

# ESPecially Yours

Volume 15, Issue 1

September/October 2014

## Message from Your President:

Welcome back to another busy year at the OCDSB. This year has begun with a bang!

On September 21, all OSSTF members in District 25 Ottawa Carleton were invited to attend an Information meeting regarding confidential OSSTF strategies in preparation for the upcoming negotiations. This was a very important meeting at which Support Staff members were asked to take a strike vote. Similar meetings were held across the province.

Members are still feeling lots of stress in the workplace. Initiatives from the Ministry of Education have been implemented and a lot of extra administrative duties have been added to our members' workload. Last year the OCDSB passed a budget which included \$100,000.00 to do a Business Process Review for office staff. Hopefully the results of this review will improve the situation. I will be participating in the review on behalf of ESP and other members may be invited to join the review committee. If you are interested watch for further information. In the meantime, if you are finding that you don't have enough time in the day to complete your tasks and duties, please bring your issues to the attention of your Manager/Principal or immediate supervisor and ask them to determine a priority for completion of tasks.

I have heard from many members about the impact of the installation of buzzers and cameras at their worksites. This was a Ministry initiative that some schools took advantage of and other schools did not. Remember the time when doors are locked and when they are open can be adjusted to reduce interruptions at the busy times of day (just after school opens, just



before/after school closes/lunch hour). Please feel free to contact me if there is an issue with the way your system works in your school.

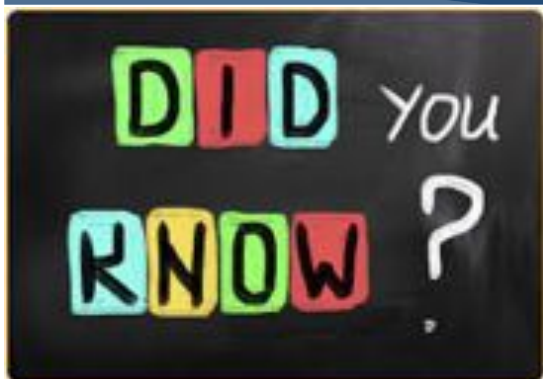
OSSTF District 25 has been growing. We have outgrown our office building at 67 Jamie Ave and have purchased a new building so that all release officers will have their own office. More details will be coming in the future.

As you go through your workday, I know that many of you are feeling stressed. This may impact on your dealings with other others. Please remember that we are Educational Support Professionals and should always treat people with respect and kindness whenever possible.



**Nancy**

## From your chief negotiator



**Bargaining Bulletins are available for members.**

They are in the **Members Only** section of the OSSTF/FEESO website and are the best way to stay informed. The User accounts for the **Members Only** section were created by Provincial Office staff and passwords were sent to members' home addresses. Local offices do not have access to passwords. If you need to request a user account or your password, please call Provincial Office at 1-800-267-7867 and ask for Member Services.

**You might be eligible for a one-time repayment for a VLAP day.**

Anyone who took a VLAP day last year and took less than six sick days (don't try saying that too fast) during the year is entitled to repayment for that VLAP day. If you meet the criteria check your electronic pay stub to make sure you have received this payment.

**You are only entitled to overtime pay or time in lieu of pay if it is authorised.**

You are entitled to 1.5 times your rate of pay or 1.5 hours for each hour you work overtime. Members should not work overtime without compensation.

**You are entitled to breaks and lunch hours.**

A full time employee (7 hours per day) is entitled to a 1 hour lunch at mid-day and 2 paid 15 minutes breaks, one in the morning and one in the afternoon.



November is Women Abuse Prevention Month in Ontario and OSSTF/FEESO is proud to take action to Shine the Light on Violence Against Women. OSSTF/FEESO will be visibly supporting this initiative by lighting the front entrance and foyer of the provincial office building with purple floodlights. In addition, beginning November 3, and until December 8, the OSSTF/FEESO provincial website will have a purple backdrop with a Shine the Light logo. Purple is used as a symbol of courage, survival and honour, and, for the month of November, symbolizes the fight to end violence against women.



The Shine the Light campaign, started by the London Abused Women's Centre, is focused on building awareness, engaging people in breaking the silence and encouraging all communities to speak out against Violence Against Women. Several communities are showing their support through events planned November 1 through to December 10:

|            |                                  |
|------------|----------------------------------|
| November 1 | Niagara Falls will be lit purple |
| November 2 | CN Tower will be lit purple      |

|              |  |
|--------------|--|
| November 25  | International Day for the Elimination of Violence Against Women and Day 1 of the 16 Days of Activism Against Gender Violence |
| December 1-5 | 25th Anniversary commemorative displays in OSSTF/FEESO worksites   |
| December 6   | National Day of Remembrance and Action on Violence Against Women   |
| December 10  | International Human Rights Day   |

All District and Bargaining Units are encouraged to show support of this campaign by using the colour purple wherever possible as well as using the Shine the Light logo for the month of November.



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NOV  
15**




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EVERYONE**

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**TD PLACE**  
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**Royal Ottawa  
Mental Health Centre**  
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# LABOUR DAY

Every year on Labour Day members of OSSTF join fellow union members in a parade through Ottawa to celebrate the strength of the labour movement and what it has done for all of us. District 25 starts the celebration by offering a tailgate breakfast in the parking lot at Lisgar to anyone who comes to decorate the float. The parade forms up on Lisgar Street, beside City Hall, and winds its way to McNabb Park at Bronson and Gladstone for a BBQ lunch and kids activities. There was added excitement this year due to the fact that several floats ahead of the OSSTF float was a float drawn by horses which led to some extra attention needed to where you were putting your feet! This is a fun event for the whole family - why not plan to join the parade next year?



*Nancy Akehurst at the tailgate breakfast.*



*ESP member Gilles Martin on the OSSTF float*



*OSSTF Labour Day float*



# Strike in Waterloo

Ten members of OSSTF District 24, employees of the Student Transportation Services of Waterloo Region (STSWR), commenced legal strike action in June 2014. They were attempting to negotiate a fair and reasonable collective agreement with the transportation consortium since their previous agreement expired almost two years ago.



*Leif Walther walking the picket line in Waterloo.*



*Nancy Akehurst and Dan Maxwell (President of District 25) present a cheque to a member of STSWR.*

They are very similar to the Ottawa Student Transportation Authority (OSTA) which is part of the ESP Bargaining Unit. Although their strike lasted about six weeks they were able to stay strong and united, in part due to the support from other OSSTF members from all across the province.

Nancy Akehurst and Leif Walther were joined by other time release officers from District 25 on a trip to Waterloo to join STSWR members on their picket line and deliver some financial support.



# GET TO KNOW YOUR ESP EXECUTIVE

At the ESP AGM in May the position of Vice-President was left unfilled. Thanks to **Saul Mogelonsky** for coming forward to take it on. We gave him the ESP version of the Proust questionnaire so that we can all get to know him better!

## UP CLOSE AND PERSONAL WITH YOUR ESP EXECUTIVE!

**Work things to know about me**  
Hard working, dedicated and friendly

**How long have you been working for the Board?**  
30 years

**What department/school are you in now?**  
Assistant Office Administrator  
Colonel By

**What is your favourite item on your desk?**  
Pictures under my blotter of events of my family/friends/and special events

**On breaks I like to ...**  
... participate in school events

## ESP THINGS TO KNOW ABOUT ME

**How long have you been on the ESP executive?**  
Previously, seven years with ESP and three years on the OSSTF Provincial Finance Committee

**Most satisfying ESP moment**  
Working to get to know members and signing 2 collective agreements.

## THERE'S MORE TO ME THAN WORK OR ESP

**My neighbourhood is ...**  
West end, Carling and Kirkwood

**What "drive-to-work" radio station do you listen to?**  
TSN 1200 and Satellite Radio 80 music



**What is the last book you read or movie you saw?**  
Draft Day

**What do you do in your spare time?**  
I love traveling to sports events across the United States and Canada.

**Future milestones**  
I'll be turning 50 in the near future and travelling to Hawaii to celebrate.

**Are you a pet owner?**  
We have a new Dachshund named Rusty

**If you were asked to name a school after someone, who would it be?**  
My father law Ben Afelskie. He proved that if you work hard and show loyalty you will always earn respect from others.

**If you could be in any profession, where would you be?**  
Sports Broadcaster

We said good bye to Roseann Perry, our previous vice-president in June. Although she continues to work for the Board, she decided that she wanted to reduce her Board and union activities so she decided not to run again. Thanks for many years of union service Roseann. We know we haven't seen the last of you yet!

## CRAZY MATH

1. Put down your house number.
2. Double it.
3. Add 5.
4. Multiply by 50.
5. Add your age.
6. Add 365.
7. Subtract 615.

You will find the number of your house in front of your age.



# Health and Safety - Everyone's Business

## *Fear of Forms*

Seventy percent of the world does not use forms but it seems “civilized” nations cannot exist without them. Forms are produced from paper, paper comes from trees, trees produce oxygen, we need oxygen to breath... could that be one of the fears, not being able to breath? Too much paper can be overwhelming and we can't seem to catch our breath, but that's anxiety.

I think the fear of forms in particular comes from fear of repercussions caused by filling in forms. It's now down in black (sometimes blue) and white. I will now have offended someone. This is now going to come down on me. It is now official.

There are no repercussions from filling in Health and Safety forms. You **cannot** be disciplined or fired. It is against the law. Health and Safety forms are there not just to help you, but everyone else who may be facing the same circumstances. If you are suffering from something at work, more than likely, someone else is too.

The most common H & S form that ESP members use is the **Form 140 or Workers Accident / Incident / Occupational Illness Report**. It is very important that if you have been injured on the job that this form is filled in either on-line or using the paper version. The electronic form will be filled in by your Principal, Vice Principal, or Supervisor and will be found in the Staff Room Beta file under Staff Resources. If you need medical attention, take the form with you. Your doctor will need to fill in the Functional Abilities portion. Your principal/supervisor will submit the form and give you a copy. This form is very important in case you need to be paid by WSIB in the

future.

**Form 733 or Workplace Violence Reporting form** is thankfully not a form that too many from our group require. It is all too common for our ECE and EA sisters and brothers to require it. This form not only reports what has happened to you, but will also allow a paper trail to be made so that a student with behavioural problems can be tracked and a safety plan created. Fill this form in for actual violence or threatened violence against you or when witnessed against another staff member.

**Safe Schools Incident Reporting Form - Part I of II...** This form was created to follow the directive of Bill 157: Education Amendment Act (Keeping Our Kids Safe at School Act), 2009. This form is filled in when it is believed that a student has engaged in a very serious activity for which they could have a lengthy suspension or be expelled. Submit it to your principal and keep a copy for yourself. The principal will give you the Part II, Acknowledgement of Receipt of Report.

And now... the form that seems to cause the most fear, but the one I emphasize the most... the dreaded **Occupational Health and Safety Form**. This is the form that most people are reluctant to fill in. Why? It is the fastest way to get something looked into and taken care of. There is no down side. Whatever the concern is, it will be tended to. There can be no repercussions, and you will be helping yourself to be happier, healthier, and more productive at work. You may also be helping your co-workers.

This form is to be used when you have a concern about, or you see a risk to yourself or someone else of a health or safety nature, i.e. “I'm fine at my house but as soon as I get here I get a headache or need

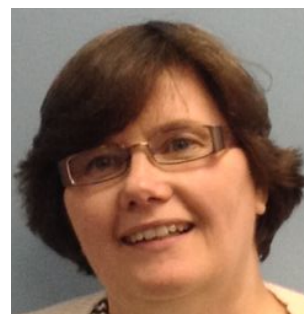
to use my puffer.” “That ceiling tile seems to vibrate every time someone flushes the toilet.” “I know there was air testing done during the summer, the report is missing and I would like to see it.”

After filling in the form, give the original to your principal or supervisor. The principal or supervisor will complete section 2 and return it to you. You may then indicate whether the problem has been resolved or not. Make a copy for yourself and send a copy to your district union office. This form is how we get things done. Speak with your colleagues. They may be having the same issues. Have them fill in the form as well.

If you have any questions about these forms or are unsure how to fill them out, please don't hesitate to contact me by GEM or our district union office. Copies of these forms should be available on the Health and Safety bulletin board in your workplace. They are also accessible from the District 25 website (click on <http://www.d25.osstf.ca/Default.aspx?DN=1c849be5-5f3d-4cdc-87f4-52046e686479>). And remember, always keep a copy for yourself!

**Bev Charles**

ESP Health and Safety Officer  
OSSTF District 25



## ON THE LIGHTER SIDE ...



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.