



## **GREETINGS**

I am thrilled to greet you all as the new Teachers' Bargaining Unit President. Thank you for your support and trust in choosing me to represent you.

## **NEGOTIATIONS**

Last week, OSSTF received the written decision of the arbitrator. The arbitrator sided with the government and OPSBA in deciding what are central and local terms. It is disappointing that local school boards want to give up local control over class size and let the government have further control and ability to increase class sizes.

Since local and central terms have now been decided, we must begin bargaining within 15 days. Locally, we will meet with the Board to establish ground rules and future bargaining dates. Provincially, central bargaining sessions will also begin.

Things are likely to escalate quickly, so be prepared.

Political action continues to be our main thrust and we ask that you continue to use social media to influence the public and government.

## **LOCAL BARGAINING**

The local Collective Bargaining Committee met in May. Jen Posteraro was elected Chair. Input to the Negotiations Brief was collected from the participants and member surveys that were conducted.

The Brief is mostly completed and will be brought to Executive to be reviewed before being submitted to provincial office for approval.

The negotiations Table Team will be appointed, as per the Constitution & Bylaws.

## **ATTENDANCE MANAGEMENT**

The Director issued a memo in late June warning members (without specific details) that the Board would be implementing an attendance management program in order to manage and reduce employee absenteeism.

We need to monitor this closely and we need to get the message out to all members to contact me immediately if they receive any letters or have any conversations with their principal or supervisor about their attendance.

We will have to work hard to fight this program, which keeps rearing its ugly head in Boards across the province.

## MEETING DATES

<b><u>EXECUTIVE</u></b> (4pm)	<b><u>COUNCIL</u></b> (4pm)
Wednesday, September 18, 2019	Friday, September 20, 2019
Wednesday, November 27, 2019	Friday, November 29, 2019 <b>* (Holiday 6p) *</b>
Wednesday, February 19, 2020	Friday, February 21, 2020 <b>* Teleconference Only (TBA) *</b>
Friday, March 06, 2020 <b>** Pre-AMPA (Delegates) **</b>	
Wednesday, April 15, 2020	Friday, April 17, 2020
Saturday, May 09, 2020 <b>** Annual General Meeting **</b>	
Wednesday, June 10, 2020	Friday, June 12, 2020 <b>*District Awards Dinner</b>

## STAFFING

I am still awaiting final staffing, but it appears that we have had no members declared surplus. Split assignments between schools have been minimized.

## CLASS SIZE

Please monitor class sizes to make sure they are within the designated class size maximums in the Collective Agreement. I have included a copy of the Class Size language for quick reference.

Please submit a MASTER SCHEDULE by BLOCK from Trillium to me on October 15th.

Also, please ask your principal about any changes to teacher timetables from your last meeting in 2018-19. If there are any significant changes, can you please let me know.

## BARGAINING UNIT COMMITTEES & OFFICERS

A final list of Committees and Officers will be distributed to Delegates in the near future. If you are interested in getting more involved, please let me know so you can be considered in the future.

## IN-SCHOOL STAFFING COMMITTEES

I have filed a Step 1 policy grievance alleging violation of Article 20.3.3. While the Board continues to issue a Staffing Memo directing principals to meet with school staffing committees to discuss staffing and to meet timelines and provide dates of meetings to the superintendent, principals either fail to hold these meetings or are not consulting in good faith with these committees.

For 2019-20, please keep notes of all meetings of this committee or with principals and notify me if the deadline on the memo are not met.

## **SICK LEAVE & MEDICAL DOCUMENTATION**

To access sick leave, a member need only provide a note from a medical practitioner indicating that the member is not able to work and a date for reassessment or return to work, if requested by the Board. Under the Central Terms of our Collective Agreement, the only additional documentation that may be requested by the Board is the Abilities Form that is present as Appendix B in the Central Terms. They cannot ask you permission to speak to your medical practitioner or for more details of your diagnoses or condition.

In general, the Board will only require notes or a completed Abilities Form for prolonged absences. A completed Abilities Form, indicating either a return to work with or without conditions may be requested upon return to work and a meeting may be necessary.

It is very important that if accommodations are necessary, as recommended by a medical practitioner, that the Abilities Form be completed properly, and that the medical practitioner give enough information for the Board to be able to make appropriate accommodations. Please have members call me if they have concerns.

## **PERSONAL LEAVE**

Please have members contact me if they are denied Personal Leave, either paid or unpaid.

## **EDSBY & PROFESSIONAL JUDGEMENT**

**Edsby** continues to be a concern for me and I cannot recommend members make full use of it for evaluation or communication with student or parents.

If your staff are getting the message that **Edsby** must be used for anything other than attendance, please let me know.

OSSTF will support teachers use of Professional Judgement, as described in Growing Success. It is our view that teachers can exercise their own judgement in what instruction and evaluative tools they use in their classrooms. Article C11.00 in our Central Terms refers to Professional Judgement:

- b) Teachers shall use their professional judgement as defined in C3.5 above.  
Teachers' professional judgements are at the heart of effective assessment, evaluation, and reporting of student achievement.*

I have attached OSSTF's **Professional Judgement** and **An Educator's Resource to Growing Success** publications.

## **WORKPLACE REPRESENTATIVE MANUAL**

Please take one if you have not been provided one in past years.

## ADSB LOGIN & PASSWORD

I want to remind members to ADSB Password Reset First Time Setup. This will allow members to reset their password if it is forgotten or if it expires without having to use an ADSB computer on an ADSB network.

Please go to the <http://staff.adsb.on.ca> page and click on the Password Reset icon. From there click on First Time Setup and complete the instructions. Once completed, members will be able to go to <http://adsbpw.adsb.on.ca> to reset their password.

