

# ESPecially Yours

Volume 15, Issue 2

November/December 2014

## Message from Your President:

Hopefully you have all settled in to the new school year, and are ready to take a break over the holidays.

Please take an opportunity to visit our OSSTF/FEESO District 25 website [www.d25.osstf.ca](http://www.d25.osstf.ca) for the latest information. Visit often as the information is being constantly updated. Each Bargaining Unit has a page there, and the page for ESP is:

<http://www.d25.osstf.ca/Default.aspx?DN=79e9a1df-52dd-479d-b645-1d0045999cf9> Here you can find our contract, our constitution, newsletters, members handbook and other useful information.

Our negotiations under Bill 122, The School Boards Central Bargaining Act, have been moving very slowly. Updates can be found on the OSSTF website in a password-protected Members area. Go to [www.osstf.on.ca](http://www.osstf.on.ca) and click on the yellow LOGIN button at the top of the page. All members should now have their own OSSTF/FEESO login and password to use on this site. If you do not yet have access, please contact OSSTF/FEESO Provincial Office at 1-800-267-7867 and ask for Membership Services. Our local office does not have the ability to assist you.

Many of our members have had questions about our Collective Agreement. Currently we are working under the terms of our 2008-2012 agreement with additional regulations from the Memorandum of Understanding between OSSTF/FEESO and the Ontario government passed after Bill 115. The ESP Executive is working on documentation to

provide more clarity. These documents are all available on the ESP page of the OSSTF/FEESO District 25 website. If you have questions, please contact Leif or I.

Our first meeting of the OCDSB Business Process Review Committee took place in early November. There are representatives from elementary and secondary school office staff and principals as well as Superintendents and central departments. We got off to a good start and hope to alleviate some of the workload issues in schools and central departments.

With the onset of GEM, ESP now has a group conference call OSSTF-ESP. You can find Groups when you log into GEM by clicking on the Apps Icon next to your login:

Mail Images



[nancy.akehurst@ocdsb.ca](mailto:nancy.akehurst@ocdsb.ca)

Select Groups from the choices and select OSSTF-ESP as the group. Make it appear on your Favorites list by clicking on the little star underneath the group title. Regular updates and information will be posted.

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*Enjoy this Season of Celebration*

## News to Use

*Continued from page 1*

You may also receive important information in your personal mailbox. Please take the time to read it.

Once again I would like to ask our ESP members to take an interest in your Union and Union activities. We are only strong if our members stand behind us and support us. By taking an active interest in what we do, you not only learn, but help us to help you. If you are interested in sitting on any of the following bargaining unit or District 25 Committees, please contact us for further information:

- ESP PD Day Committee - ongoing
- ESP Budget Committee - February/March 2015
- ESP Pay Equity Committee - coming soon
- D25 Political Action Committee - ongoing
- D25 Status of Women/Human Rights Committee - ongoing

OSSTF/FEESO District 25 will be moving to a new building in the New Year. Our new location will provide much needed larger office spaces for time release officers. There will be more information soon about our move,

Leif and I are always available by email or phone to help with any questions you may have regarding your job, working conditions, or other concerns. Please feel free to contact us for assistance:

Office number: 613-729-7211

[Nancy.akehurst@d25.osstf.ca](mailto:Nancy.akehurst@d25.osstf.ca)

[Leif.walther@d25.osstf.ca](mailto:Leif.walther@d25.osstf.ca)

On behalf of the entire ESP executive I would like to wish everyone a very enjoyable holiday season!

*Nancy*



*Front L to R: Kelly Mills, Chouy Johnston, Bev Charles, Shelly McQuillen  
Back L to R: Saul Mogelonsky, Amir Ismail, Leif Walther, Margaret Elson, Nancy Akehurst  
Missing: John Grochot, Judy Soifer*



The ESP PD Day Committee has been meeting and we are busy planning another great day for our members on **February 13, 2015**. We will be holding the day at Longfields Davidson Heights Secondary School again. Responses to our survey from our last PD Day there were very positive about the location, parking and the meal catering. We will once again be having a keynote speaker in the morning and then having workshops in the afternoon. Please keep your eyes open for the flyer and registration form early in the new year.



## From your chief negotiator

If you take a pause to lift your nose up from the grindstone, notice on the calendar that we are already a third of the way through the 2014-2015 school year. In that time, Nancy and I have dealt with considerably more member issues than in entire previous years, which seems to reflect a heightened level of stress among OCDSB employees this year, as noted by all OSSTF District 25 bargaining units. Hopefully things will improve in the New Year.

On the collective bargaining front, as Nancy reports in her article here, the new two-tiered Provincial-Local negotiation process under Bill 122 is proceeding at a slower pace than most of us anticipated. By logging in to the Provincial OSSTF website to read the Collective Bargaining Bulletins posted there you will get a sense of this. As always in contract negotiations, the rules of engagement require confidentiality, and all players are limited in what information can be shared publically.



**"We finally agreed to disagree about agreeing to the agreement that we disagreed about before we agreed we would agree, prior to disagreeing to change the part that we agreed not to disagree on when we agreed to the disagreeable part of the agreement. But they want it in writing."**

It would be fair to say that the new process has been "a work in progress" for all parties involved... the Crown, the School Board representative groups, the various Unions representing School Board employees, and the Ontario Labour Relations Board (OLRB).

The first step has been for the Provincial representatives of the parties involved to come to an agreement on exactly what issues are to be discussed centrally vs. locally.

After a few stalls in the process, on December 9<sup>th</sup>, the

Teacher / Occasional Teacher sector of OSSTF signed off on an agreement with the School Boards' representative group for Provincial negotiations regarding a framework for the central-local breakdown. The next step for them is for the provincial negotiating team to complete a central Bargaining Brief to be reviewed and approved by the Presidents and Chief Negotiators of affected local bargaining units, and for those bargaining units to complete their own local Bargaining Briefs to deal with the local issues identified for discussion with their individual school boards.

At the time of this writing, for the Non-Teaching Education sector of OSSTF, including those of us in the D25 ESP unit, discussions to establish central vs. local parameters have met with little progress after a few meetings with the Employer's counterpart, and the specifics of Central vs. Local issues remain undetermined. As per the process defined in Bill 122, OSSTF is preparing to make a new application to the OLRB to make a decision on these matters (under a new process defined by the OLRB), while continuing to maintain dialog with the Employer group in an

attempt to reach agreement.

Until an agreement is reached, whether by consensus of the parties or by determination of the OLRB, neither central nor local Bargaining Briefs can be finalized for Non-Teaching bargaining units.

That said, your local ESP Collective Bargaining Committee (CBC) has completed a tentative local brief that can be adapted to whatever breakdown



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# The state of negotiations

*Continued from page 3*

of central vs. local issues is determined, and this tentative brief has been approved by the ESP Executive.

It remains to be seen exactly what form local negotiations will take, given that many of the "leverage" items for both sides traditional involved in a local bargaining process will likely be reserved for provincial discussions.

And if that were not complicated enough....

Some of you may not be aware that the ESP bargaining unit is relatively unique in OSSTF in that we represent workers from two distinct employers. Along with our OCDSB employees, ESP also represents a small group employed by the independent Ottawa Student Transportation Authority (OSTA) who work under their own separate contract with that employer. As such, we have two sets of management to deal with, and, more importantly at this juncture, two separate contracts to negotiate and maintain. We were, in fact, one of the few OSSTF Bargaining Units to negotiate a local collective agreement in the 2012-2014 round of education sector bargaining in Ontario. In that round we made it clear that although there may be financial relations between the local Ottawa school boards and OSTA as their contracted provider of student transportation services, the fiscal arrangements between those parties has no direct bearing on negotiations between OSTA and its ESP employees, particularly as regards contract negotiations for staff and their direct employer.



In the current round of negotiations, unlike the OCDSB, OSTA is not a school board and is not subject to the provisions of Bill 122.... "The School Boards Collective Bargaining Act"... and all negotiations with the OSTA employer will take place locally.

To that end, the ESP-OSTA CBC has prepared their own brief, approved by ESP Executive, and the bargaining Table Team has met once with the Employer's team to sign off on basic ground rules for negotiations. We have also set an initial date in mid-January to commence full bargaining, with further dates to follow once we see where matters are heading.

All in all, it is shaping up to be a very busy winter and spring for Collective Bargaining.

Until then, I wish us all a very happy, safe and restful Holiday Season!

*Leif*



If all else fails ...



When workers get together and stand up for fairness, they get results. Together, working people have won decent wages, safer workplaces, fair treatment and benefits like paid vacation time, job training, and insurance coverage for things like glasses, dental care, and medicine that keep them healthy and productive. Check out the newest

series of television ads released by the Canadian Labour Congress.

[http://youtu.be/Rqswk71Pd\\_I?list=UUP15u1BRMN9E0\\_f1Bu-rShQ](http://youtu.be/Rqswk71Pd_I?list=UUP15u1BRMN9E0_f1Bu-rShQ)

# The Big Picture - from the Canadian Labour Congress

**December 6, 2014:**

## ***National Day of Remembrance and Action on Violence Against Women***

**Geneviève Bergeron \* Hélène Colgan \* Nathalie Croteau  
\* Barbara Daigneault \* Anne-Marie Edward \* Maud  
Haviernick \* Maryse Laganière \* Maryse Leclair \* Anne-  
Marie Lemay \* Sonia Pelletier \* Michèle Richard \* Annie  
St-Arneault \* Annie Turcotte \* Barbara Klucznik-  
Widajewicz**

It has been twenty five years since these 14 women were murdered at Montreal's École Polytechnique. And yet, women and girls in Canada still face violence in their homes, schools, workplaces, and communities every single day. Sexist images and attitudes are rampant in our media and online. Women who speak out are targeted and harassed.

We cannot let this continue.

Canada's labour movement wants to help create a society where future generations of girls will not have to deal with violence, discrimination or inequality simply because of their gender. We want a world where girls and women can work and pursue their education and training without fear. That's what fairness means.

The labour movement has taken an active role in ending violence against women. We have worked hard to make work safer for women by addressing sexual harassment and violence in the workplace.

We helped win Canada's gun control provisions in the wake of December 6, 1989, and we continue to stand up for effective gun control measures. Today, we are supporting calls for a National Inquiry on Missing and Murdered Indigenous Women and working with our allies to push the federal government to develop a National Action Plan on Violence against Women.

To mark the 25th anniversary of the École Polytechnique murders, Canada's labour movement is stepping up its efforts to address violence against women in the workplace. With our partners at the University of Western Ontario, the Canadian Labour Congress is releasing the results of a groundbreaking national survey on the Impact of Domestic Violence in the workplace.

Canadian employers lose \$77.9 million annually due to the

direct and indirect impacts of domestic violence, and the costs, to individuals, families and society, go far beyond that. However, up to now we have known very little about the scope and impacts of this problem in Canada.

The survey shows that a substantial number of workers in Canada have experienced domestic violence—one third of the 8429 people who participated, with women, Aboriginal people and, lesbian, gay, bisexual and trans people reporting higher rates of violence.

We also learned that the violence does not stay at home. It follows people to work, it has a significant impact on work performance, and for almost ten percent, it has cost them their job.

It's time to talk. This survey is the start of a conversation; one that needs to involve unions, employers and governments, about how we can make sure that people who experience domestic violence can feel safe on the job, and feel supported by their union and employer.

Ultimately, stronger evidence will help to shape legislation, policies, and practices that promote violence prevention and safety in workplaces, that hold abusers accountable for their behaviour, and that lift the burden from victims so they need not deal with domestic violence alone.

Where do we go from here?

This research has identified the scope and impact of domestic violence on workers and workplaces, but is only a first step. Immediate next steps include encouraging use of these results by governments, unions and employers to establish proactive practices to address the impact of domestic violence at work.

To read the full report you can go to:

[http://www.canadianlabour.ca/sites/default/files/dvwork\\_survey\\_report\\_2014\\_en.pdf](http://www.canadianlabour.ca/sites/default/files/dvwork_survey_report_2014_en.pdf)





# GET TO KNOW YOUR ESP EXECUTIVE

## *The Chouy Johnston Story*

I have been with the Ottawa-Carleton District School Board for over 13 years. I started out working casual for the first few years and as my children grew older I eventually became a full-time Office Assistant. A year after becoming full-time I was fortunate enough to experience opening a new school, Jack Donohue Public School in Kanata North. Another five years and I took the plunge to become an Office Administrator at Regina Street Public School where I still work today.

My favourite items around my desk area are the fabulous artwork created by our kindergarten students. Their creativity and use of colour add brightness to the office and help to build a warm and welcoming atmosphere.

On my breaks I like to go out for lunch with my retired office administrator friends and head to the mall for some shopping.

I am new to the ESP executive. This will be my second term in this position.

My most satisfying moment with the committee was assisting with the registration of the PD Day event held in the spring of 2014 at Longfields Davidson Heights Secondary School. I enjoyed meeting and greeting my peers that I interact with on a daily basis over the phone but rarely get to see in person.

My neighbourhood is in Kanata,

Ontario. Each morning on my drive to work, I like to listen to either Majic 100 or Hot 89.9.

The last movie I saw was ??????. It has been a long time since I have been to a movie. I better catch up now!

The only books I read are cook books; lately I have been interested in Jamie Oliver, Gordon Ramsey, and the



Looneyspoons.

No pets allowed since I have allergies, but my daughter had goldfish when she was younger.

If I was asked to name a brand new school, I would choose either Margaret Atwood Public School or Lynn Johnston Public School. Margaret is an excellent Canadian author who is dedicated to literacy amongst youth and Lynn Johnston is an excellent Canadian cartoonist who captures parenthood at its best and worst in her comic "For Better or For Worse".

If I could be in any other profession, where would I be? That is a difficult question for me to answer. I greatly enjoy my job as an Office Administrator, greeting the children every day

and helping put a smile back on their faces when they are sad. It is such a rewarding experience when you can make a difference in the life of a child.

## *GEMS to know about GEM*

**Question:** I want to know when I get a new email even if I am working in another program. How do I do that?

**Answer:** You need to turn on New Mail Notification. In GEM click on the arrow next to the spoke, select Settings, Desktop Notifications. Click on Select New Mail Notifications ON. Save your changes. This will notify you of new mail right on your desktop.



**Question:** In GEM is there a message history that I can look at to tell if someone has read my message?

**Answer:** There is no message history but you can request a read receipt. To do that you have to request it before you send your message. At the bottom of any message you are composing there is a little garbage can and then a down arrow beside it. Click on the down arrow and choose Request read receipt. Then when the recipient opens the message you will receive an email telling you that they did so.

## WHO'S WHO IN DISTRICT 25

### *All About PSSU*

The members of the Ottawa Carleton OSSTF District 25 Plant Support Staff Unit ensure a safe and clean learning and working environment. All the custodial staff are members, as well as all of the tradespeople that work for the OCDSB. In addition, we represent a small number of cafeteria workers spread throughout the district.

We work in all 152 elementary and secondary schools, administration buildings, outdoor education centers and buildings leased to third parties. Made up of approximately 900 full time, part time and casual members, we are part of the team that ensures our students are in an environment that maximizes their learning potential.

All Board facilities have a Chief Custodian who works days and is responsible for the cleaning and upkeep of that building including minor repairs. They are assisted by part and full time custodial staff who mostly work between the



*Two friendly and helpful members of PSSU. Chris and Adrian are based at Sir Robert Borden High School.*

hours of 2:30 p.m. and midnight depending on the location. Also ensuring buildings are maintained are approximately 100 maintenance and trades staff. (Electricians, Plumbers, Carpenters, Painters, etc.) Most PSSU members work 12 months a year.

Amanda Schiemann

H&S Officer  
Don Rutherford

It is a challenge to keep in touch with members in so many locations. Over the next several months members of the PSSU executive will be touring schools to touch base with those working afternoon shift. They will be stopping in on dinner breaks to update their members and listen to their concerns.



*Just one of many different tasks during a school day*

The PSSU Executive is as follows:

President:  
Sandy Stewart

Chief Negotiator:  
Barry Kelley

First Vice President  
Richard Brown

Second Vice President  
Michael Davidson

Third Vice President  
Nicholas Spence

Treasurer  
Shawn Viner

Secretary  
Dennis Morgan

Communications Officer



*Sandy Stewart, President of PSSU*

The Editor of *ESpecially Yours* is Margaret Elson. Comments, suggestions and contributions may be sent to her by GEM anytime. Next issue - February 2015

# Health and Safety - Everyone's Business

## *Let it Snow, Let it Snow, Let's be Safe!*

My intention is not to be a Debbie Downer, just myself, wanting and wishing everyone to have an incredible and very safe Holiday Season.

Put up lots of decorations. Make your place look really festive no matter what you are celebrating. However, remember that ladder training you had at work? It applies to your house as well.

Speaking of decorations, if you are planning to put up a real tree, remember that it needs to be watered twice a day. Of course, if it's a fake tree, don't water it. That will create other problems!

Some safety tips for your real tree:

- Cut 1 to 2 inches from the bottom before placing it in the stand.
- Make sure the tree is at least 3 feet away from any heat source, this includes vents and lights.
- Make sure the tree is not blocking any exit from the room.
- As stated above, make sure you water your tree.
- Make sure any lights you put on are safety rated.
- Never, never, never, ever use candles on or near a Christmas tree!!!
- Get rid of your tree outside once Christmas is over. Dried out trees are a big fire hazard. Put it by the curb. Do not put it in the garage or lean it against the house.

Lights are a beautiful to bring a Christmas aura to your home but never use indoor lights outside. Check the string and if it is damaged, throw it out. Do not use electrical tape. Make sure your lights are out before retiring for the night.

Now for the turkey: Remember, you are what you eat. There are three safe ways of thawing a turkey. For refrigerator thawing, you will need to plan ahead. Allow 24 hours for each 4 to 5 pounds or 2 to 3 kilograms. Make sure it is in a leak proof container so it doesn't drip on other food.

- For a 4 to 12 pound turkey it will take 1 to 3 days.
- For a 12 to 16 pound turkey it will take 3 to 4 days.
- For a 16 to 20 pound turkey it will take 4 to 5 days.
- For a 20 to 24 pound turkey it will take 5 to 6 days.



A faster way would be the cold water thawing. If using this method you need to cook the turkey immediately. The turkey is placed in a sink of cold tap water. Change the water every 30 minutes.

- For a 4 to 12 pound turkey it will take 2 to 6 hours.
- For a 12 to 16 pound turkey it will take 6 to 8 hours.
- For a 16 to 10 pound turkey it will take 8 to 10 hours.
- For a 20 to 24 pound turkey it will take 10 to 12 hours.

The third safe way is to use microwave oven if you have one big enough. Again you will need to cook it immediately.

I love the snow! I don't drive and I don't shovel so I get to stand back and enjoy it in all its white splendor.



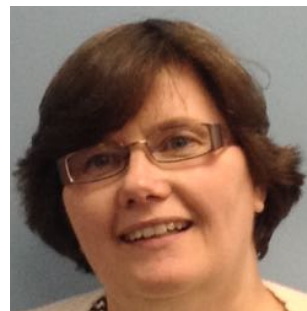
For those of you, who do shovel,



please take care especially if over the age of 45 when your chance for a heart attack greatly increases. If you are out of shape, think about using a snowblower or hiring a service, or a neighbourhood kid who could use a few bucks. If you insist on doing it yourself, think ergonomics and lift small loads bending with your knees. Your back will thank you. Take frequent breaks. You can lean on your shovel and chat with a neighbour about your dream of moving to Florida when you retire. Your family will be grateful.

Finally, tips on safe gift purchasing! For the gentlemen, ladies, it is always safe to purchase a mechanized or technical anything. Boys always need toys. For your ladies, gentlemen, if it doesn't fit in a blue Birks box, don't purchase it! Kidding aside, giving from the heart is always the safest bet!

To you and yours, from me and mine, have a joyous and very safe Christmas and Happy Hanukkah!



**Bev Charles**



## ON THE LIGHTER SIDE ...

### *From the Homeland Security Digital Library Blog*

It might be unnerving that an oversized man in a red suit slips down your chimney into your home during the holiday season. Year after year he makes his way across your living room unannounced, no matter what home security precautions you may take. To the delight of children he leaves gifts of all shapes and sizes, yet the man continues to break into your secret holiday cookie stash regardless of the size of your family guard dog. If you've finally had enough with this home security trickster that goes by the name of Santa (with aliases such as Saint Nicholas and Kris Kringle), the Homeland Security Digital Library has great news for you...you can track Santa's whereabouts.

Starting December 1, 2014, the North American Aerospace Defense Command (NORAD) will provide homeowners with assistance in tracking the current location of Santa Claus during his one-night journey of jolly home invasion. With the Official NORAD Santa Tracker, even the most amateur home security aficionado can record the movements of this notoriously elusive and bearded man. For eleven months out of the year, NORAD's mission is solely focused on, "... aerospace warning, aerospace control and maritime warning in the defense of North America." However, for the month of December, an additional goal of NORAD includes tracking Santa Claus from his home base at the North Pole as he makes his way down chimneys to deliver presents (and guzzle down any milk you may have left out).

Not convinced that NORAD is up for the job? With over fifty years of experience, NORAD has been tracking Santa's location during December since 1955. Using the North Warning System, NORAD implements high-powered radar technology across forty-seven installations in Canada and Alaska. As soon as Santa leaves his shop in the North Pole with his eight reindeer accomplices, the North Warning System sends out an alert. This alert is picked up by NORAD's satellites that in turn immediately begin tracking the infrared heat signals coming off of Rudolph's red and shining nose. Since Rudolph is a critical member of Santa's crew and the two are never far apart, NORAD can pinpoint Santa's exact location across the world through Rudolph. In addition to radar and satellite technology, NORAD also deploys the use of, "...ultra-cool, high-tech, high speed digital cameras that are pre-positioned at many places around the world." These SantaCams are everywhere, just look around and you're bound to spot one nearby. To top it all off, NORAD jet fighters are utilized every December 24th to not only welcome Santa to North America, but to escort him and keep a close visual on his whereabouts.

So, if Santa's usual antics of home invasion have you all strung up and hooked on eggnog for the holidays, rest easy that NORAD is on the job. Follow the NORAD Santa tracker this holiday season and be prepared the moment Santa is expected down your chimney.

<http://www.noradsanta.org>



*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.*