

OT NEWSLETTER

2017- 2018 OCEOTA Executive

David Wildman, President
Pat Dixon, 1st Vice-President
Krissy Mayer-Craigie, 2nd Vice-President
 Members at Large
Kimberley Bernier
Maija Luopa
James McCallum
Jennifer Neill
Cindy Vanderheyden
Katharine Fitzpatrick, President's Assistant

Future Events

Dec 6 PL: Gender & Sexuality 101 Workshop
 Dec 13 OCEOTA Holiday Social - Dow's Lake
 Dec 14 OCEOTA Town Hall Meeting
 Dec 25 - Jan 5 Winter Holiday Break

Happy Holidays and Best Wishes to All!

Jan 17 PL: Interview Workshop Prep
 Jan 27 LTO List Interviews
 Jan 26 PA Day Paid 1.0 PD
 Jan 31 PL: Social Justice Begins With Me
 Feb 16 PA Day Paid 1.0 PD
 Feb 19 Family Day
 Feb 21 General Meeting: AM Resolutions

**OT Newsletters are mailed to you in
 Sept/Oct and April.**

**All other issues are posted on the OCEOTA GEM
 Conference, staffroom bulletin boards and our
 website, www.oceota.com**

**Ottawa Carleton Elementary
 Occasional Teachers' Association**

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**ETFO Protective Services
 1-888-838-3836**



From the President's Desk David Wildman

There have been many changes this fall that affected the working conditions of OCEOTA members.

A new call out strategy was announced and OTs selected 6 preferred schools and were assigned to an approved list at 4 of their preferred schools. That lasted less than two weeks before the plan that HR and the Union had developed was thrown out and change after change was imposed by senior staff. This was supposedly to address the high number of unfilled assignments at some schools. I don't see how these changes will address the problem. It is simply easier to add more OTs for a quick fix without taking time to improve the call out strategy and improve the system.

Each week there were more changes. The Board interviewed for additions to the OT Roster and added 183 OTs. The Board postponed the LTO List Interviews to make room for a 3rd interview day and is currently adding even more OTs. The Board cancelled PL sessions for teachers and sent cancellation notices to the OTs who had taken these assignments. The Board made the job Board a 24/7 chore for those who want to teach and negated the benefit of the school "approved lists". This has been very frustrating for the Board staff and Union reps who finally had the basis of an effective call out system.

I urge all members to provide direction to us in our discussions on call out strategies with HR by participating in the OCEOTA Call Out Survey and our Town Hall Meeting.

All LTO members are reminded that you must fill out the Every Teacher Survey being conducted for contract teachers to ensure that all working conditions have been met by the school organizational plan.

I remind all members to visit www.etfo.org and read the PRS bulletins. If there is an allegation or complaint about your teaching practice, call OCEOTA for representation and advice. You are the eyes and ears of the Union in the schools. Please report all violations of the CA and staffing Regulation 274. Your call is confidential.

I hope you have a restful holiday with family and friends.



Why is the Code of Professional Conduct important?

A Code of Professional Conduct is a framework that informs and guides your actions in relation to your colleagues, your Union and your profession.

The Federation can best accomplish its objects when individual members adhere to the Code of Professional Conduct. Respecting the Code helps ETFO to work on your behalf to improve working conditions, to advance the profession and to ensure a professional working environment. We all benefit from this individual responsibility within collective action.

A strong union for teachers and education workers is vital to quality education in the province.

ETFO Code of Professional Conduct (Article VI)

6.1 A member shall:

6.1.1 recognize the Federation as the official voice of all the active members of the Federation;

6.1.2 adhere to the Constitution and Bylaws of the Federation;

6.1.3 support collective bargaining initiatives, including a strike authorized by the Executive;

6.1.4 refrain from undertaking or supporting actions which undermine established bargaining procedures;

6.1.5 honour the terms of the collective agreement;

6.1.6 strive to eliminate all forms of harassment between individuals in the educational system;

6.1.7 endeavour to ensure equity and inclusiveness in the workplace; and

6.1.8 strive to achieve and maintain a high degree of professionalism and to uphold the honour, dignity, and ethical standards of the teaching profession.

6.2 A member who is representing ETFO on the local executive and/or the Executive shall, in addition to 6.1:

6.2.1 strive to achieve and maintain a high degree of professionalism and to uphold the honour, dignity, and ethical standards of the Elementary Teachers' of Ontario.

EasyConnect

Please report all EasyConnect glitches and concerns to 1st VP Pat Dixon.



The Board has not yet agreed to explore positive solutions to the problem of OT availability and to discover the reasons why OTs, who are available, are turning down assignments. The Board has not investigated the 15 or 20 schools with the highest unfilled job issue, to determine why jobs are being turned down.

In some schools, the order of call is being ignored and manual fills are giving a small number of OTs preferred access to regular work, at the expense of others on the approved list. Other members lose first call status and are only called on a high needs day. These members soon seek other employment. I want to thank the members, who report this practice, so we can address it on behalf of all the members who are being denied their equal access to work. Manual fills are only for a "continuing assignment" to keep the same OT for the next day.

Principals felt their approved lists were not long enough, so all OTs were given all 6 of their preferred schools. You are the first call for assignments you are qualified to teach and the second call for any assignment you are willing to teach. The Board has also dropped the 3rd call offering jobs in the other schools you indicated on ATE.

Unfortunately, now the job board displays jobs far in advance of the assignment and most are taken from the Job Board and the approved list OTs get few calls. To teach regularly, you need to be on the job board every night. This is a terrible working condition and we are attempting to have it changed. It has negated the goal of having OTs teach regularly in a few schools where they would know students, staff and routines.

Please complete the OCEOTA Call Out Survey and attend the Town Hall meeting on Dec 14. A Call Out Strategy, along with an OT Roster that is well managed, can improve working conditions and solve the unfilled issue. We need to hear about your experiences and see your call out stats from the survey to determine our direction in talks with the Board. I hope you will join us at the Town Hall, Holiday Inn East, 1199 Joseph Cyr St., across from St. Laurent Shopping Centre, Thursday, December 14th 5:30 to 7:00 pm., to hear what your OT colleagues want from a call out system and to voice your concerns and suggestions.

Standing and speaking as one can help us achieve success.



Hiring/Staffing

The Board must fill contract and LTO positions in accordance with Regulation 274.

If you think you were passed over for an interview or an assignment, contact the office with all the pertinent information, including the job description, job posting code, and school. Explain why you want this investigated and we will follow up with HR. HR must provide the list of applicants with seniority numbers, the list interviewed and the name of the successful applicant, to OCEOTA, upon request. Mistakes will be corrected if you report.



7th Annual PL Conference Day

I would like to extend a HUGE THANK YOU for all of the help and guidance I received in organizing the 7th Annual OCEOTA Professional Learning

Conference. This year's conference was attended by 45 members and OCEOTA is very proud, through effective collective bargaining with the OCDSB, to be able to pay its members for the Professional Learning Conference.

We were very fortunate this year to have ETFO presenters, Laurie Vonk and Sarah-Jane Olszewki present "Inspire and Inquire" as only six locals per year can schedule this presentation.

Similarly, we were very lucky to book Joanne Myers, a staff officer from ETFO, to present the workshop "Professional Judgement," which is a very relevant topic for Teachers and Occasional Teachers across Ontario.

This year's conference saw the return of Google Classroom, which was presented by OCDSB Technology Coaches, Nikolas Kisilenko and Tanya Riopelle. There was also a Kindergarten workshop that was presented by classroom teacher, Carolyn Matson.

We were also very fortunate to have Goeffrey Cayan and Anotonia Cetin present a French workshop, which was actually presented in French...incroyable!!!

Lastly, we were granted the opportunity to have former OCEOTA Executive member, Anik Mackey, present a Math workshop.

All in all, it was a very successful day and we are already starting to plan next year's conference. If there are any topics of interest, please contact the OCEOTA office at 613-221-9135 or krissy.mayer-craigie@ocdsb.ca.

Communications



- Don't forget to register with oceota.com if you have not done so already (check it regularly as this is a great way for you to stay informed). www.oceota.com > Members Only > Create New Account
- Remember to check your GEM mail as well as the OCEOTA GEM Conference Folder and the HR Elementary OT Folder found in GEM Groups.
- New members should register with ETFO to receive ETFO eNewsletters.
- Watch for President's Update emails and read Members Only on our website.
- Twitter: @ETFO_OCEOTA
- ETFO Links:

Building Better Schools -

www.buildingbetterschools.ca

ETFO Health and Safety -

www.etfohealthandsafety.ca

ETFO Occasional Teachers -

<http://etfo-ots.ca>

ETFO Voice -

<http://www.etfovoice.ca>

Political Action Committee

As Chair of OCEOTA's Political Action Committee, I attend and participate in several labour related meetings and committees each month and then report back to your Executive. Specifically, I attend the Ottawa and District Labour Council (ODLC) meetings each month. The ODLC represents over 90 union locals made up of approximately 55,000 union members. The ODLC provides an important opportunity for OCEOTA to engage members from affiliated locals to gather and exchange information as well as extending mutual support. I am also currently a member of the ODLC's Political Action and the Women's committees.



Another important achievement of the ODLC is their annual Labour Day Parade and BBQ. OCEOTA President David Wildman, 1st Vice President Pat Dixon, 2nd Vice President Krissy Craigie, and Executive member Kimberley Bernier, were once again in attendance to walk in the Parade as well as serve participants at the annual picnic over 2000 hotdogs, 1500 cobs of corn, 1200 drinks, 1200 bags of chips, and several pounds of cheese to union members and their families, along with 100's of local residents of the McNabb Park neighbourhood.

Hopefully OCEOTA members are aware of the recent strike of OPSEU members (Ontario Public Service Employees Union) and know what was at stake. The OPSEU strike should have served as a reminder that precarious work and professional judgement/academic decisions are not only an issue for OCEOTA members. Unfortunately, OPSEU members were legislated back to work after five weeks on the picket line. The passing of Bill 178, an Act to Resolve the Labour Dispute Between the College Employer Council and the Ontario Public Service Employees Union (OPSEU), received Royal Assent by the Legislative Assembly of Ontario on November 19. OCEOTA President, David Wildman and Vice President, Pat Dixon, and members Joan Hill-Keast and Ruth Lee participated in the picket line in a show of solidarity.



Take Back the Night Rally and March

It was an unusually humid evening in downtown Ottawa on September 21 when hundreds of people from all walks of life gathered on Elgin Street at Minto Park to participate in the annual “Take Back the Night” rally and march in support of ending violence against women.

Each year, women, men, children, and many furry four-legged friends come together to hear speakers on the issue of violence against women, and to march in the street

in solidarity to send the message that women should feel free to walk on, and use our streets free from the fear of violence.

OCEOTA representatives, Krissy Craigie (2nd Vice President) and Kimberley Bernier (Social Committee Chair), attended this year's Take Back the Night rally and march, handing out whistles on lanyards. As in many years previously, OCEOTA donated \$300 (on behalf of ETFO) to W.I.S.E., the Women's Initiative for Safer Environments (<http://www.wiseottawa.ca>).

As we marched together in the heat, under the dusky sky, there was an overwhelming sense of belonging and unity listening to the sounds of people whistling, drumming, and singing together.

Krissy Craigie, OCEOTA 2nd VP

Q: How is OT pay calculated?



A: OTs are paid for the 300 instructional minutes but are not paid for nutrition breaks and recess. If you are at a school for a partial day assignment, calculate the number of minutes from your start time to your end time and subtract any nutrition or recess breaks. Divide that number by 300 and multiply by 100 = an assignment of X%. Example: $120/300 \times 100 = 40\%$

Check to ensure the start and end times were correct. The teacher must not be absent during the part of the day not included in your assignment. If that is the case, call your Union to have the pay corrected.

Check your pay stub on the Wednesday of a pay week.

Thinking about buying winter tires? Here's what you need to know.



OTIP RAEO

Winter tires improve handling and overall traction in snowy, icy and slushy conditions and reduce the likelihood of collisions. They can even reduce braking distances by up to 25%! Their wider tread and softer rubber are designed to eject snow and ice and prevent skidding on the frozen roads.

When shopping for winter tires, here are a few things to remember:

- Check for a logo of a peaked mountain with a snowflake. This is how you differentiate winter tires from regular all-season tires.
- Consider the severity of weather in your area. If you get a lot of snow and ice, be sure to get tires that can handle those conditions.
- Purchase and install your winter tires in sets of four. Many retailers offer discounts for buying a set of four tires.
- Change your tires as soon as you need to. You can check how worn your tires are from the tread-wear indicators.
- Do not mix tires of different sizes or treads. This can create unsafe driving conditions.
- Check the air pressure on your tires frequently. Not only does this help with the overall safety of your vehicle, it also optimizes fuel efficiency!

It's also important to switch out your winter tires when the seasons change. Winter tires are not well suited to warmer weather conditions and they will wear much quicker. If you are diligent about changing your tires, they can last up to five years.

Contact OTIP today at **1-888-892-4935** to see if your policy qualifies for a winter tire discount.

OTIP is an independent insurance company owned by teachers. OCEOTA benefits from our commitment to help promote OTIP to our members. Call 1-866-523-4111 for a free auto/home insurance quote if you are looking for a new provider.

