

WELLINGTON  
OECTA

UNIT EXECUTIVE  
2016-2017

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## Wellington Works

### December 2016

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### \* ADVENT \* CHRISTMAS \* NEW YEARS \*



WELLINGTON OECTA

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Everywhere you need us to be

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President's Message

As we enter the last month of 2016 and prepare for the celebration of Christmas during Advent we have time to reflect on this past year. Trump, Nestle, Syria and Truth and Reconciliation have dominated the news. During most of this time it has been the Year of Mercy as designated by the Holy Father. A definite contrast of messages.

A contrast of messages is what we are seeing in our schools. The words Balance, Mental Health and Wellness run right in the face of increased demands on our profession. We as a community are finally becoming aware of the strains of our modern fast paced lifestyle and it's impact on the families we serve. At the same time a flood of new demands crushes many of our colleagues under mountains of paper work, data collection and additional duties. One thing is saying to us we need to take care of ourselves and have balance another is placing us in situations where we become over burdened with work.

Teaching has always taken a toll on us. Emotionally we bring home the baggage of our students and/or their families into our own hearts and minds. Physically we work, work, work and have deadlines, some self imposed, in a seemingly never ending cycle. Spiritually we can easily forget the most important things in our lives as the day to day toil takes it's toll on not only us but families.

Your message for this month is to be the eyes and ears to look out for each other.

Remind your colleagues that they need to take care of themselves! Balance means at times to say 'no' I can't do that right now. Your Reps and the OECTA Executive are always available to help you and answer questions.

Take care of you so you can take care of others!

On behalf of the entire Wellington Executive

We wish all of you a Merry Christmas

# UPCOMING #WE EVENTS

The Wellington Empowering Educators Initiative (#WE) is an innovation project to support educators with technology enabled learning. Throughout the year, classroom educators across the District will be invited to celebrate, share and co-lead with a digital team member on the delivery of engaging 21st C tools via effective pedagogy. Please join us as Wellington Empowering Educators embraces and inspires ALL.

#WE

#HereIAm

**Next #WE is Wednesday December 7th at the OECTA Meeting Workshop Room**

Workshops start at 4 pm finish at 6 pm

Light Supper and Refreshments Served 5:30

January #WE Event Wednesday January 11th



*Celebrating Our Teachers Teaching Our Teachers*

*Wellington Catholic Teachers In Action*

## Upcoming Dates

Thursday Dec 1st @ 4:30  
Merry Advent Loyola House

Monday Dec 5th  
OTIP Meeting Noon

Tuesday Dec 6th  
Catholicity Committee  
4:00 OECTA Office

GWCSJ 6:00 @ OECTA Office  
Mark

Wednesday Dec 7th @ 4  
#WE After School Special

Thursday Dec 8th  
Socks n Soup  
GDLC 5th Annual Event  
40 Baker St 4:30

Monday Dec 12th  
EXEC Meeting Xmas Dinner  
St Brigid's Villa 4:15

Wednesday Dec 14th  
Joint Staffing 1 pm

Monday Dec 19th  
Finance Committee 9 am

# Wellington OECTA

## Contract 101

### Grievance Process

The Grievance Process has a number of steps that are involved. The first action should be to identify and investigate any breaches of the contract. There is usually a time period where the local Rep explains to their administrator of the concern and ask for it to be addressed. This sometimes is the end of the process.

However, many times the Rep will explain what the result of the local discussion was and then the Executive has to take over. Step One and Step Two involve our local Exec with Provincial assistance trying to solve the problem with the Board's H R Dept. After that the Grievance may be sent to Arbitration.

In some cases we are able to solve the issue or concern before a grievance is filed. In most cases we usually have to file and it is addressed at the Step One stage. If it reaches the Step Two stage it generally means it will be forwarded for arbitration consideration to Provincial and one of our lawyers opinions will be sought.

Many times teachers are often afraid to start this process as they worry about being given a bad name from one principal to the next. Other teachers believe that they will be treated unfairly in duties and assignments or even

have punitive responses. Most OTs fear being seen as a 'trouble maker' and not being given other chances at obtaining permanent or even LTO jobs.

This fear though understandable is what can break down a strong union. Everyone needs to realize if an injustice or breaking of the contract is allowed to continue it usually means that someone else will face the same circumstances that upset you in the first place.

Every week we receive emails and teachers, especially OTs, ask questions and say don't use my name. We need members to stand together. If you were treated unfairly or the contract was broken then you are not just protecting your rights you are protecting everyone's rights and even those who will be the Next Generation of OECTA Teachers.

Many of you have called and we have been successful in pointing out our contract concerns or fairness issues. If we were able to support and protect your concern we have more than likely been able to help someone else! Entering into a grievance, protecting your contract rights and fairness can be stressful and intimidating but the alternative is for the unfair practice or breach of contract to continue.

**OECTA's strength lies in our  
Membership In Solidarity**



## EXTENSION TALKS AT CENTRAL TABLE

As this article is being drafted the Provincial OECTA Negotiation Team is talking with the Ministry of Ed and OCSTA. They met Mon Nov 28 and Tues Nov 29. The week before OSSTF also had their second round of talks. Both groups had walked away from the table a few weeks earlier. Yvonne, Tim and Mark were at a Special Council of Presidents earlier to listen to an update. Most of anything you hear is strictly hear say and we do not know very much more other than they are talking. We all can assume a lot of items may be on the table but we have not been given any details at all.

Many of us look with trepidation at this fairly unprecedented opportunity. We can all see that this is political manipulation to say the least. We also think of our colleagues in Thunder Bay and Niagara who still do not have their local contracts and have not been given their 1 % lump sum from last year or their raises for this September. Our Provincial Executive and the Council of Presidents both voted that despite this we had to at least send the Negotiation Team to listen to the proposals.

Rest assured that any contract offer will be voted at the Provincial Executive, then the Council of Presidents and finally to each and every member across the Province.

Stay tuned for developments.....

### WELLINGTON OECTA OFFICE MORE THAN JUST AN OFFICE

- \*A Meeting Room    \*A Social Gathering Room    \*A Workshop Room
- \*A Community Room    \*A Place For Members
- Members can rent the space for a small fee for
- Baptisms Showers Family Dinners



FDK  
TRAINING

WITH  
DEB

SERT  
MEETING

WITH VICKI

OUR  
OFFICE  
YOUR  
SPACE



**Wellington  
In Action**

**Frosty  
The  
Snowman  
With  
The  
OECTA  
Flag!**

# Wellington And Guelph Labour

If you were at the Guelph Santa Claus Parade last month then hopefully you noticed our OECTA flag being carried with our sister unions ETFO and OSSTF. The Teacher Unions were joined by CUPE, ATU, and ONA as well as other unions on the float. We

hosted the making of the float at our office. This was the first float in memory that our Labour Council had. We are very proud of our contributions to the Labour Movement in Guelph. We have been steadfast members of every picket strike line since

we joined the in 2014. We have quarter-backed the Labour Day Picnic for the corn roast. We have also been responsible for the soup donations for their Annual Christmas Event. This year we will be feeding 40 Baker Street at 4:30 on Thursday Dec 8th.



**Take a spring  
AQ Course  
with OECTA**

PROFESSIONAL LEARNING  
UNLIKE ANY OTHER  
THROUGH OECTA AQ'S

WELLINGTON CATHOLIC  
AND WLU  
RUN RELIGION AND MATH AQ

LOOK FOR A MATH AQ  
THIS WINTER

LOOK FOR A KINDERGARTEN  
OECTA AQ THIS SPRING

FACE TO FACE COMPONENTS

# FALL GENERAL MEETING NOTES

*On Monday November 28th we held our Fall General Meeting. The meeting every Fall is to establish our budget for the year and to see the audit from the previous year. Our financial year is a school year July 1st to June 30th. The new executive is responsible for the preparation of the audit and the new fiscal year budget. We have had our third straight year of a surplus audit even though we had major renovations with the expansion of the OECTA Office. The one major change was our audit is now conducted by Provincial OECTA Finance Department. The membership accepted the audit report. The membership also approved the budget for this school year 2016-2017.*

*We also had an election and received the election report from our Election Chair Mike Breadner. With a vacancy for the position of Secretary on the Executive nominations were collected over the two weeks prior to the Fall General Meeting. Nicole Hearn (acting Secretary) was acclaimed as Secretary for the remainder of the 2016-2017 term. Mike Breadner will serve as Election Chair for the AGM Elections in May.*

*There were also two bylaw proposals from the Legislation Committee and approved by the Executive. The membership debated the proposals and some friendly amendments were added before the membership voted in favour of the new bylaws. The first was a change to the use of first class as a discussion or question forum on the OECTA Conference. The Conference will be deemed off limits. Members with questions are to contact the Election Chair directly. If a member does not agree with the Election Chair they have access to the Appeals Committee. The second bylaw change confirmed that actual vote counts for candidates will only be seen by the Election Committee and the candidates.*



# OECTA YOUNG AUTHORS/PRIX JEUNES ECRIVAINS

## ATTENTION ALL TEACHERS

An OECTA contest for all your students from JK to Grade 12!

You are invited to submit student's writing to the Young Author's Contest.

We had a very good response last year and enjoyed sharing your student's work with the selection committee.

We will continue to invite Board Trustee's and our Senior Administrators to help select our submissions to Provincial. This gives our Trustees a first hand experience of some of our student's great work. It also gave Trustees a chance to see some of the excellent work of OECTA beyond contracts.

Information about the contest has been posted on the OECTA and OECTA Reps conferences on first class and packages have been prepared for the Reps.

## SHORT STORIES

## PLAYS

## POEMS

## NON-FICTION

## ESSAYS

## REPORTS

## ARTICLES

## FSL

Please note the timelines below:

Friday February 10th

Student entries received by the School Reps. School selection process begins.

Friday February 17th

School entries received at the OECTA Unit Office.

Young Author's Unit Selection Committee

Tuesday March 7th

Thursday March 23rd

Unit entries due at the Provincial OECTA Office.

If you are interested in serving on the selection committee please apply to Yvonne.

### Wellington OECTA

Did you know that in October and November over a thousand people (mostly our Members) walked through the doors of our office for meetings, workshops, PD and other events.

When members attend events and workshops in our office we provide instant communication between our front line teachers and their OECTA Executive Officers.

**Meeting our Members  
one workshop at a time!**



## UPCOMING SOCIAL EVENTS

**WEDNESDAY JAN 18**  
**WELLINGTON CATHOLIC STUDENTS**  
**ART DISPLAY OPEN HOUSE**  
Visit the OECTA Office for an Arts Gala  
**6 to 8 pm Tentative Time**

**FRIDAY FEB 10**  
**CO-ED RETREAT**  
Sponsored by OECTA  
Gathering 5 pm  
Start of Retreat Program 5:30  
Pasta Supper 6:00  
Retreat Continues

**KEEPING  
CHRIST  
IN  
CHRISTMAS  
STARTS  
AT HOME  
BUT FOR MANY  
IT IS WITH  
THEIR  
TEACHERS**



Here's your chance  
to win a  
**\$5,000 dream vacation**  
Plus  
one of six \$500 cash prizes!

A photograph of a young man and woman walking hand-in-hand on a tropical beach. The woman is wearing a blue polka-dot dress and a white hat, and the man is wearing a blue t-shirt and a white hat. The background shows palm trees and a clear blue sky.

**Mythbuster: Are brand name drugs better than generics?**

**Myth:** Brand name drugs are safer and more effective than generic drugs.

**Fact:** Generic drugs are every bit as safe and effective as brand drugs. In fact, they are equivalent to the brand version in dosage, safety, strength, quality, the way they work and the way they're taken. Visit [www.otip.com/article5](http://www.otip.com/article5) to read the full article.