



WELLINGTON  
WORKS #1  
v27

Wellington  
Catholic  
Teachers

SEPTEMBER

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**WELCOME BACK TO CLASS**

We hope you had a restful summer and enjoyed time with your family and friends. Though we are starting the year in a 'normal' work environment we need to realize our contract expired on Aug 31<sup>st</sup>. At the moment Provincial Bargaining is ongoing. There are legal conditions that must be met before we get into No Board Reports, Mediation, and Strike Votes. As of now we are not there yet.

This means we have no job actions at this time and it is 'business as usual'. However, as you plan your year and extra curricular trips and financial expenditures arise you need to consider what will happen if we are in a strike action situation and are not running extra curricular activities and trips. You need to have these discussions now. Do you have cancellation insurance and does it include labour actions. Will the administrator run the trip and have enough non-OECTA volunteers? Please don't ignore this issue. Please talk to your Rep and contact us.

In your classroom time to make sure your planning times are correct and calculate your total oncalls if not 100%. Did you check your supervision schedule to make sure it is according to contract. Have you determined what subjects you have to report on each term in advance. Talk to your rep to make sure you have the correct information for your assignment and for your contract.

When in doubt talk to your rep and check with the OECTA Office.

Your OECTA Everywhere You Need Us To Be!

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- PRESIDENT MARK BERARDINE
- VP SECONDARY DAVID DEL DUCA
- VP ELEMENTARY PETER STOOP
- VP OT LAURINE SOLIGO
- TREASURER CAITLIN KOEHLER
- SECRETARY NICOLE HEARN
- COUNCILORS : TREVOR KLEIN, DINA FISHER,  
SHANNON O'CONNOR, JOYCE PELOSO AND  
MARC SGRIGNOLI

## ANNUAL WORLD TEACHERS' DAY BREAKFAST

Sunday Oct 5<sup>th</sup>

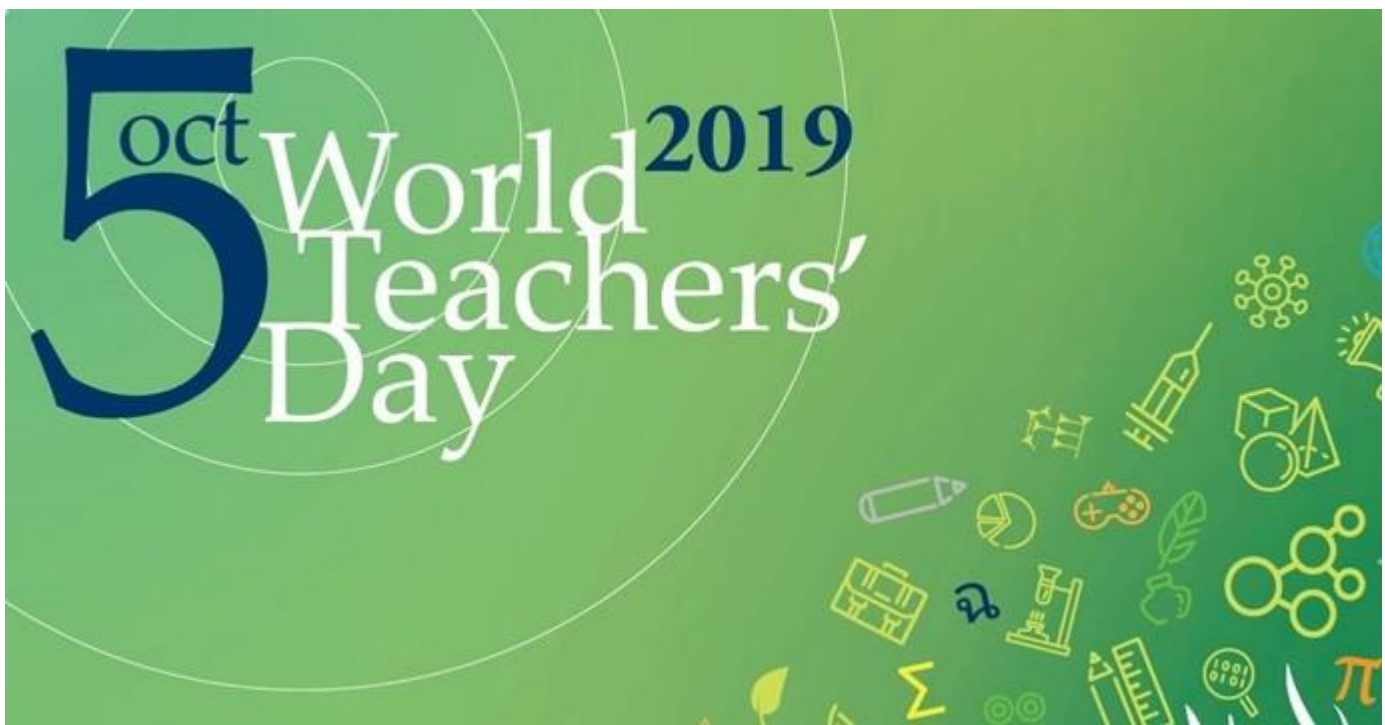
At the Italian Canadian Club

11:00 to 12:30 Buffet

Tickets can be reserved by emailing Mark

Members, Family and Guests \$5 per person

All are welcome



## WHATS ON THIS MONTH?

MON SEPT 2 LABOUR DAY PICNIC NOON-3 PM

TUES SEPT 3 SCHOOL STARTS

THURS SEPT 5 GDLC EXEC MEETING 7 PM

MON SEPT 9 EXEC MEETING 4 PM

TUES SEPT 10 GWCSJ 7 PM

TUES SEPT 10 BOARD WELLNESS MEETING 130 PM

THURS SEPT 12 GDLC 7 PM

SAT SEPT 14 CCL MONTHLY MEETING NOON

WED SEPT 18 OT GEN MEETING 4 PM

SUN SEPT 22 WCDSB WELLNESS WALK 1:30 PM

TUES SEPT 24 OTIP CONFERENCE

WED SEPT 25 OTIP CONFERENCE

WED SEPT 25 GRIEVANCE OFFICER WORKSHOP

THURS SEPT 26 GRIEVANCE OFFICER WORKSHOP

THURS SEPT 26 FEDERAL DEBATE @ ICC 7 PM

THURS SEPT 26 OT PROV WORKSHOP

FRI SEPT 28 BOARD PD DAY

FRI SEPT 28 OT PROV WORKSHOP

MON SEPT 30 REPS/EXEC MEETING 430 PM

OCT SAVE THE DATE

SAT OCT 5 WORLD TEACHERS DAY

SUN OCT 6 BREAKFAST AT THE ICC 11 AM – 1230 PM

GET YOUR 5\$ TICKETS FROM MARK BY EMAIL

## OT GENERAL MEETING

Attention all Daily OTs and LTOs

Wednesday Sept 18

Meet and Greet and

Annual General Meeting

All OTs are encouraged to attend

Election of Two Unit Executive Officers and Reps

\*Vice President OT

\*Unit Councillor

\*Two OT Staff Reps

Doors Open at 3:30 pm

Meeting Begins at 4 pm

Snacks and Refreshments served

OECTA OFFICE

Is located on 5420 Woolwich Street

Jesuit Ignatius Centre

Orchard Business Park

Main Entrance Suite 200

For election details email

Co-chair Alan Yeung

# OECTA WORKSHOP NOT TO MISS



MAT LEAVE WORKSHOP  
 WEDNESDAY IN OCTOBER  
 @ THE OECTA OFFICE  
 4 PM TO 5:30 PM WITH JOE PECE PROV STAFF

Planning or already on the way  
 Then this workshop is for you!  
 We will discuss and guide you on  
 Benefits, Pensions, EI, Seniority  
 And much much more  
 There are important points to consider!  
 Changes have taken place  
 RSVP Mark

## WELCOME NEW FACES AND NEW COLLEAGUES!

Every September there are new faces at a variety of schools, roles with the Board and new daily OTs. Starting a work day in a new place can be quite intimidating. Start your day saying hi to a new face. Introduce yourself. Ask them if they need any help. Where is the staff room, where is a certain room and other school routines we take for granted. Your hello may make their day!

New members hired over the last few months are crucial to not only our students but also to our health and well-being. We need each and every new OT or our stress and workload is impacted directly by shortages. Please welcome our new colleagues into our Wellington OECTA Family!

**WELCOME BACK  
 TO SCHOOL**

## HEALTH AND SAFETY REMINDERS

### New School Year and Reminders

First day back and everyone is running around to find all their classroom items. Someone needs more student desks, where is my teachers chair, manuals file cabinet, cart, tech and the list goes on and on!

During this time watch out for health hazards. Frayed cords, loose cables and extension cords, wall mounts broken equipment and so much more can ruin your day and leave you injured.

Report any concerns to your H and S Rep and cc your admin. If you need further help you and your reps can always ask the OECTA office for advice. We can if need receive more support for our Joint H and S committee chairs.

Safe School and Incident Accident Reports are all available on line ask your rep and H and S Reps for details!

### CONTRACT 101

#### **Bereavement Days**

Did you know in addition to 5 days for immediate family, 2 days for grandparents that you have 1 day for all other relatives not named in the above? If you have questions about travel for distance or the need to use one of the 5 days for legal circumstances for estate matters please give the OECTA Office an email or call.

Call OECTA Before you call anyone else!

#### **Sick Days**

Every full time Permanent receives a full 11 sick days every September 1<sup>st</sup> and another 120 at 90% pay days.

Part Time teachers are all pro-rated. LTO teachers have half the number of 90% sick days available.

5 Specialized Appointment Days

**Only available to Permanent contract teachers**, these days are for family emergencies, special appointments and family illness days. One of the 5 can be used to attend Post Secondary Graduations.

Please contact OECTA when in doubt!

### UPCOMING OECTA EVENTS

OT PD DAY TBA

OECTA MAT LEAVE WORKSHOP TBA

OECTA PENSION WORKSHOP

EUCHRE NIGHT AND TRIVIA NIGHT

MYSTERY WINE TOUR

FALL RETREAT NIGHT

STAY TUNED FOR THESE ANNOUNCEMENTS

## CALL FOR COMMITTEES

Locally Wellington OECTA has many committees for teachers to participate in. We value everyone's ideas and contributions. We one spot for one OT on our Joint H and S committee. We also have Secondary, Elementary, OT, Beginning Teachers, Social Justice, Wellness, Women's, Faith and Community, PD and Young Authors as well as our Retreats and Social Committees.

All these committees need members to help them run smoothly and provide opportunities for all of our members. In addition, we have several Board Committees that may need members shortly. We also have our yearly election and nomination committee and legislation committee for those with some legal language skills and our financial committee continues to train members on how to manage our financial accounts.

Our Euchre Tournament, Trivia Night, Wine Tour, Retreat Nights have all been grass roots ideas put into action!

If you are interested in helping out or have an event or social idea please contact any of the executive.

## STAFFING UPDATES

The last two weeks of August saw lots of behind the scenes meeting between OECTA and the H R Department. Despite the Minister's misleading attempt to say they were not cutting jobs nothing has changed for many Boards in the Province. Ours is no exception. We need to remember when we compare our student enrolment and our programs that 15 jobs have currently been cut and NOT replaced. Over 40 sections in our high schools have been slashed and two amazing program teachers dealing with our most vulnerable and at risk students were cancelled by our Ford government.

Though all redundant teachers have managed to have been recalled (some as late as last week) we still have our ranks depleted. The recalls were from a few resignations, (moving to other provinces or jobs), one retirement and three new elementary classes due to new growth. There is some expected domino effects as some part time positions moved to full time and hopefully a few more increases due to enrolment. OECTA has been working with H R through these changes and are happy to report that it has been with full disclosure.

If any further retirements or resignations come in, we will continue to post new permanent jobs at least for first semester in high school. The specter of further redundancies will continue to haunt education each of the next three years unless the Ford government relents. However, every redundant teacher will continue to have recall rights for four years and priority placement in appropriate qualified LTO positions.

Please continue to monitor the H R Portal on the Board website. OECTA will continue to repost these postings on the Board OECTA Group on email and place a notice on our OECTA Facebook group.

These will be shortened timelines as we work to get all classes filled in September as quickly as possible. For every change in a Permanent spot expect a posting for an LTO that corresponds.

OECTA advice remains the same apply to every position that you are qualified for and we encourage all OTs to get a foot in the door with part time contracts as they may lead to your permanent position.

As always call or email OECTA for support.



## Provincial OECTA Bargaining Update

Dave and Mark attended a Special Bargaining Meeting last week for the voting members of the Council of Presidents. There is not much we can share at this time. Our contract has expired and the Provincial Bargaining Team has slowly been working with the Ministry and OCSTA (Board and Trustees). They have had several negotiation meetings since June and have several more scheduled.

OSSTF has applied to the Labour Relations Board for a decision regarding Provincial and Local Bargaining. This is public knowledge and has been released to the media. OSSTF unlike ETFO has been directly assaulted with the cuts to secondary through increase in class size legislation. This undoubtedly is their largest concern and one OECTA shares as a combined elementary and secondary teachers union.

### **How you can help and stay up to date?**

Every member should be receiving emails from Provincial OECTA. These bargaining updates arrive in your personal (not the Board) email. If you are not receiving please let us know as Dave has worked over the summer making sure everyone who is not receiving emails is getting theirs updated on the Provincial site.

When you communicate with friends and the public remember to keep the following as key talking points

- \*Ford has increased class sizes (averages) which will mean some classes will reach above 35 or more
- \*Ford has cut 15 Wellington Catholic Teacher positions including two at risk programs for vulnerable students
- \*Ford class size increased negatively impacted many students as 40+ classes are now no longer able to run
- \*Ford wants the cuts to continue for three more years meaning over 30 more secondary teachers will be slashed

### **Extra-Curricular Activities and Trips**

Though we are without a contract we are not in any legal action as of yet. What does this mean for you and what you volunteer to do for this school year?

It means we do not do anything different than we would normally do. We start our clubs and sports as normal until such time as negotiations break down and proper steps take place including strike votes. Strike votes must be done by all members in the province. The Provincial contract must be approved by the Provincial Executive, the Council of Presidents and then by the entire membership in an online vote as we did last time.

We caution all teachers who are planning large financial events such as grade 8 year end trips and secondary trips such as New York or other locations to prepare accordingly.

OECTA has taken appropriate steps to inform principals and board admin of our concerns and to let them know our teachers may not be able to participate if negotiations break down.

Back up plans for your events need to be done with your admin. Will the trip have mandatory cancellation insurance which includes teacher job actions. Will the trip run with administrators and other appropriate volunteers.

Please make sure you walk into these activities with your eyes wide open!

You are encouraged to have discussions with your Rep and call OECTA for advice

**YOUR OECTA EVERYWHERE YOU NEED US TO BE**

## OCTOBER FEDERAL ELECTION

The Federal election should have every teacher in the province worried. The Liberals have run into scandal after scandal both serious and political embellished. The NDP seem in tatters and the Conservatives are itching to achieve a majority.

The thought of a Conservative Federal and Provincial hold on power in Canada and Ontario should be extremely disturbing. Education usually does not have direct impacts in Federal politics but Scheer has made some very unsettling statements about underfunding Education. How? He has made statements about reimbursing 'Home School' and 'Private School' families their portion of their education taxes in the form of rebates. This will lead to further underfunding of public education in our province and country. Privatization of all public sector jobs is a mandate of every Conservative Party Platform whether announced or not.

Please get involved in this Federal Election. There are many events to attend so you can make an informed decision. The Harper attacks on Labour and the Public Sector was only just avoided. Right to Work will destroy the Labour Movement in our time. Climate Change deniers, racists movements, anti-public health care and a lack of respect for the environment will no doubt weigh heavily on you as we look to the future of our nation.

### Federal Candidate Debates for Guelph

Guelph Wellington Coalition For Social Justice      Thurs Sept 26<sup>th</sup> at the Italian Canadian Club 7 pm

100 Debates / Climate Change Debate                      Thurs Oct 3<sup>rd</sup> at Centennial CVI 7 pm

#### Climate Change Activities

Guelph Green New Deal Town Hall Two                      Thurs Sept 19<sup>th</sup> at Peter Clark Hall U of G 6 pm

Guelph Chapter Citizens' Climate Lobby                      Sat Sept 14<sup>th</sup> at the OECTA Office Noon

### OECTA STAFF REPS AND STRIKE CAPTAINS

School and Staff Reps are an important part of our local unit of OECTA. The Executive though tasked with many of the intense union issues cannot possibly know what is going on in each and every school or program in the Board. We rely on our reps to keep us informed of what is going on at their schools or in their programs, to watch out for 'new programs or initiatives' which are going to negatively impact our working conditions or to let us know when they suspect the contract is being ignored or breached. They also are valuable in making sure our members receive the best advice whether it involved their benefits, sick and bereavement rights, harassment, health and safety and practically every aspect of our great profession.

If your school has not held the OECTA elections please do so the first week of September and inform the Executive who the Rep is for each school, SERTs and Program Department. This as you know is a bargaining year and we need everyone represented! If you want an assistant Rep or co-Reps to share the job that is also highly valuable and encouraged!

In addition, to the Reps we will also need a Strike Captain for each site to ensure if the worst comes to pass that the Rep has assistance in tracking and helping organize our members when on the picket line. They ensure everyone is accounted for and Strike Pay is earned.

**Our REPS are the Unit EXEC's EYES AND EARS for OECTA!**



# School bus safety: how not abiding by the rules of the road can affect your insurance rates

Did you know that a single infraction involving a school bus can affect your car insurance premiums? Road safety, especially related to school buses and children, is very important. This importance is reflected in insurance company policies, which penalize drivers who do not exercise proper caution around children. The best course of action is to familiarize yourself with the rules of the road, and to remain vigilant around school zones and buses.

To learn more, click here: [www.otipinsurance.com/article43](http://www.otipinsurance.com/article43)



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