



WELLINGTON
WORKS
#4 VOLUME 27

Wellington
Catholic
Teachers

NOVEMBER
2019

OFFICE PHONE 519-763-3043 PRESIDENT MARK BERARDINE CELL 519-400-5361

IN THIS ISSUE

RALLY MONDAY

What most of us have been thinking about and worried about appears to be getting closer. On Monday we will have an opportunity to join our colleagues in Waterloo for an information meeting from the Provincial Executive and the Central Bargaining Team. These rallies are taking place all over the province as teams head out to ensure our members know what the issues are. When these meetings wrap up in two weeks there will be a two day online vote.

Our bargaining team continues to follow the rules and our bargaining is confidential. Your home email address is your direct line to the Provincial OECTA Executive Bargaining Updates. We have sent out additional emails of a lesser confidential nature to you to make sure you know to check your home email address.

Shortly, for those who have done this before, your home email address will receive how to make sure you are ready to vote on our strike mandate. A strike mandate is very important as it gives our team a strong message of support to show the government that we are united and cannot be broken.

For all of us working today we owe a debt of gratitude to our colleagues who came before us. 20 years from now others will be looking back to us.

Your OECTA Everywhere You Need Us To Be!

PG 2 WHATS ON THIS MONTH? H AND S
MANDATORY SSF AND ACCIDENT/INCIDENT

PG 3 OECTA PENSION WORKSHOPS
CONTRACT 101 LEAVES AND NEW PAT LEAVES

PG 4 GUELPH LABOUR XMAS SOCK DRIVE
PG 4 UPCOMING EVENTS

PG 5 OTIP INSURANCE ADVICE TIPS

PG 6 STRIKE RALLY INFO MEETING

PG 7 OT SHORTAGES AND GET YOUR SIGN!

WELLINGTON OECTA UNIT EXECUTIVE

PRESIDENT MARK BERARDINE

VP SECONDARY DAVID DEL DUCA

VP ELEMENTARY PETER STOOP

VP OT GINNY RIGBY

TREASURER CAITLIN KOEHLER

SECRETARY NICOLE HEARN

COUNCILLORS : TREVOR KLEIN, DINA FISHER,
SHANNON O'CONNOR, JOYCE PELOSO, TIM
O'BRIEN AND MARC SGRIGNOLI

WHATS ON THIS MONTH?

MON OCT 28 RALLY WATERLOO 5 PM
 SEE EMAILS FOR DETAILS

FRI NOV 1 ELEM PD DAY

FRI NOV 1 GTA PRES MEETING 10 AM

SAT NOV 2 FALL BACK TIME CHANGE!

WED NOV 6 CATHOLICITY COMMITTEE 4 PM

THURS NOV 7 FALL COUNCIL OF PRESIDENTS

FRI NOV 8 FALL COUNCIL OF PRESIDENTS

SAT NOV 9 GUELPH CLIMATE LOBBY NOON

MON NOV 11 REMEMBRANCE DAY

MON NOV 12 EXEC MEETING 4 PM

TUES NOV 12 H AND S OECTA WORKSHOP 5 PM

TUES NOV 12 GWCSJ MEETING 7 PM

WED NOV 13 H AND S OECTA WORKSHOP

THURS NOV 14 CB COMMITTEE 4 PM

THURS NOV 14 GDLC UNIFOR HALL 7 PM

FRI NOV 15 WLU FAC ED DAY

MON NOV 18 FALL GENERAL MEETING 4:30 PM

TUES NOV 19 TIC WORKSHOPS

TUES NOV 19 MEMORIAL MASS

WED NOV 20 JOINT STAFFING MEETING NOON

THURS NOV 21 GDLC H AND S DINNER

FRI NOV 22 WLU FAC ED MEETING 11:30 AM

SAT NOV 23 OECTA PENSION WORKSHOP

SUN NOV 24 TO FRI NOV 29 OFL CONVENTION

PLUS 12 MORE WORKSHOPS THIS MONTH

MORE THAN JUST AN OFFICE

HEALTH AND SAFETY

ONLINE REPORTING FORMS

OECTA locally is very frustrated and very concerned at some relatively recent developments in the reporting of our Health and Safety issues.

At present our Board is refusing to share the incidents (even redacted, which we would agree to) to be sent to either the Unit Office or the Joint Health and Safety Worker Co-Chair.

It is possible that violent assaults, threats including threats which referenced weapons, sexual assaults and other incidents could avoid being reported to OECTA or Joint H and S worker co-chair.

There are gaps occurring as we have witnessed events that could lead to consideration of suspension or expulsion and no reporting takes place.

Unfortunately, some members are also forgetting to fill out Safe School Forms or are advised they don't need to. We at the office started a practice to remind any teacher who does not fill out a SSF to go back and complete one.

It is now suggested, that if you are afraid, feeling anxiety or stress, losing sleep or upset at incidents at your school it is your right to fill out an incident/accident report. Mental Health and Wellness is now a recognized work injury and can be reported.

This is important as it allows the unit office to receive this information and coordinate our investigation and responses with our Joint Health and Safety team.

In addition, OECTA protested the conducting of VTRA (Violent Threat Risk Assessment) without OECTA members present. As a fully qualified Part 1 and Part 2 VTRA certified member I was quite shocked that VTRAs were conducted without SERTs, Classroom Teachers and TICs. How can we have safe schools and workplaces when the majority of the School Board's employees have no input and no representation into the process.

This is dangerous. VTRA Training states a closed information leadership style when it comes to information sharing and safety is more dangerous than collaborate open information leadership styles.

CONTRACT 101**LEAVES DID YOU KNOW**

According to our Central Contract teachers are able to move from full time to part time and back. It was done on a trial basis but so far has helped many members deal with changes in their life or pursue additional opportunities or education.

We are also allowed to request and be granted a leave for up to two years as long as we put in the request before March 1st.

It is common place now for all mothers to be granted additional leaves after their Mat Leave. New moms can also decide between the regular 12 or new 18 month statutory leave.

There is, however, a new EI leave for new fathers! Some of our new dads are asking for these leaves and they will be the first to use them.

One new by product of this is a reminder that according to our contract Parental Leaves do need to be requested at least 2 weeks prior to the start date.

Please contact OECTA when in doubt!

OECTA PENSION WORKSHOP

OECTA PENSION WORKSHOP WITH PROVINCIAL OECTA'S NINA MARSH

*Each Fall we host a Pension Workshop for members of OECTA and our former OECTA members now in admin

In Wellington we always choose to run a day long Pension Planning Workshop which includes coffee and muffins to start and a delicious lunch

Sat Nov 23rd 8:30 am Coffee and Muffins

9 am Start at the OECTA Office

RSVP Mark and please include dietary restrictions. Spouses and Partners are welcome as well. Check your statement at www.otpp.com

OECTA Workshops that perhaps you missed?

On Wed Oct 23 we had Provincial's Anthony Carabache lead us in an Interview Prep Workshop and on Wed Oct 16 we had Provincial's Joe Pece give us a valuable run down on everything you need to be ready and prepped for your Mat Leave.

Material is available upon request.

#REDFORED

Does a shirt colour really matter?

Well it certainly has gained support from a variety of areas. We do have politicians wearing Red on Fridays in support of Public Education in Ontario.

We know many parents that are supportive are also wearing Red. We know and have seen some Public School Senior Administrators and Trustees also wear Red For Ed on Fridays.

Please take pictures of your group or staff when you are in red so we can share with our colleagues across the Province and with our OSSTF and ETFO allies.

Thanks Everyone!

LOVING OUR CREATIVE TEACHERS**WITH THEIR RED FOR ED IDEAS!!**

UPCOMING EVENTS YOU DON'T WANT TO MISS

MON OCT 28 OECTA WELLINGTON IN WATERLOO RALLY 5 PM

TUES NOV 12 THEO ON TAP @ THE ALBION 7 PM LISTEN AND ENJOY A PINT

MON NOV 18 OECTA FALL GENERAL MEETING – YOUR OECTA NEEDS YOU

TUES NOV 19 WCDSB CATHOLICITY COMMITTEE HOSTS THE MEMORIAL MASS

OECTA PENSION WORKSHOP SAT NOV 23 9 AM TO 2:30 PM AT THE OFFICE

SAT NOV 30 WELLINGTON OECTA DROP IN CENTRE MEAL 11 AM

LOOKING AHEAD AND SAVE THE DATE

MERRY ADVENT THURS DEC 5 AT LOYOLA HOUSE SPONSORED BY FAITH IN COMMUNITY

**THE GUELPH DISTRICT LABOUR COUNCIL PRESENTS
ANNUAL SOCK HAT MITTEN DRIVE
SOUP AND SUPPER AT THE DROP IN CENTRE**

**FROM NOVEMBER TO DECEMBER 7 SOCKS AND SCARVES (GLOVES AND HATS) DRIVE
PLEASE COLLECT SOCKS AT YOUR SCHOOL AND LET US KNOW SO WE CAN PICK THEM UP
SEVERAL COMMUNITY ORGANIZATIONS WILL BENEFIT INCLUDING THE DROP IN CENTRE**

**ON SATURDAY DECEMBER 7TH GUELPH DISTRICT LABOUR COUNCIL WILL TAKE OVER THE FOOD
SERVICES FOR THE DROP IN CENTRE**

WE WILL SERVE BOTH THEIR LUNCH AND AFTERNOON MEALS.

AT 11 AM WE WILL BRING IN HOMEMADE SOUP TO THE DROP IN CENTRE

AT 2 PM WE WILL BRING IN HAM FOR A PRE-CHRISTMAS DINNER

**IF YOU WOULD LIKE TO DONATE AND / OR COOK FOR THIS SOCIAL JUSTICE ADVENT PROGRAM
OR IF YOU WOULD BE ABLE TO HELP SERVE AT EITHER MEAL PLEASE CONTACT MARK**

BE A VOICE FOR CHANGE AND A VOICE FOR THE FUTURE

How to protect your family from deadly, invisible gases

Radon and carbon monoxide are poisonous gases that are odourless, colourless and tasteless, making them threats to the safety of your home. Exposure to high levels of radon is the leading cause of lung cancer in non-smokers, causing over 3,200 Canadian deaths each year¹. Carbon monoxide is the leading cause of fatal poisonings in North America. By following the steps below and taking the proper precautions, you can help protect your home and family from these deadly gases.

To learn more, click here: www.otipinsurance.com/article51



Ten Common Car Insurance Myths Debunked

Myth: The type of car I drive has no impact on my insurance rates.

Fact: Yes, the type of car that you drive does indeed influence your car insurance rates.



Learn more at www.otipinsurance.com/article49

ATTENTION

WELLINGTON OECTA MEMBERS

INFORMATION RALLY MEETING!

WHEN : MONDAY OCT 28

AT 5 PM

WHERE : WATERLOO

INN OF WATERLOO AND

CONFERENCE CENTRE

(Viennese Ballroom)

475 KING ST NORTH

WATERLOO

**PROVINCIAL EXECUTIVE AND STAFFERS WITH
REPRESENTATIVES FROM THE CENTRAL BARGAINING TEAM**

WILL BE THERE TO GIVE US AN UPDATE

GET INFORMED!

SOLIDARITY FOR NOW

SOLIDARITY FOR THE FUTURE

CONGRATS TO

ELIZABETH AND CHRISTINE

If you know why they won a Tims card send
your answer to

oecta.wellington@gmail.com

YOU MAY BE NEXT!



OT SHORTAGES

For the third year in row our OT roster is not able to meet the demands of illness, PD and sick leaves. Unqualified supervisors are taking work as daily OTs are not available. Many are on leaves, whether working with other Boards or on Mat Leaves, while others are working with more than one Board and many are working in LTOs in our classrooms.

If you are available for work and not getting calls please make sure your smartfind is set properly. At the moment there is no reason teachers are not working 4 or 5 days a week!

If you learn there is an unqualified supervisor covering a teacher please let your rep know. Reps please forward the date to the OECTA Office.

WHERE ARE OUR TEACHERS?



NO SIGN OF ENDING THE TWO YEAR
MONEY GRAB!



Pulled Pork and our Potato Special!

ALMOST EVERY MONTH
CATHOLIC TEACHERS
ARE FEEDING THE COMMUNITY
AT THE DROP IN CENTRE

WE LIKE TO THINK WE ARE
CARRYING ON SISTER CHRISTINE'S
WORK!

WITH THE FEDERAL ELECTION OVER

GET YOUR OECTA LAWN SIGN

CLASS SIZE MATTERS

SUPPORT PUBLIC EDUCATION

#KnowMore.ca

