

OT NEWSLETTER

2013 - 2014 OCEOTA Executive

David Wildman, President
Pat Dixon, Vice-President
Courtney Watson, Secretary
Randy Murray, Treasurer

Members-at-Large
Anik Mackey, Krissy Mayer-Craigie
Jen Neill, Kimberley Strickland

Office Administrator: **Katharine Fitzpatrick**



From the President's Desk David Wildman

I hope every OCEOTA member had an enjoyable break. I know many of you will have been working at other jobs but at least this is a time when you were absolutely free from having to monitor your phone for EasyConnect calls. I must apologize for the late newsletter. We usually have this in schools and on line before the Christmas break but monitoring the staffing of permanent vacancies and LTO assignments, all posted mid December, was very time consuming. There is more on Reg. 274 in an article devoted to that on page 2.

Future Events

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| Jan 9 | Focus Group - CB |
| Jan 13 - 29 | Collective Bargaining (CB) Survey |
| Jan 21 | CB Information Meeting |
| Jan 23 | CB Information Meeting |
| Feb 7 | OT Social Event - 67's Hockey Game |
| Feb 12 | OCEOTA General Meeting |
| Feb 13 | PL: Classroom Management |
| Feb 17 | Family Day Holiday |
| Feb 19 | Focus Group - Visible Minorities |
| Mar (TBD) | PL: Welcoming & Supporting LGBT Families |
| Apr (TBD) | Social Event - Bowling |
| May 14 | AGM Preliminary Submission Ratification |

This fall was a very busy time for OCEOTA members. Hiring/staffing continued into September and after the reorganization of schools when final enrollments were known. This usually causes the movement of some permanent teachers from schools which are overstaffed to schools where increased enrollment has created a need for more staff. As usual there were a small number of vacancies requiring additional hiring. While all this was happening, the Board scheduled two days of interviewing for members wishing to be added to the LTO List. The Board also advertised a need for more teachers to be added to the OT Roster (List). The addition of 300 more OTs on Nov 1st, in addition to those already added in August, had an impact on the number of EasyConnect calls some members received. This, of course, would depend on if principals added new people to the school preferred list and in how the principal in your schools use the system to select the order of call to be used for each assignment. This is something that needs to be addressed in bargaining. Your Collective Bargaining Committee (CBC) has met this fall to develop a draft survey for members to identify bargaining priorities. Watch for that in mid January. Every member will have a chance for input.

We are planning a focus group for members from visible minorities to help identify issues they face in the workplace and to develop strategies for the OCEOTA executive in addressing them. We also hope to run a couple of social events for the members during the winter, the first being a 67's game.

Please do not hesitate to call me with any questions or if you need advice or assistance regarding a workplace issue. I wish all of you success in your teaching this winter.

OT Newsletters are mailed to you in Sept/Oct and April. All other issues are posted on the OCEOTA BEAM folder, staffroom bulletin boards and the website, www.oceota.com

**Ottawa Carleton Elementary
Occasional Teachers' Association**
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Phone: 613-221-9135 Fax: 613-221-9137

ETFO Protective Services
1-888-838-3836



Collective Bargaining Update

The preparation for collective bargaining in the fall of 2014 has begun. As you are aware, our bargaining is a two-tier process. ETFO bargains on our behalf, with input from the locals, at the provincial level. OCEOTA's ETFO Staff Officer,

Susan Ansara, and your local negotiating team led by our president, David Wildman, bargain with the OCDSB's negotiating team on local issues. Member input is necessary in order for your team to clearly understand the diverse needs of our OTs. To that end, there are several opportunities for members to explore issues and voice their opinions. The timeline below outlines those opportunities (in bold & red) as well as other ongoing work.

January 9: member input focus group, Confederation EC

January 13: every member survey posted

January 21: info meeting – clarification of issues prior to filling out survey; location TBD

January 23: info meeting – clarification of issues prior to filling out survey; location TBD

January 29: survey closes; CBC prepares survey report

February 3: team develops goals based on survey results

February 12: every member meeting at Confederation to review goals

March 1 - May 1: team prepares Preliminary Submission

May 12: AGM & ratification vote (every member)

The bargaining process this year may be complicated by the acceptance of Bill 122, The School Boards Collective Bargaining Act, 2013 which proposes a two-tiered process clearly delineating what can and can not be discussed at the provincial and local levels. It has not received legislative approval, as yet, but has passed the second reading (December 3, 2013) and is currently referred to a Standing Committee of the Legislature. The Legislature reconvenes on February 12 and between now and then, the committee will hold one day of hearings for interested parties as well as 2 days of review. ETFO will be presenting to the committee on behalf of all elementary public school teachers—occasional and permanent. For more detailed information and to access the Bill, please go to www.oceota.com and select the screen titled, Bill 122.

Every OCEOTA member needs to be involved in the bargaining process.

YOU are OCEOTA! You ARE the Union!



FAQ of the DAY Can a principal remove people from the school preferred list to make room to add people.?

Answer: The Union position is that removal from a school preferred list would be disciplinary. The member has a right to due process, where "Just Cause" for discipline would have to be presented and then appropriate discipline determined. If you are removed from a preferred list call for OCEOTA representation immediately. The agreement does not prevent additions to the school preferred list or require a P to use the preferred list. You might want that addressed in bargaining.

Staffing/Hiring Reg. 274

As part of Bill 115, the government imposed Hiring Regulation 174 on school boards and teachers. Boards have argued that this stops principals from hiring the best person available. However, OTs know that there was no effort, previously, on the part of school boards to see that all applicants were properly assessed and that the best person available was selected. There was no requirement in Ottawa-Carleton for a principal to post or interview for LTO assignments. You could be a regular OT in a school and not even know there was an LTO assignment until after it had been filled with an OT, who in many cases, had been just added to the list. Your Union had no way of addressing this unfair and unwise practice because there was no hiring language in the collective agreement to curtail management rights. Permanent positions were posted but there wasn't any Board mandated interview criteria, nor was there any real accountability. Often, OTs who had taught effectively for years, while developing their teaching skills, learning Board practices and taking Professional Learning workshops, were not interviewed, while a new graduate, who had never done a daily OT assignment was selected for a permanent teaching position. The Board's assertion that this was the best person for the job could not be taken seriously. Unfortunately, instead of a hiring process negotiated by Boards and Unions, who understand the complexity of staffing schools, we now have a regulation developed by politicians.

Despite the shortcomings, it is very positive that boards are being forced to recognize the experience that OT seniority brings. All permanent teaching jobs should now be filled from the OT List. Qualifications and seniority must also be respected when filling an LTO assignment. This will result in more job satisfaction and teaching success for OTs.

Unfortunately, the regulation leaves a lot of the implementation up to school boards, resulting in a lot of anguish for some occasional teachers. Screening for the LTO List, with no consideration of successful work in the classroom, must be addressed. The Board must provide training for people on both sides of the interview table. The staffing and hiring process in the spring, summer and fall has been the subject of many meetings between HR and your OCEOTA reps. We will continue to meet during the winter to come to agreement on staffing practices and timelines. While we are working to arrive at fair hiring practices, the Board has the final word. When we get to bargaining, we will need you to provide the leverage your negotiators will need to address practices that members feel are unfair. Reg. 274 has been a tremendous improvement for OCEOTA members but there is still much work to be done.

Members Only Site

All members should register on Members Only at www.oceota.com. This will allow you to read the articles there and you will also receive all member President's email messages. Watch for OCEOTA on Twitter later in January.



Rainbow Youth Forum 2013

Diversity and Equity are alive and well in the OCDSB!! On November 26, students and staff alike joined together in "Embracing Diversity" at the 9th annual Rainbow Forum, "to enhance their knowledge and awareness about equity and diversity issues, specifically concerning Gay, Lesbian, Bisexual, Trans, Two Spirit, Queer (GLBTTQ) youth."

The day began with an entertaining keynote address from Sabrina Jalees, a comedian, actor and writer originally from Toronto (now living in Brooklyn with her wife) who talked about growing up gay and bi-racial and the challenges that she faced on both fronts. It was an honest, funny, heartfelt and inspirational address that resonated with so many of the participants.

Student workshops focused on Education (Negotiating Consent), Action (How to Make Your Club/Alliance Fabulous) and Self Empowerment (Coming out: Our stories). Educator workshops included a Human Library (stations where teachers had an opportunity to present their books/stories), 101 Overview of Sexual Orientation, Gender Identity and Gender Expression and Equity.

The final word came from a presentation on Inclusion in the OCDSB-The Journey Continues... presented by Associate Director Walter Piovesan when he stated that "Supporting our LGBTQ community is vital in creating an accepting school climate for everyone so that diversity is embraced for all communities that we serve....that (the) forum is aligned with our efforts to embed character education and cultural proficiency into our daily practice and it encourages safer, more inclusive school environments."

The OCDSB is "Leading the Way" by promoting Diversity and Equity through the Rainbow Forum for all students and educators, including occasional teachers.

Jennifer Neill, OCT
Chair, Equity and Social Justice



Let's Cheer on our 67's!!!

Inviting all OTs to an evening out with our boys. Let's get together and bond as the 67's battle the Sarnia Sting.

Ticket Price: \$7.00 to \$15.00/person

When: Friday, February 7th, 7:30 pm

Where: Canadian Tire Centre; limited free parking

Great ticket prices and prizes to be won!

Look forward to seeing you there!



Go to www.oceota.com for info and registration details.

Health Insurance Benefits



The Board provides no health benefits to Occasional Teachers. OCDSB pays \$44.16 a month "in lieu" of benefits after an OT has been in an LTO assignment for 2months, prorated for part time LTO assignments.

You can inquire about getting your own coverage by contacting the Ontario Teachers Insurance Plan (OTIP) at 1-800-267-6847 or www.otip.com.

OCEOTA has relationships with Johnson Insurance for Home & Auto, 1-855-516-5596 (mention Code K6) and American Income Life (AIL), 1-800-495-1213 for Accidental Death and Dismemberment Benefit. Call to learn about additional coverage. Your contact info is not shared with the companies.



Health & Safety

The JOHSC monitors accident reports and, through the assistance of Employee Well-Being, tracks the type and frequency. In the current weather conditions, slips, trips and falls are a huge issue. Please report all hazards that you notice, in parking lots, on sidewalks, in halls, or play areas, to your P or VP via a Concern Form which will help us to keep track of frequency. It also ensures that the issue is not overlooked. **Keep safe this winter!**



Together with ETFO, OCEOTA is offering:

CLASSROOM MANAGEMENT

FOR THE OCCASIONAL TEACHER



Presenter: Sylvia van Campen

Date: February 13, 2014

Time: 4:30 p.m. – 7:30 p.m.

Location: Confederation Education Centre
1645 Woodroffe Avenue
Ottawa, ON K2G 1W2

To apply for this workshop please email:

officeadmin@oceota.com by February 6 @ 3:00 pm.

A confirmation email will be sent on February 7 if you are in the workshop. If you do not receive a confirmation email, you have been placed on a waitlist.

Please note that registration is limited to 30 members. There is a \$10.00 registration fee which covers the cost of the book -

I AM THE TEACHER
Effective Classroom Management for
Occasional Teachers

A light snack will be served!

