

# The Ottawa-Carleton

April 2018

*The official newsletter of OSSTF D25 Teachers*



...from Cathy Bailey, D25 TBU President

## *Engaging Together...*

I hope that everyone had a relaxing and rejuvenating March Break. It is wonderful to see that the days are getting longer now that Spring is just around the corner!

In the *Annual Statement of Teachers' Bargaining Unit Goals and Objectives 2017-2018*, one of our stated objectives is to "increase and empower member engagement in the Federation, at the branch, bargaining unit, district and provincial levels". Engagement comes in many forms and I am so proud of the level of participation that we see throughout the District among TBU members.

Meeting with you in branches has been very helpful to us as we advocate with the Board based on the feedback that you provide. We continue to reinforce the importance of Collaborative Professionalism at every level and encourage Branch Executives to engage in constructive conversations with their Administration, based on issues raised within branches. We look forward to ongoing branch visits, and ask you to share your ideas and provide us with feedback so that we can continue to make our Unit and District stronger and more vibrant. Thanks very much to all Branch Presidents, who have encouraged such excellent turnouts for these branch visits!

Engagement at the bargaining unit level has been a particular focus this year. It was a great pleasure to chat with folks over drinks and munchies at our three Member Engagement Socials. We hope to continue this tradition in future years. Various workgroups and committees have been hard at work in response to needs expressed by the Teachers' Bargaining Unit membership. These include a Local Levy Workgroup, the Communications Committee, an AGM Ad Hoc Work Group and the various PD Subject Councils, which are currently preparing for our Federation PA day on April 27<sup>th</sup>. We are always actively looking to increase participation within the TBU in order to provide resources and support to members across our District and we would love to hear from you! We hope to see you at the **AGM** again this year at **9 Corvus Court, on Wednesday, May 9<sup>th</sup>**. Light refreshments will be served at 4:30 and the formal meeting will begin at 5 p.m.

At the District level, we have members participating in several committees, including the Status of Women and Human Rights Committee as well as the Political Action Committee. Thanks to Chairs Beth Wallace and Susan Rab, as well as to all who attend these important meetings. The issues examined through these bodies are extremely important, especially in today's social and political climate.

At the 99<sup>th</sup> Annual Meeting of the Provincial Assembly (held in Toronto from March 9<sup>th</sup> - 12<sup>th</sup>, 2018) the D25 teacher delegation, led by Stephanie Kirkey, engaged in important work at the provincial level. AMPA is the supreme legislative body of OSSTF/FEESO and is responsible for establishing or amending Federation policies, bylaws, constitutions, budgets, the annual Action Plan and for the election of the Provincial Executive and OTF Governors. Our delegates engaged in debate in order to pass motions, vote on policies, and adopt the OSSTF/FEESO budget. Thank you to everyone who gave up part of their March Break, in order to engage in the work of our Union.

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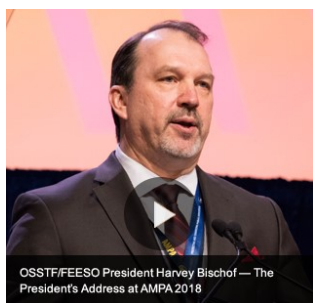
As we all know, June 2018 will see a Provincial Election here in Ontario. OSSTF/FEESO has released a pamphlet entitled, “Public Education—it’s for Everyone”. In it, the Federation expresses a number of expectations of the future Provincial Government, including a commitment to fixing the badly flawed funding formula that has been in place for the past twenty years. More information can be found on the OSSTF/FEESO website at <http://www.osstf.on.ca/public-education/it-s-for-everyone.aspx>. Our engagement in this election is essential as we know that the outcome will have significant impacts on our students’ learning conditions and our own working conditions. All teachers are encouraged to pay close attention to party platforms and to take an active role in the electoral process.

In closing, I would like to reiterate how proud I am to be a part of such a vibrant and committed group of people. The TBU Collective Agreement ( L18.02 e ) stipulates that 100 days can be accessed for Federation Business and like last year, it looks as though every one of those days will have been used by TBU members at both the local and provincial level. Thanks to all of you for engaging together to “promote and advance the cause of education” through the fine work you do every day in support of one another.

Yours in Federation,

*Cathy Bailey*

## AMPA 2018



Nine hundred delegates, alternates and guests from all parts of the province attended this year’s Annual Meeting of the Provincial Assembly of the Ontario Secondary School Teachers’ Federation (OSSTF/FEESO). President Harvey Bischof addressed delegates and guests on Saturday. [His speech](#) featured an outline of OSSTF/FEESO’s key policy concerns for the upcoming provincial election campaign.

In addition, Ontario Premier Kathleen Wynne addressed the assembly on Sunday followed by a short Q&A. Ontario New Democratic Party Leader Andrea Horwath addressed the assembly on Monday, followed by a short Q&A.



Delegates at AMPA heard close to 100 motions and passed the budget for 2018/2019, as well as the [Annual Action Plan](#).

A few notable motions from AMPA 2018:

The General Secretary, Pierre Côté, introduced the [Report on The Canadian Teachers Federation](#) (Volume Three, pages 31 to 38) which lead to the conclusion that OSSTF/FEESO should rejoin the CTF.

The following motion was carried at AMPA with respect to that report:

*MAC 201-18 (2.1.41) Provincial Executive 1/2 Cost Estimate: \$165,000*

*BE IT RESOLVED THAT OSSTF re-join the Canadian Teachers' Federation on the basis of the proposed payment schedule offered by the CTF. **CARRIED***

The **District 25** motion below was successful. This will hopefully help restore those members who had, but no longer have, benefits, as well as provide a reasonable option for those members currently without benefits.

*MAC 216-18 (2.4.04) District 25 Ottawa-Carleton 1/2 Cost Estimate: \$20,625*

*BE IT RESOLVED THAT AMPA direct the Provincial Executive to strike a work group to study the feasibility and options of extending benefits to Members of OSSTF who are not currently covered by the OSSTF ELHT Benefits Plan. **CARRIED***



See [AMPA 2018](#) on our Facebook page.

# Political Action:

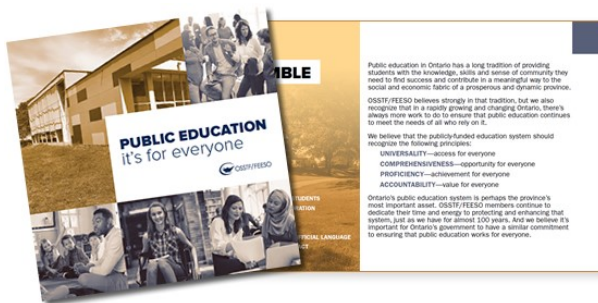
## Public Education — It's For Everyone

Public education in Ontario has a long tradition of providing students with the knowledge, skills, and sense of community they need to find success and contribute in a meaningful way to the social and economic fabric of a prosperous and dynamic province. OSSTF/FEESO believes strongly in that tradition, but we also recognize that in a rapidly growing and changing Ontario, there's always more work to do to ensure that public education continues to meet the needs of all who rely on it. We believe that the publicly-funded education system should recognize the following principles:

- **UNIVERSALITY**—access for everyone
- **COMPREHENSIVENESS**—opportunity for everyone
- **PROFICIENCY**—achievement for everyone
- **ACCOUNTABILITY**—value for everyone

Ontario's public education system is perhaps the province's most important asset. OSSTF/FEESO members continue to dedicate their time and energy to protecting and enhancing that system, just as we have for almost 100 years. And we believe it's important for Ontario's government to have a similar commitment to ensuring that public education works for everyone.

Visit <http://www.osstf.on.ca/public-education/it-s-for-everyone.aspx> for the full campaign or click on the photo above.



## OSSTF/FEESO Supports Pink Shirt Day—February 28

OTHS



**Provincial  
Election Day  
June 7, 2018**



**Upcoming Elections—stay  
informed and VOTE!**



**Municipal  
Election Day  
October 22, 2018**



**Pharmacare: A Plan for Everyone**

The Canadian Labour Congress has launched a campaign to promote Pharmacare. Canada's unions are proud that we've won health insurance coverage for many of our members. But we believe anyone with a health card should have coverage for the medicines they need. That is why we are working to win a universal prescription drug plan that covers everyone in Canada, regardless of their income, age or where they work or live. Both the Ontario NDP and the Ontario Liberals would in-

clude limited plans here but much more is possible. For more information, go to [http://www.aplanforeveryone.ca/why\\_pharmacare](http://www.aplanforeveryone.ca/why_pharmacare).

On April 17, 2018, the Canadian Labour Congress will be hosting an event in Ottawa at the Delta Hotel, from 6:30 to 8:30 pm. RSVP at <http://www.aplanforeveryone.ca/ottawa> or contact Susan Rab, [Susan.Rab@d25.osstf.ca](mailto:Susan.Rab@d25.osstf.ca) for more information.

After four weeks on the picket line, CUPE 2424 have reached a tentative settlement with Carleton University. The settlement was achieved after a full day of talks on April 2 facilitated by an external mediator. Carleton's workers went on strike March 5th in a fight to maintain bargaining rights and protections around their pensions.





OSSTF/FEESO is excited to introduce our new Equity Mentorship Program. This important program is designed to reduce barriers to leadership positions within the federation for members of equity-seeking groups.

The application process is now open. Deadline for applications is **April 30, 2018**.

For more information, please contact the Equity Officer Wayne Milliner ([wayne.milliner@osstf.ca](mailto:wayne.milliner@osstf.ca)) at Provincial Office.

### INTRODUCTION

The 2016 Annual Action Plan directed the development of a formal, intensive mentorship program for members from equity-seeking groups along with identifying resources needed to promote engagement, and the presentation of a report with recommendations to AMPA 2017. The Annual Action Plan states, "The development shall involve consultation with the Equity Officer, the Equity Advisory Work Group, the First Nations, Métis, and Inuit Work Group, the Status of Women Committee, the Human Rights Committee, the Educational Services Committee, and the Comité des Services en Langue Française, as well as input from other equity-seeking stakeholders in the Federation." This program is an example of a logical next step in our commitment to the ongoing equity work of OSSTF/FEESO. This report recommends a 3 year pilot Equity Mentorship Program with reports back to AMPA.

### RATIONALE

Surveys have identified that the further an OSSTF/FEESO leadership role is from the worksite, the less likely it is to be filled with members from equity-seeking groups. Our recent Member Participation Survey indicated that 70% of our members self-identified as women, persons of colour, FNMI (First Nations, Metis or Inuit), LGBTQ, or persons with a disability. 13% of those surveyed belong to more than one identified group. In light of these findings, a formal mentorship program for members of equity-seeking groups is a positive development toward making our federation more inclusive. Addressing barriers to leadership opportunities by developing knowledge and understanding is a necessary goal for OSSTF/FEESO as we strive to create a union that represents the make-up of our membership. Barriers to leadership can be systemic or attitudinal. Making this long-term mutually beneficial investment in our equity-seeking members through leadership development is an important and essential step for the Federation. We have always dedicated a great deal of resources to include more members in OSSTF/FEESO and it is important to ensure that the valuable insights of members of all equity-seeking groups are included.

### STRUCTURE

To enable members who wish to access this Equity Mentorship Program to have sufficient time and resources, a two-level program to be completed over two years is recommended. Fifteen members, representative of the makeup of equity-seeking groups, would be chosen based on an application process. This 3 year pilot program began in spring 2017 with the selection of eight member mentors. During the 2017-2018 federation year, the selected group of mentors are working with Equity Officers, related work groups, committees, and staff in the development of program content to ensure that the program is effective and impactful. In the 2018-2019 federation year, the mentee candidates will participate in the Level 1 program. Those mentees who wish to continue will complete the Level 2 program in the 2019-2020 federation year. At all steps of the program there will be opportunities for sharing ideas and collaboration. An interim report on the Equity Mentorship Program will come to AMPA 2019 with a final report to AMPA 2020. These reports will include recommendations of the future of the program.

*Continued on page 5*





## [APPLICATION INFORMATION](#)

### Statement of Intent

The OSSTF/FEESO Equity Mentorship Program is intended for active members of Federation that belong to equity-seeking groups. They are interested in leadership mentorship and wish to further develop their leadership opportunities in Federation within the next few years.

### Application Process

A complete application must include a fully completed “Equity Mentorship Program—Application Form” along with two personal reference forms be sent to Wayne Milliner, OSSTF/FEESO Equity Officer by no later than midnight April 30, 2018.

### Personal References

Each applicant is required to supply two references. All references must use the “Equity Mentorship Program—Personal Reference Form”. Submissions are to be made using the downloadable and electronically fillable form emailed directly to the Equity Officer (wayne.milliner@osstf.ca). At least one reference must be from an OSSTF/FEESO member.

Applicants are encouraged to have references from different perspectives. OSSTF/FEESO local endorsement is not required.

# Collective Bargaining



## Collective Bargaining Process - Spring Staffing

click on [Spring Staffing Timelines 2018](#) for a full detailed timeline.

### D/BU #114/2017-2018 — March 20, 2018

AMPA 2018 approved the establishment of a new Protective Services Committee replacing the current Collective Bargaining Committee. The Protective Services Committee (PSC) will be comprised of members with experience and skills related to the work of the committee. The Provincial Executive will select 10 Teacher/Occasional Teacher members and 10 Support Staff members from bargaining units who bargain under the SBCBA. Following the Provincial Executive selection, Provincial Council Nominations Committee will select 9 additional members from all bargaining units based on the threshold criteria. **Applications are due by noon on April 3, 2018.**

[Login in](#) at [www.osstf.on.ca](http://www.osstf.on.ca) and go to MYOSSTF for the application and the full D/BU.

# TBU Social Nights



Thank you to all those members  
who came out to one of our  
three social nights!



## CANADA 150 Artwork @ Merivale High School By Irv Osterer



Merivale High School's Communication and Design classes cover printing technologies in their course of study. 2017 was Canada's 150<sup>th</sup> birthday and the 100<sup>th</sup> anniversary of the National Hockey League. With the nation's capital hosting an outdoor game at Lansdowne Park in December, a commemorative poster, celebrating hockey in this country was a fitting class project. The objective was to include a sample in the layout from every Canadian team that has had representation in the NHL.

Students were responsible for contributing images in the medium of their choice and were photographed wearing one of the Canadian team jerseys we were able to secure for the project. Merivale High School hockey legends Scott Hughes and Harvey Renaud, coaches Devin Stratton and Bryan Dougherty, Tessa MacLean and son Galen, retired colleague Rob Duquette, as well as world famous hockey trivia expert Liam Maguire all posed for photos.

Bill Beverage (1909-1995) has the distinction of being the last goalie to play for the first incarnation of the Ottawa Senators



and moved with them to St. Louis when the team folded during the Depression of 1934. Bill's grandson Jordan and great-granddaughter Lauren Lane-Beveridge were included in the poster. Lauren's mom, Alison Lane, is a long-serving OSSTF member and helps coach Merivale's girls' hockey team.

Our construction technology instructor, master carpenter Newton Noor, appears in his 1966 England soccer jersey for a note of contrast. In addition, all the mayors of Canadian cities with National Hockey teams responded to the school's request for a photo and welcomed the chance to participate in this project.

*Irv Osterer is a teacher and Department Head of Fine Arts & Technology at Merivale High School.*



## More Hockey from Merivale H.S.....

On Thursday, December 14, Library and Archives Canada hosted a Cecil Hart evening in conjunction with the NHL 100 Classic outdoor game between Montreal and Ottawa.

While most hockey fans recognize the Hart trophy by its iconic shape, few realize that this is its second incarnation, and fewer still know it was donated by Dr. David Hart. He and son Cecil are direct descendants of Aaron Hart, thought to be one of the first Jewish settlers in Canada.

Although Hart died in 1940, he merits consideration for election to the Hockey Hall of Fame in the Builders category for his profound influence on the NHL. He had a major role in the purchase of the Montreal Canadiens in 1921 and served as their managing director. He was instrumental in the signing of Howie Morenz and coached two Stanley Cup championship teams.

The evening featured the original Hart trophy, the current version and the Stanley Cup. The Hockey Hall of Fame custodians of these awards did their usual excellent work and were aided and abetted by none other than the Flower himself — Guy Lafleur. Lafleur was very gracious with his time, posed for many pictures, signed autographs and was a fitting NHL ambassador for this historic evening.



Sylvain Boudreault and Irv Osterer took part in the festivities!



## 10 defensive driving tips .....



We can control our driving, but we can't control the driving of others. Driving defensively, rather than aggressively, helps maintain focus and control, allowing you to anticipate things before they happen and react appropriately when they do. It is less about what you're doing and more about giving yourself enough time and space to respond to what other drivers are doing. Check out 10 tips to help you become a more defensive driver, which will ultimately help to keep you safe, your driving record clean and your car insurance rates low.

Click on the picture or visit <https://www.otipinsurance.com/Car-Insurance/News/Defensive-Driving-Tips>.

## Report of the Levy Study Committee: Chaired by Graham Satterthwaite

Members: Kim Appel, Cathy Bailey and Scott Lalonde

The Levy Study Committee was struck as a response to a motion brought to the 2017 TBU AGM (B.I.R.T. the secondary levy be discontinued effective as of the first pay of the 2017-2018 school year).

The Levy Study Committee met twice (Nov 23 and Feb 7) and identified two areas of members' concern:

1. The lack of clarity in revenues and expenditures.
2. The method of determination of the levy.

Addressing the first concern, a revised format of the monthly TBU financial statement was produced with expenditures categorized, and the proportion of each category from the overall expenditure indicated. This format will be used henceforth for all TBU Exec and Council meetings.

To address the second concern, comparisons were made with TBU's of a similar size to our unit (see Appendix A below).

Information was requested from these units through the following questions directed to their President or Treasurer:

1. What factors determine the amount of your levy?
2. What remuneration is paid to your Board to cover TRO salaries?

3. Do you have any input re the predictability of levies raised through a percentage of salary as opposed to a fixed amount?
4. a) Have you made any significant changes (or are you predicting making changes) to your levy in recent years?  
b) If so, what were the changes and what kind of impact have they had?
5. If you are comfortable in sharing a copy of your TBU annual budget, that would be helpful—if not, no worries.

Responses were received from five units. As to be expected, the responses were varied, with no similar rationale for the way the levy is raised or how much is paid back to the Board. The committee discussed the idea of switching from a fixed sum levy to a percentage of salary, but from these responses, felt that there was no compelling argument for either case.

In conclusion, it was decided that this committee recommend maintaining our status quo of a fixed (\$150 per FTE per year) amount. However, in light of the current status of the General Operating Reserve Fund, the TBU treasurer will consider the idea of a temporary "Levy Holiday" and may bring forward a motion for such at the upcoming AGM.

*Graham Satterthwaite is the TBU Treasurer and a teacher at Sir Robert Borden H.S.*

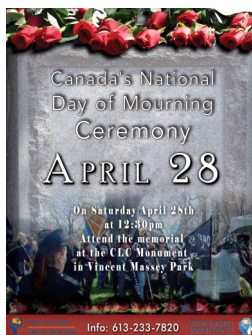
### Appendix A:

D	BU	FTE	TRO	Ratio	Levy	NOTES
17	T	1035	3.0	345	0.09%	
20	T	1193.9	3.0	398	\$75	
13	T	1427.1	4.0	357	\$126.50	\$5.75 per pay - 22 pays (3 are District officers)
11	T	1526.6	5.0	305	0.12%	1.0 T Pres, 4 others not necessarily teachers support all units
25	T	1536.1	4.0	384	\$150	
19	T	2628.7	5.0	526	\$40	Night & summer school \$10 levy, Board pays for 5 at cat 3 step 0
21	T/OT	1212.6	3.0	404	\$121	\$11 per pay - 11 pays; OT \$11 first pay of month (paid biweekly)
24	T/OT	1475.3	3.0	492	0.05%	3 full time release officers
16	T/OT	2886.7	4.5	641	\$30	

## Upcoming events:

- **April 4** Status of Women & Human Rights
- **April 11** CBC meeting
- **April 18** TC meeting
- **April 23** TBU Retirement Planning and TPP Workshop
- **April 26** TBU Financial Planning 101 workshop
- **April 27** PD day - OSSTF subject specific
- **April 28** **National Day of Mourning**
- **May 6** 2018 Walk So Kids Can Talk <https://walksokidscantalk.ca/>
- **May 9** TBU Annual General Meeting—social 4:30 pm, meeting 5 pm

All TBU Committee MEETINGS START AT 4:30 P.M. at the OSSTF/FEESO District 25 Office, 9 Corvus Court



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.

Contact Janice Smith, OSSTF D25 TBU Communications Officer:  
[janice.smith@d25.osstf.ca](mailto:janice.smith@d25.osstf.ca)