



WELLINGTON WORKS #4 25

Wellington
Catholic
Teachers

DECEMBER
2017

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IN THIS ISSUE

DECEMBER THE BUSY SEASON

December brings in the Advent Season and Christmas Break. It also brings in post-report card cold and flu season and burnout. You have all worked extremely hard. Mid-Terms and Progress Reports and Parent Teacher Interviews all take additional time and place more pressure on an already overworked teaching workforce.

On top of this November has seen OT shortages after OT shortages. We realize the number of added responsibility and workload our teachers have had to take on. We know getting paid back a planning time does not help you get through the hard day you were without planning. We know having your school may get paid back oncalls but again that does not cut down the stress you endured as you covered with no notice. Finally we realize our OTs have in many cases driven all over the county to get from an AM to a PM assignment so your school was not left totally unfilled. We thank all of you for what you did to help a colleague. More on this OT shortage will be discussed inside.

Here OECTA has to remind you to request your lost planning blocks, keep track of your oncall limits and for OTs to accept all balanced day calls even if you will arrive late.

Remember to use our Provincial OECTA media campaign with #CatholicTeachers and #LessonsForLife. You do great work let everyone know that you are a Catholic Teacher!

Your OECTA Everywhere You Need Us To Be!

PG 2 WHATS ON THIS MONTH?

WORKSHOPS AND EVENTS,
H AND S REPORT, OT SHORTAGES

PG 3 ATTENDANCE MANAGEMENT

PG 4 CONTRACT 101 NOTES

STATUS OF WOMEN NOTICE

PG 5 OTIP INSURANCE ADVICE

PG 6 FALL GEN MEETING AND PROV AGM

DUTY TO REPORT MEMO

WFMP AND WELLINGTON WORKSHOPS

WELLINGTON OECTA UNIT EXECUTIVE

PRESIDENT MARK BERARDINE

VP SECONDARY YVONNE RUNSTEDLER

VP ELEMENTARY PETER STOOP

VP OT TIM O'BRIEN

TREASURER LINDA DIPIERI

SECRETARY NICOLE HEARN

COUNCILLORS : LAURENCE VIGNOLA,
LAURINE SOLIGO, TREVOR KLEIN, MARC
SGRIGNOLI, AND DINA FISHER

OECTA EVENTS NOT TO MISS

Thurs Dec 7 FIC's Merry Advent

@ Loyola House

Sat Dec 9 Xmas Meal @ the Drop In Centre

11 am to 2 pm

Fri Jan 12 New Years Open House Social

3:30 -5:30

Wed Feb 10 Joe Grabowski's Nat Geo Workshop

After School Special @ the OECTA Office

Fri Feb 2 Retreat for All @ the Villa

5:00 pm

Sat Feb 10 Compassion Fatigue, Vicarious Trauma
and Burn Out 9-11:30 am at the OECTA Office

Tues Feb 13 Wellington Workshop Inclusivity

@ the OECTA Office

WHAT'S ON THIS MONTH

Mon Dec 4 WCDSB Meeting 7 pm

Tues Dec 5 GWCSJ Christmas Dinner 6 pm

Thurs Dec 7 FIC Merry Advent @ Loyola House

Sat Dec 9 Religion AQ Course Part 1 All Day

Sat Dec 9 Labour Xmas Meals @ Drop In Centre

Thurs Dec 14 Joint Staffing Committee Meeting

Mon Dec 18 OECTA Exec Meeting 4:15 pm

Tues Dec 19 Catholicity Committee 4 pm

Fri Dec 23 Last Day of School before Break

Mon Dec 25 Christmas Day

Sun Dec 31 New Years Eve

Mon Jan 1 Happy New Year

OT SHORTAGES

There are many issues when we discuss OT shortages. First, yes it is true that other Boards across the province are also struggling with teacher shortages, including Upper Grand and Waterloo Catholic. However, there are other factors and special factors affecting Wellington.

Province wide, many Boards are experiencing shortages and shortages in FSL are even worst. There are a few reasons which impact shortages including; two year programs for teachers, graduates have moved on or moved over seas, and teachers working for more than one school board. The Boards will all point to Reg 274 as the problem and OECTA is concerned that is a concerted message to attack our equal fair hiring rights.

Locally we have our own reasons. First, over half our OTs are either in LTO assignments or on leave. The Board did not do anything to hire over the summer despite have walking into September with many new and unfilled classes due to illness and new programs or classrooms. Second, as we move and increase the Balanced Day how can we not have anything but shortages when a morning assignment ends at 12:05 and another starts at 12:06. Our half time assignments are not linked and until the last two weeks of November when we advised them to take calls and say they will be late.

We asked the Board for several improvements in Smartfind, fairer access to keep track of assignments, linking jobs and to re-examine half day work to ensure our OTs are getting full day work more often. Currently 67% of absences are half day assignments. Our OTs deserve full day work and our teachers deserve to know a supply is filling their job when they are away or ill!

HEALTH AND SAFETY and VIOLENCE

The results are in at least 110 teachers and educational workers were bit, hit, scratched, spit, kicked, slapped, punched, thrown objects at, pinched, scraped, pushed, stomped, cut, cursed at, threatened, verbally abused and yes head butted in the first two months.

Over 110 incidents were reported to the Joint Health and Safety Committee in September and October!

Now more than ever YOU need to stand up fill out the Safe School and Employee Accident /Incident Report Forms. OECTA can help but you have to fill out the forms. Together we can help make our school work places safe!



ATTENDANCE MANAGEMENT PROGRAM

Recently more teachers have been hauled into their principal's office to discuss their attendance. Remember YOU have rights! You have the right to an OECTA Rep. You have the right to say 'No I won't try to look into a crystal ball and predict God's plan for me for the next 3 months to set goals for my sick days'.

This Attendance Management Program is not approved by OECTA.

OECTA is against any data driven statistic based and robotic system that results in meetings with employees. If you receive a letter or 'invitation' to attend a meeting call OECTA. Know Your Rights.

OECTA THIRD LARGEST DELEGATION AT OFL

The Ontario Federation of Labour held their Convention the last week of November and OECTA was among the largest delegations. Over 100 colleagues gathered in Toronto. We listened to Andrea and Jagmeet the leaders of the NDP Provincial and Federal respectively. We also were able to listen to CLC President Hassan and then Social Justice Champion Stephen Lewis. There was a lot to celebrate in Labour: Pensions at the Federal level, 15 dollar minimum wage in Ontario, Bill 148, changes to law for domestic violence, more emergency sick day minimum and Labour back on the map politically.

OPSEU returned to the OFL Convention with a large delegation in the wake of their Faculty Strike at the Colleges. ONA announced they will also return to the OFL membership! Union membership is a must policy for all Teachers to promote, encourage the conversation and stand up for so many workers who have not had the benefit of a Union.

Over a thousand strong March to Queen's Park



CONTRACT 101**Planning Time, Oncalls and Supervision**

With the current shortages we are experiencing in OTs for daily supply we need to remember:

Elem Planning Time is 240 minutes per week. If you have a double planning day on Mon or Fri you are short each week there is a holiday or PD Day.

Part Timers and LTO teachers are all pro-rated.

Secondary Oncalls (half period coverage) are hard capped at 12 per semester and no more than 3 per week. Please make sure it does not go over. Schools can call in another supply on a different day if there are OT shortages.

Part Timers and LTO teachers are all pro-rated.

Please make sure you are under your Supervision minutes. 80 per week Elem 75 biweekly Secondary.

Please contact OECTA when in doubt!

YOUR BEST OECTA REP

As I return from a week of attending the OFL as your OECTA rep from Wellington with our own OECTA and other ETFO and OSSTF colleagues amidst a sea of USW, UNIFOR, CUPE, ATU, OPSEU, ONA and so many more union sisters and brothers; I can't help but reflect on some wise words spoken that we have to carry forward locally to each and every teacher.

One of our OFL Vice Presidents said some words that really hit home. **'The best union rep a member can have is themselves'**.

Not to deflect any of the work your reps, exec and release officers do but rather to strengthen each member's ability to stand up for not only their contract rights but the contract rights of all colleagues that they work with who are being mistreated.

Your Reps, Exec, Yvonne, Tim, Peter and Mark will always be there to defend you but what a stronger union we will be if every member said 'NO, that's not right according to our Collective Agreement!'

Status of Women

Hopefully everyone knows that Yvonne has been on the Provincial OECTA Status of Women Committee and this year is serving as the Provincial Chairperson.

It would be naïve for us to think that inappropriate actions in workplaces are restricted to Hollywood or the entertainment industry.

Not that many years ago, in fact during the careers of some of your more experienced colleagues, teacher salaries were minimal, boards could hire and fire teaching staff virtually at will and women teachers were expected to resign when they were pregnant. There were no guarantees of maternity or parental leave, there was minimal job security and working conditions could (and often did) include cleaning and/or painting the classroom. Fortunately salaries, working conditions and job security have improved since that time. Why? Because teachers worked hard over many years to improve our working conditions.

OECTA advocates strongly for its members.

Though we enjoy these protections now, we have only to look at the past few years to recognize that we cannot let down our guard. Teachers, as individual members and as a group through their unions, must remain vigilant to protect their hard won rights.

If you encounter professional difficulties - parental complaints, poor performance evaluations, possible criminal charges, disability insurance issues, or other work-related problems – your union is only a phone call away with advice and, if necessary, legal assistance.

Sometimes, rumours do reach us about inappropriate actions in our work places. OECTA is committed to standing up for our members and taking any issues of harassment forward to the Board.



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your friends and family!**



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Get started today at www.edvantage.ca/goodlife-share

OTIP SERVICES

FEELING BETTER NOW

EDVANTAGE

RTIP (Retiree Benefits)

HOME AND CAR INSURANCE

CAREPATH (Free Cancer Services Advice)

OTIP is the administrator of our Provincial LTD and Benefit Plan for OECTA.

OTIP is your contact for all Permanent, Permanent Part Time and LTO Benefit programs.

In the last year all four Ontario Federation of Teachers Union (OECTA, ETFO, OSSTF and AEFO) as well as CUPE worked to change from local plans to Provincial Plans. Though each union had to form their own Provincial Benefit plan it was usually down through the administrative skills of OTIP. We have now moved from Sunlife as the provider to Manual Life. We know there have been many bumps for certain individuals. If you are part time, LTO or have just changed your contacts please contact the local office (Mark, Yvonne or Peter) for any assistance you may have. There was a break down of communication between the Board and OTIP to start the year. We hope that has finally been cleaned up but want to make sure no one has been left behind.

Please contact one of the Presidents as soon as you are aware of any changes to your plan or if you need to register due to a change of status on your plan due to any sort of leave, increase or decrease of your contract.

Next OTIP meeting for RTIP Retiree Benefits is on Tuesday March 20, 2018 @ the OECTA Office.

FALL GENERAL MEETING

Mon Nov 27 4:30 at the OECTA Office

ALL MEMBERS AND REPS INVITED

At the Fall General Meeting the membership approves the annual audit of 2016-17 and approves the budget for this fiscal 2017-18.

The membership also discusses any of our proposals for the Provincial AGM Resolutions. We expect several to be brought forward to the membership to approve including a call to encourage all OECTA Units to join their Local Labour Council.

At this meeting we can also examine our constitution and bring recommendations for change at our own AGM in May.

CALL FOR DELEGATES TO THE PROVINCIAL ANNUAL GEN MEETING

Friday March 9 to Monday March 12

@ the Westin Harbour Castle

Toronto

We are able to take 10 voting delegates in addition to our alternates and observers. Peter and Tim also have their own seats as members of Council of Presidents.

The local wishes to encourage young teachers under 35 to apply.

Delegates have their cost of travel and hotel expenses covered as well as a meal per diem.

Families are welcome. Please apply to Mark, Yvonne or Tim.

Thanks in advance for serving your colleagues!

YOUR OECTA OFFICE MEETING ROOM

Many of you have had an opportunity to visit the OECTA Office Meeting and Workshop Room for Board Paid PD. We are very glad we work so closely with our Coordinators and the Board to open the Meeting room for you to have your own space to do PD.

The meeting room is also available for CLC, PLC, NTIP groups and other meetings you may have approved throughout the day. Why get crammed into a corner of the school and be interrupted all day. Get the most out of your time and ask if the OECTA Board room or Meeting room is available for you to use at no charge.

In addition, the office meeting room (which cleans up well) is available for use for members for small family gatherings, baptisms and showers.

Give Mark an email if you are interested.

Duty To Report

The Ontario College of Teachers released this Professional Advisory Statement to Teachers

Advice to Members:

Your duty to report is immediate. It you have reasonable grounds to suspect that a child is in need of protection, report your suspicion and the information on which it is based, forthwith to your local Children's Aid Society (F&CS).

Your duty to report is direct. You cannot rely on anyone else to report on your behalf, nor can you delegate your legal duty. A supervisor cannot instruct you to do otherwise. **(A supervisor cannot tell you NOT to report)**

Your duty to report is ongoing. Even if you have reported previously, you must make a further report to CAS/F&CS, if you suspect the child still requires protection.