to neck, shoulder and upper back stiffness; strengthening those areas can go a long way toward preventing pain.

- Seated raise. Sit up straight with your hands on your armrests, and use your arms, shoulders and core to lift yourself out of the seat. Hold for 15 seconds, then slowly lower yourself. Repeat 5-10 times. Want to make it harder? Sit cross-legged with your feet up in the chair.
- Bicep curl. Use a full purse, briefcase or full water bottle to work your arms. Keep your elbows close to your sides, and don't rush the movement; the slower you go, the harder your muscles work. Go for 15-20 reps.
- Pencil pincher. Feeling stiff and sore? A back strengthener can help. Drop your shoulders and roll them back, then pretend you're holding a pencil between your shoulder blades. Pinch it as hard as you can, then release. Try 10-12 reps.

- Namaste. Sit up straight, with your feet on the floor. Put your hands together in front of you, prayer-style, with your elbows out. Now push your palms together as hard as you can for 15-20 seconds. Feel those shoulders and biceps work? Good. Now do it 5-10 more times.
- Tricep desk dips. Want to tone the backs of your arms? Stand facing away from your desk and place your palms on the edge of the desk on either side of you. (Make sure your desk is secured before trying this!) Lower your body until your elbows are at 90 degrees, then push back up slowly, making sure you straighten your arms completely at the top. Repeat 12-15 times.

LOWER BODY MOVES

Sitting all day isn't doing your body any favours – it's hard on your joints, your circulation, your digestive system, you name it. Stand up as often as you can (or use a stand-up desk) and try these simple strengtheners.



- No-chair sit squats. Move your chair out of the way and stand in front of your desk with your feet hip-width apart. Slowly lower yourself until you feel like you should be sitting in a chair, hold for a few seconds, then slowly stand back up. Do 15-20 reps.

Want to add challenge? Try a wall sit; lean against the wall with your legs at a 90 angle and hold for up to 60 seconds.

- Glute squeezes. This one is incredibly easy – and surprisingly effective. Simply tighten your glutes, hold for 10 seconds, then release. Repeat as many times as you want.
- Seated leg raises. Want to feel your quads work? Raise one or both legs and hold for 5-10 seconds. Repeat 12-15 times. Add challenge by looping a purse or briefcase over your ankle for added weight.
- Chair swivel. To work your oblique abs (the ones on your sides), hold onto your desk, lift your feet and use your core to swivel your chair from side to side. Go slow and do 15 reps in each direction.
- Invisible ab crunches. Strengthen your core by tightening your abdominal muscles and pulling them toward your spine as you exhale. Hold tight for 5-10 seconds, then release. Repeat 12-15 times.

Information provided by Manulife from their website www.youareready.ca which provides tips on healthy lifestyle and healthy finances. Always check with a medical professional to ensure these strategies are right for you.

Have a health and safety concern?

Your ESP Health & Safety Officer is Bev Charles. You can contact her at beverly.charles@ocdsb.ca

ON THE LIGHTER SIDE ...

I just found the worst page in the entire dictionary. What I saw was disgraceful, disgusting, dishonest, and disingenuous!



"Chasing the ice cream truck does not count as a summer fitness program."



"They complain that it's the hottest summer in a hundred years, but I say, No problem-o."

I know where I'm going and I know the truth, and I don't have to be what you want me to be. I'm free to be what I want.

Muhammad Ali



Disclaimer - 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 the opinions or views of OSSTF, or District 25.