

The Ottawa-Carleton

June 2017

The official newsletter of OSSTF D25 Teachers



...from Cathy Bailey, D25 TBU President

Here we are, in the last few weeks of the school year. It has been an extremely busy but rewarding one, and I have appreciated the privilege of serving as your President.

I would like to take this opportunity to thank all TBU volunteers for their involvement and commitment to the various committees and workgroups that have served the membership so well. Thanks also to Branch Presidents and all members of Branch Executives for keeping us informed on issues, concerns and positive developments at your work site. Your work, often behind the scenes, is what allows our Unit Executive to continue to advocate with the Board on behalf of all members.

A special thank you goes out to our retiring Secretary, Danielle Guertin—we are very grateful for her diligence and hard work on our Executive over the last many years. Merci Danielle!

I'd like to extend my appreciation to all members of the Awards and Retirement Committee. Our banquet, held on June 8, 2017, was a great success. Congratulations to all of our award winners (see page 3)!

To those members who have decided to retire and move on to new adventures, we wish each and every one of you all the best for a healthy and happy retirement. You will be missed!

As we approach the end of the 2016/2017 school year, I would like to wish you all a safe and relaxing summer. Enjoy a well deserved vacation spending time with your friends and family! I look forward to meeting with you again next year.



Walk So Kids Can Talk, May 4, 2017

Cathy



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Gratuity Compensation Payment

Each member with vested sick leave will receive a payment of \$604. These are members who received a notice of a frozen gratuity amount as of August 31, 2012. This payment is in addition to the amount owed in the notice of frozen gratuity, and will be provided irrespective of whether or not the member took a pre-retirement pay-out.

Each member with non-vested sick leave will receive a payment of \$1208. These are members who received a wind-up payment in place of an owed gratuity. These payments will be made in the first pay after October 1. Payment for those members on statutory leave will be delayed.

Grid Loss Payments

Each member will receive half of the amount of money lost due to delayed grid movement during the 2012/13 and 2013/14 school years. Due to the difficulty in data collection in order to determine these amounts, payment will be made by June 2018. It is expected that members will receive notice of the amount they are owed and there will be a time frame for member verification before the funds are distributed. NOTE: The Gratuity Compensation and Grid Loss Payments apply to all members who were impacted including those who are no longer employed by the school board. Gratuity compensation for these members will begin November 1, 2017. The process for former members to access payments will be communicated locally.

Teachers – Paid Day Off

All permanent teachers who were employed during the 2016/17 school year and are actively teaching in 2017/18 or 2018/19 will be entitled to one paid day off work. This day off can be taken during the 2017/18 or 2018/19 school year subject to the following:

- Requests will not be denied provided that, if necessary, there are expected to be enough available occasional teachers to cover for absent employees and subject to reasonable system and school requirements.
- Teachers are required to provide appropriate work for each of their classes and other teaching and assessment responsibilities, including preparation of report cards.
- Requests will not normally include the first week of the school year and if needed to support student assessment periods and parent reporting. Requests must be made with advanced notice in order to allow for replacement.

Information on making a request for a paid day off will be communicated locally in June, 2017.



Ontario Secondary School Teachers' Federation, established in 1919
100 years of unity in 2019

Fighting Bill 160: 27 October- 7 November 1997

"Teachers and education workers filled meeting halls in large and small communities across Ontario. We packed them in in Ottawa, Thunder Bay, Sault Ste. Marie, Sudbury, Chatham and Kenora..."

<https://www.osstf.on.ca/resource-centre/videos/political-activism/rise-up.aspx>

OSSTF/FEESO's *Going Strong: The Right Choice For You* is a short video that highlights the union's services and what it stands for. It provides an excellent overview of our Federation and is a must-see for those interested in joining OSSTF/FEESO, for new members or even for longstanding members.

<https://www.osstf.on.ca/en-CA/resource-centre/videos/political-activism/osstf-feeso-going-strong.aspx>

OSSTF D25 Annual Awards and Retirement Ceremony, June 9, 2017 at the Centurion

Congratulations to all the retirees, 25 year pin recipients and the award winners!



Honourary Memberships

Jean Gingerich
Danielle Guertin
Paul Marchildon
Dan Maxwell

Award of Excellence

Nouha Obagi-Fakhouri
Dave Belcher

Award of Merit

Kevin Brown
Sheila Williams

Bob Hayes Legacy Award

Danielle Guertin & Dan Maxwell



For more photos: <https://www.flickr.com/photos/126235568@N02/>

Lobby Day Update: Ministers Announce Action on Violence in the Workplace

On **June 8, 2017**, just two months after 120 OSSTF/FEESO members from across the province attended Lobby Day at Queen's Park, Minister of Education Mitzie Hunter and Minister of Labour Kevin Flynn attended the June 2, 2017 meeting of Provincial Council and made a significant announcement regarding the issue of violence in the education workplace. The announcement has four key components:

- An enhanced enforcement initiative will begin this fall, **specifically targeting workplace violence** in schools. Every single school board in the province will be visited by a manager, regional program coordinator and by an inspector. In total, more than 70 district school boards across the province will receive a visit in 2017-2018 from ministry officials.
- With input from the Provincial Working Group on Health and Safety, which was established through the central bargaining process, the Ministry of Labour will be creating education sector specific guidance documents which will have the same authority as those produced by a Section 21 Committee under the Ontario Health and Safety Act (OHSA). The guidance material will be completed and published during the 2017-2018 school year. **Ministry of Labour enforcement teams will be visiting every school**

board in the province to review the boards' obligations under the OHSA.

- Keeping in mind that highly sensitive and privilege information may be contained in a student's Ontario Student Record (OSR), the government is committed to ensuring that all education workers have access to the information they need to protect themselves and maintain a safe and inclusive classroom for students and other staff. Next steps will be predicated on advice from the Working Group, whose experience and expertise will inform next steps **to expand access to information by the spring of 2018.**
- A full review of reporting requirements for violent incidents will be undertaken, with the goal of creating a simple, standardized reporting process that is accessible online, and will facilitate the collection of accurate data **with implementation in the spring of 2018.**

OSSTF/FEESO will be holding Minister Flynn to his commitments to ensure that, for OSSTF/FEESO members and all education workers in Ontario, violence in the workplace is finally being addressed.

Witness for the Defence (of Teens)

by Kristine Klassen

It has happened countless times.

I am at a gathering where I'm meeting people for the first time. We juggle glasses and napkined hors d'oeuvres to shake hands, and amongst the pleasantries exchanged, invariably we arrive at the question of our work lives.

Stranger: "So, what do you do for a living?"

Me: "I am a high school teacher."

It's pretty much a conversation stopper. Well conversation staller, for sure. Most of the time, my new acquaintance's response has, at the very least, a whiff of... surprise - she seems so normal...or disdain - how could a well-balanced individual choose THAT path?

In these countless first encounters, there is a sense of disconnection and puzzlement. People can imagine what it is like to be a restaurant manager, a lawyer, a bus driver; they can't grasp what it is like to be an adult working with teens.

Each time, I feel I have to defend. I defend myself and my choice: I love my work. But much more importantly, I find myself defending my students. In the beginning, I would get tongue tied when people said, "yes, but kids these days, they're so ____" (I won't fill in the blank because that would be perpetuating a stereotype, something I caution students against daily.) But over the years I have worked to articulate why this generation is redeemable and full of promise, and how its members are ultimately an absolute joy to be around everyday.

Let me tell you what I know about "kids these days."

The impact of media is ubiquitous and insidious. The Participation website says that the average kid spends 7.5 hours daily in front of a screen. Add 6 hours of school and 8 hours of sleep, and you are already getting close to 24. The afternoon and evening hours when they are in front of their

screen are portions of the day when, before smart technology, kids were having conversations. When I was a kid, these were the hours when we were detailing our days over a family meal. We were hanging out in the park. We were hiding in closets, talking on the phone when we were supposed to be doing our homework. We were talking. A lot. And in those shared experiences we were telling stories, excitedly talking about our favourite songs and books, learning about each others' hopes, fears, and dreams.

If kids in this generation are limiting their interactions to Snapchat posts and online group sessions of Call of Duty, where are they trying out creative ideas or learning from the people in their lives? Can two people really know each other, really love each other, if the majority of their interactions are through texts and instant messaging?

If kids in this generation are limiting their interactions to Snapchat posts and online group sessions of Call of Duty, where are they trying out creative ideas or learning from the people in their lives?

Kids and their adults must work hard to cultivate the arts of conversation and storytelling. Finding these opportunities is tough given that friendships are everything for teens. They can meet up anytime through text, Snap-

chat, FaceTime, Skype, and the myriad other ever-emerging platforms, all of which offer instant gratification. Their adults, on the other hand, need **actual** face time to nurture a relationship which plumbs the time-consuming depths of values, aspirations, family history. Is it any wonder the adults are losing ground?

Another crucial impact of media is that many of our young people have lost their childhoods, far too soon. When I hear 15 year olds talking about Game of Thrones, I blanch. (I ask if their parents know they are watching, and I have to admit, sometimes the answer is yes.) The unencumbered online access to explicit images, videos, and news footage deeply affects me - as an adult with experience and critical thinking on my side. Imagine how seeing the sexualization of women in most music videos and video games, the footage of a suicide bombing, the graphic murder scenes in PG13 films, is shaping the world view of our young people. Without a conversation to unpack what they have seen and heard, kids

Continued on page 5

will not have the language to express what is potentially harming them.

As far as the language they do have, the complaint I hear most often is that teens are “rude” and “vulgar”. Well, consider that during those 7.5 hours the language they are learning is through music videos and YouTube clips. Have you checked out a 2 Chainz or Future video lately? And the conversations teens are witnessing are in films like Dirty Grandpa and Deadpool, the top 1 and 2 films on Teen Vogue’s “Top 12 Movies You Can’t Miss in 2016.”

So I cut them some slack when the occasional F-bomb slips out. First of all, because they hear it all the time, and they don’t know how it sounds to us. But secondly, because I’ve decided that is not the hill I am going to die on. Rather, I take that opportunity to talk about how I hear that word. I help them to find a new one, and we move on. It is a conversation, and once we have hashed that out, they use the word less.

I have learned over the years that with teens, it really is all about relationships.

In all things, I work with my touchstone. I have learned over the years that with teens, it really is all about relationships. I make them talk, and I make them listen to each other. I encourage them to share their favourite things, and as a community, we honour their identities and their accomplishments. We can do this because we get to know each other through discussion, and that is a joy and a privilege for me.

Do I see snapchatting and texting every day? Absolutely. But I feel it is the job of adults to teach kids how to use their devices effectively, and I am working on that all the time. They can live without their phones - but they have to be given something pretty compelling to tear them away. AND they need help understanding respect for their environment - in our case, the community of the classroom.

Ultimately, like all of us, teens want to be liked, they want to be valued for their ideas and for who they are. They want to be known and understood by the adults in their lives, and this can only happen without judgement. Without judgement

and with a lot of face to face conversations where we listen and let them try out their ideas, their ever-changing identities, their beliefs.

This is what I know: teens take time.

We must slow down. Talk and listen. Show them how we appreciate their passions, and help them find the language and the avenues to pursue these passions in healthy ways.

We must slow down. Talk and listen. Show them how we appreciate their passions, and help them find the language and the avenues to pursue these passions in healthy ways. As a teacher, once they know I respect and like them, the road is paved for learning. And this process, which is admittedly painstaking with some young people, is what fulfills me.

How would my students feel about being championed by a no longer young English teacher who had them sit through videos of both David Bowie and Prince last year (some of them rolling their eyes and checking their Snapchat while they silently pleaded for it to end)? Would they think I have the right to speak for them?

I don’t know. We should ask them.

And to all of you on the Defence team, have a restful and rejuvenating summer. You deserve and need it!

Kristine Klassen is a teacher at Hillcrest High School. She has been appointed Vice Principal at Robert Bateman Elementary School starting in the Fall.



SHOPIFY @ Merivale High School

By Irv Osterer



Lisa Villeneuve

interest in connecting with a secondary school audience. One of Merivale High School's Communication and Design Focus Program alumnus, Lisa Villeneuve, who now works at Shopify, approached us to plan a two day, on-line store simulation exercise. This workshop took about five months of preparatory time — and was in line with the OCDSB's new "ICE" entrepreneurial initiatives.

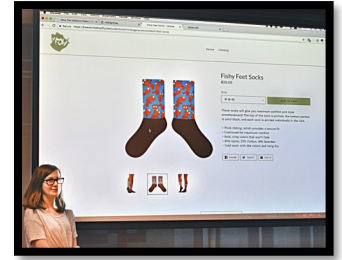
On April 26, our current FOCUS/SHSM students were divided into teams of four and a captain was designated for each group. The students were then presented with a list of fifty non-profit organizations. They were required to pick one, and by the end of the school day, design a logo, a website and some products to market, using Shopify software to create an online store. The students did an amazing job under Ms. Villeneuve's expert guidance.



There were impressive T-shirts and sweatshirts on behalf of The Canadian Women's Foundation, whimsical iPhone cases on behalf of the Children's Wish Foundation, Bad Kitty tote bags for the Humane Society and a very clever MS Cell Socks campaign for the Multiple Sclerosis Society. The Shopify software allowed the students to place their designs on virtual models to make very convincing samples.

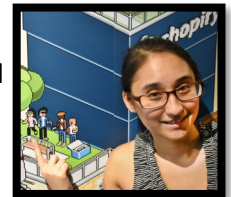
The students completed the workshop the following evening at Shopify headquarters. They were given a tour of the very dynamic work environment that included a mandatory trip down the famous corporate slide and some go-cart action. Britta Evans-Fenton, one of Shopify's online merchants gave a spirited presentation of her Low Poly Crafts product

line and provided the students with some useful entrepreneurial advice. Each of the groups was then asked to make a short presentation of its efforts on one of Shopify's large viewing screens. The students received valuable feedback on all aspects of their projects.



This was an incredible experiential learning opportunity for our students. They created professional products in a short timeline. More importantly, they were able to apply the design criteria that they learned in their Focus Program photography, animation and graphic design courses to arrive at their solutions. Equally impressive was how the students were able to speak eloquently and confidently about the process and the products. They provided rationale for their choices and how they would market them accordingly.

Many thanks to Lisa Villeneuve at Shopify for her extraordinary efforts and to colleagues Scott Hughes and Jaclyn Cañas for their help coordinating this very successful experiential learning opportunity.



Lisa Villeneuve

We are grateful to Glebe Collegiate's Niall Boyd for kindly sharing his photos taken at Shopify headquarters! Niall is a 2017 Focus Program/SHSM grad, and will be attending Algonquin College for Pre-Animation in September.

Irv Osterer is a teacher and department head of Fine Arts & Technology at Merivale High School as well as Communication & Design FOCUS Program/SHSM Coordinator



OSSTF/FEESO Provincial Executive Award, 2017 Congratulations to Dan Maxwell!

by Les Robinson

The OSSTF/FEESO Provincial Executive Award is presented to a member, who in the opinion of the Provincial Executive, has rendered meritorious and outstanding services to the OSSTF/FEESO at both the provincial and local level.

The distinguished political activist and philosopher Noam Chomsky once said:

“Labour unions are the leading force for democratization and progress.”

Few people embody the true sentiment of this statement as well as Dan Maxwell. Dan is the epitome of what we call a true labour activist for the OSSTF/FEESO. Dan was President of the Ottawa-Carleton Teachers’ Bargaining Unit for six years and our District President for four years, but the roots of his activism with the OSSTF/FEESO began many years earlier. Dan’s strong commitment to labour led him to be involved in our Federation for well over fifteen years, in a variety of roles. He began his teaching career as a Technology teacher at Sir Wilfrid Laurier Secondary School and later at John McCrae Secondary School.

Over the years, Dan has served OSSTF/FEESO with distinction in a variety of roles: Vice President, Executive Officer, Political Action Officer, Labour Council Liaison, and more recently at the Provincial level, as an OTF Governor. In this role, Dan fought hard to protect and strengthen the pension promise.

Dan’s leadership has been fundamental on many issues. Most importantly, by working hard to unite labour unions and to seek consensus, not only in education, but across the broader labour movement. I watched Dan work tirelessly to strengthen and unite the other education affiliates in Ottawa-Carleton through regular meetings and open dialogue. He worked to find ways to collaborate on important education initiatives both in our school boards and across the broader labour community.

Dan worked passionately in support of the Ottawa District Labour Council, serving formally as Treasurer and as a member of the Political Municipal Affairs and Education Committee. He demonstrated a strong commitment to social and labour issues to the betterment of all working people in our



OSSTF President Paul Elliott presenting Dan with the Provincial Executive Award

community. I know that Dan’s work in support of education and labour issues will continue long after his retirement, because Dan’s commitment and dedication can’t be diminished.

OSSTF/FEESO sincerely thanks Dan for his many years of dedication and commitment and for giving so much of himself to make our lives better in the education and labour communities. On behalf of District 25 TBU, congratulations Dan. Cheers!



Dan toasting the retirees at the D25 Annual Awards and Retirement Ceremony, June 9, 2017

City of Ottawa to Honour Deceased Rideau Canal Workers



After discovering the 23 skeletons about a metre below Queen Street that halted the LRT construction in 2013, the city decided to plan a formal burial for the unnamed men, women and children on **Sunday, September 24, 2017 at the Beechwood Cemetery**. This ceremony will recognize the difficult work conditions these workers suffered through during the construction of the Rideau Canal. Many worked six days a week and often 14 hours a day.

Much of the strenuous lumbering work was taken on by Irish Immigrants. About 100,000 Ottawa and area residents are descended from these Rideau Canal workers. There were numerous deaths due to work accidents, but the largest killer was disease; mostly malaria.

Although the Rideau Canal is recognized as one of the truly amazing constructions of its era, the work conditions were deadly and many workers made the ultimate sacrifice with their lives. This brings home the importance of decent working conditions and safety in the workplace. Let's hope that on Sunday, September 24th, union brothers and sisters from all over will be there to show respect for these long lost workers.

An advertisement for OTIP RAO. It features three colorful Adirondack chairs (blue, yellow, and green) on a wooden deck. The text reads: "SIT BACK AND RELAX. Your retirement is full of choices." and includes the website "http://arm.otip.com/". The OTIP RAO logo is in the bottom right corner.

Upcoming events:

- ◆ Last day of school June 30, 2017
- ◆ July 1, 2017 Canada Day—150th celebration
- ◆ OSSTF Leadership Conference August 16—19, 2017, Toronto
- ◆ Capital Pride Parade, August 27, 2017

OSSTF Leadership 2017 FEESO

Join OSSTF members, the OCDSB and Ottawa and District Labour Council at the parade.
More information to follow.

Capital Pride



- ◆ Labour Day Parade, September 4, 2017, Ottawa

JOIN OSSTF COLLEAGUES FOR LABOUR DAY

We'll be in Lisgar Collegiate's parking lot from 10³⁰ am for breakfast.
March starts at noon behind city hall.
Picnic at McNabb Park (Bronson & Gladstone)
Food, pony rides, music, wading pool.....
Family and friends are encouraged to attend.
*Park near City Hall, near McNabb Park or anywhere in between.



The OC provides a forum for discussion and exchange of information on educational issues, not necessarily reflecting the opinions or views of District 25 or OSSTF. Submissions from members including articles, letters, photographs, or drawings are always welcome. Submissions from non-members will be considered. The OC Editorial Board reserves the right to publish and edit submissions.

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