

UNIT EXECUTIVE

2015-2016

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# WELLINGTON WORKS

2016 APRIL

VOLUME 23

## A LONG SEVEN WEEKS BETWEEN HOLIDAYS

ONTARIO ENGLISH

Catholic  
Teachers

ASSOCIATION

WELLINGTON OECTA

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### President's Message

Baseball may be almost set to throw their first pitch of the season but for teachers it is the start of the 'dog days of April and May' as we have a long haul between Easter and Victoria Day weekend. Everyone knows this is the core of your curriculum instruction as you need to get as much done as possible before the rush of June hits us like a tidal wave. Remember balance in your planning, leaving time to get your work done while setting time aside for your family and you. Just like the marathon runner you need to pace yourself and have enough energy to finish strong in June.

Recently I was approached by an individual who expressed how experiences with our Board left such a vile taste in their mouth that they could no longer even respect our Catholic system. It was very disheartening to listen to and left me with a deep sadness. It also made me self-reflect and hope that no student or parent anywhere would ever judge my actions as the summative of a negative expression and life long experience concerning Wellington Catholic.

In a new world view that has our fellow citizens, and even our fellow Catholics, speaking against our right to our Catholic School system in Ontario we need to be vigilant. Last month at the OSSTF AGM a motion was passed that put financial resources towards a policy of the one school system in Ontario. There are many reasons why this should be concerning to all of us. Our jobs (and many teacher jobs in the regular public system) would be placed in jeopardy as some schools with empty classrooms would be merged. Layoffs in the public sector rarely impact the administration. To save the most money it would need to hit our classrooms. This would cause higher class sizes as smaller schools send their students to other schools.

Jobs aside hopefully the very nature of our Catholic System's existence is also something very important to you. As a student of the 70's and 80's Catholics fought hard to keep our schools. Let's not drop the torch today.

### WELLINGTON WINTER WORKSHOP OECTA 101 APRIL 19th

Do you have questions on what Duty to Report means? Do you understand your professional obligations as a member of the C of T?

Do you know when to submit a Safe Schools Act Form? Ever wondered about P.D opportunities? What are your rights and responsibilities? Have you ever thought I

wonder what a Staff Rep, OECTA Exec member or what Mark, David and Peter do all day?

Then the OECTA 101 workshop on Tuesday April 19th is for you! We will have our Staff Liaison Katrina Wheaton join us at the

OECTA Office for a packed inservice that will not only increase your awareness of our union but will widen your understanding of our teaching profession.

There are still a few spots open please apply asap.

# PROVINCIAL OECTA AGM 2016

The Wellington Delegation attended the AGM during the first weekend of March Break. I would like to thank all those who joined the Executive to represent Wellington during our holiday week. Over 640 delegates represented OECTA Units from all across the Province. The AGM is the highest authority of our union and meets every March Break to determine the course our Union, OECTA, is heading in. At the AGM we also elect our Provincial Executive and set our Union Fees for the following year.

The Provincial Executive will remain the same as all positions were acclaimed and the incumbents will return to work with President Ann Hawkins as she will continue in July with her second year of her two year term. This is a tribute to the cooperative spirit evidenced every time we have seen the Provincial Executive working at Council, Workshops and other Labour Conferences.

The Fee Debate once again took centre stage during the AGM. Last year you may recall a motion was put forth to increase the fees to \$100 dollars to reflect the expenditures required at the Provincial level. It was narrowly defeated as the AGM voted instead for a \$50 fee increase. This year the Finance Committee and Treasurer submitted a plan to focus on the Reserve Fund. Our Reserve Fund which is our Strike Fund is the lowest of our Teacher Affiliates. We, OECTA, also pay the lowest in fees compared to OSSTF, ETFO and AEFO. In the face of Provincial Bargaining the Executive and the Council of Presidents believe the Reserve Fund must be built up. There were several motions entered at the AGM to accomplish this and they passed. These resolutions will increase our union dues based on a .13 percentage of your earned wage. Your base fee did not go up.

There were also a variety of guest speakers from the Ontario Federation of Labour, the Canadian Labour Congress, the College of Teachers as well as the Minister of Education Liz Sandals. Stealing the speaker list was Joseph Boyden who spoke about his experiences, knowledge and books on our Aboriginal Peoples. We learned that the incidences of suicides is only surpassed by the incidents of attempts which he explained are at an epidemic level. Hopefully OECTA will be able to assist the promotion of these concerns in an awareness program across the province. To view his children's stories and materials see <http://penguinrandomhouse.ca/authors/149986/joseph-boyden>

Of course there were dozens of other motions and resolutions that were debated, defeated, passed, withdrawn or sent to committee. Included this were motions to change limits to how many Unit/ Provincial Executive Positions a member could hold and another motion which would have moved existing budget money from one area to the general fund allowing a balanced budget for next year. With that last motion defeated there will be budget cuts for the Provincial Office next year.

Our delegation continued to participate in all areas of the AGM, gaining the speaker's attention, debating at the mics, discussing issues with other delegates, making provincial contacts and fostering fellowship. We believe Wellington has a far greater impact at Provincial than our ten votes. Though the AGM may seem an attractive fun trip to Toronto it is a series of long sessions in a parliamentary forum with serious issues which affects all our members in Wellington and the Province. Thanks again to not only the delegates but their families who are impacted for these first four days of the March Break!

The call for delegates comes out each year in December. We sponsor additional delegates as Alternates to give more members a chance to see the Provincial AGM at work and learn about OECTA.

## Upcoming Dates

Thur March 31 and Fri April 1  
OECTA Leadership Toronto

Fri April 1  
Winter Workshops 3 and 4

Mon April 4  
WCDSB Meeting 7 pm  
Mark

Mon April 11  
Exec Meeting 4:15 pm OECTA Office

Tues April 12  
Cath Com Meeting 4 pm OECTA Office  
Mark Laurie Mike and Liz

GWCSJ 7 pm OECTA Office  
Suzan and Mark

Thurs April 14  
GDLC 7 pm @ OPSEU Office

Fri April 15  
Laurier Fac Ed Meeting 11:30 am  
Tim and Mark

Tues April 19  
Winter Workshop 5 all day OECTA Office

Wed April 20  
PD OECTA Inclusivity all day

Joint Staffing Com Noon OECTA Office

OECTA All Com Meeting 4 pm OECTA Office

Thurs April 21  
Special Council of Presidents Toronto  
Mark David Peter Tim

Fri April 22  
OECTA GSN Workshop Toronto  
Peter and Tim

Mon April 25 PD Day  
Reps / Exec Meeting 4:30 pm OECTA Office

Thurs April 28 National Day of Mourning  
5:15 Ceremony Downtown Cenotaph

## Contract 101 : Staffing

This year in the contract several changes have been implemented and more will be announced later in the month. Everyone should be aware that requests are due to the Human Resources Department on March 31st. If you plan to resign, request a personal leave or wish to participate in a cross panel opportunity those forms are due. All your teaching preference forms were also to be returned by March 29th to your supervisor.

According to our staffing booklet letter of understanding there are new opportunities for SERTs to decide to return to a classroom. There are also new preference forms for program teachers to fill out to request a change of duties. We gained clearer language on the number of permanent staff applications for principals to follow when it comes to vacancies before being posted to the LTO list.

In addition, we have a letter of understanding to develop a 'Best Practice' guideline for school staffing procedure and discussions between the administrators and our OECTA staff reps. These talks are ongoing but will be sent to the staff reps later this month.

### NATIONAL DAY OF MOURNING FOR WORKERS

#### *GUELPH DISTRICT LABOUR COUNCIL*

Thursday April 28

5:15 March begins at Cenotaph Downtown

5:30 @ Goldie Mill Park

Join all your labour colleagues as we remember all those who  
have lost their life in the workplace  
We need to remember for all those who work in countries that cannot



Wellington OECTA was represented last year at the National Day of Mourning Memorial organized by the Guelph District Labour Council. Our Flag flew beside OSSTF and ETFO in a visible sign of Solidarity! We encourage as many of you that can to attend this year's event.

### HEALTH AND SAFETY NOTICE Scent Awareness

We have two schools that have a scent awareness notice. Holy Trinity and St. John School Guelph both have staff members with scent allergies. Please be aware if you are visiting the school, attending a workshop or meeting, and working as a daily OT. Please refrain from wearing scented items, perfumes etc. In addition even coats and sweaters that may have come into contact with perfumed scents the day before could harm our colleagues.



**MONDAY APRIL 25 PD DAY**  
The additional PD Day was a result of our Provincial Central Table Negotiations. It returned one PD Day which was removed by the Harris Gov't in the late 90's. This PD Day will have several topics that were Ministry driven and at least a half day that was OECTA OCSTA agreed upon H and S initiatives. The FDK Teachers with their ECE's will also be given a half day to work together. The OTs that did not receive a PD Day as of yet will be at the OECTA Office for their paid PD Day.

### UNIT AGM ELECTIONS

#### **Friday April 1 (8:00 AM)- Opening of Nominations**

Nominations open for all positions as of 8:00 a.m. this day. To be nominated, the candidate must indicate which position he/she is seeking and advise Amberlea Daigneau the Election Chair. See below for positions:  
Note that the Occasional VP is nominated and elected separately from this election.

#### **Friday April 15 (5:00PM)-Close of Nominations.**

#### **Monday April 18 (4:30 P.M.)- Candidate Profiles are due**

#### **Friday April 22-Candidate Profiles published**

Candidate's speeches will be taped this week at the OECTA Office. Speeches will be available for viewing on the Wellington OECTA Website.

#### **E-Voting Online**

#### **May 11-12 E-Voting will open 12:01 a.m. May 11 to 5:00 p.m. May 12**

There will be an opportunity to vote for the position of Vice President Secondary, Vice President Elementary and Secretary.

#### **Wednesday May 18- AGM and Councillor Elections**

The Councillors for unit executive shall be elected by traditional paper ballot at the annual general meeting of the unit on Wednesday May 18 at 4:30 at the OECTA Office.

#### **NOTE: the positions available to be elected are:**

- Vice President Secondary (2 year term)
- Vice President Elementary (2 year term)
- Secretary (1 year term)
- 5 Councillors (1 year term)

All candidates nominated for the 'titled' positions will be able to "drop-down" to a Councillor's position as per by-laws. The two year terms run from 2016 until 2018.

**All OECTA members are eligible to vote for all positions.**

Please direct all enquiries to Amberlea Daigneau Election Chair.

### OTIP SERVICES

Check Out the OTIP website for

- \*RTIP (Retirement Benefits)
- \*Home and Car Insurance Quotes
- \*CAREpath Cancer Assistance Program
- \*Feeling Better Now Free and Anonymous (Mental Health Resource)
- \*Edvantage your discount program

OTIP is also our LTD partner and will be an important partner in our soon to be 2017 Provincial OECTA Benefits program.

### ONLINE VOTING NOTES

To ensure you are able to vote online if it is needed this year the following steps will take place. In April everyone will receive an email on your personal home email accounts (not first class). This email will be about OTIP services. From that email members can check to see if we at the local office have the correct information. We will update your email if need be prior to turning the data base to the Election Chair and Nomination Committee.