



# ESS President's Report

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January 18, 2024

Happy New Year everyone. I hope everyone took some time to get some rest and regroup. The nice part of the holidays was not dealing with the snow or the cold. Although it was not the same not having a white Christmas but great for our travelers.

As members are settling down into their rolls please keep in mind that if you are experiencing difficulties whether it be work related, conflicts with work colleague's or dealing with personal conflicts there is help available to navigate through these difficulties.

### **Bargaining:**

Local Bargaining is soon approaching. We have dates of February 7 and 8 to begin the bargaining process. Your table team consists of Laura Orr who is our chief negotiator, Alicia W, Michele McCleave-Kennedy, Paul Benoit, Provincial Secretariat is Tom Golightly and myself.

Just a reminder to all members, in local bargaining we can only negotiate non-monetary issues. These are issues where no money is involved. Issues that have money attached to them are discussed at the Provincial Central Table.

I want to thank the team in advance for putting your name forward and volunteering your time to be on the table team. I also want to take the time to thank Laura who with the team had to prepare the brief to present to the board.

For our Roman Catholic Noon Hour Aides, the brief is complete and soon we will be requesting dates to begin negotiations. We did put a call to ask for volunteers to sit on the table team and unfortunately did not receive a response.

### **Violent Incident Reports:**

On January 15, 2024 the Presidents from the different Unions gathered to have a meeting to discuss the situation in the school and possibly come up with a plan to address this issue.

There is OSSTF representation as well as ETFO and CUPE. We are aware of the amount of violence and accusations being brought forward and we just want to come up with ideas on how this can be brought forward and possible resolutions.

In the mean- time please continue to fill in the reports. We need the data and the information to be able to continue to bring these issues forward.

When filling in the reports, in order to narrow down the amount of incidents and how many times it pertains to a single child if you can remember to just put the child's initial not full name, that will help if we have to be able to narrow it down and question support plans.

### **OMERS:**

A reminder that as of January 2023, OMERS Pension Plan became an option for our part-time members as well as our Noon Hour Assistants to contribute if they wished to do so.

### **Benefits:**

I would like to remind all members who become eligible for benefits once they become full time members. You will receive an email from OTIP. Please do not ignore. This email is very important in order to enroll into your benefits in the allotted time.

OTIP has sent out a reminder to enroll in direct withdrawal of premiums. There are instructions on how to register. You must go through your OTIP account to do so.

This was not a Union decision, this was the Board of Directors for OTIP. They want to be able to manage the benefits and ensure that members are enrolled in a timely manner.

### **Attendance Support Program:**

The board continues to implement the attendance support program. Please note if you are called to meeting you have the right to Union Representation.

The terms of your employment is dictated by the Collective Agreement. If the board acts contrary to the Collective Agreement, on the basis of Attendance Support, we will grieve it.

The Attendance Support Program has been mandated by the Province. The Boards have an obligation to implement this program.

If you have an underlined medical condition that needs attention on a regular basis the board may ask you to provide medical. Once it has been determined that your condition needs care you will be told that if you are off due to this condition, the board will not count it as an occurrence. This program is not meant to be disciplinary in nature. It is to provide support.

I hope this helps to provide some direction and clarification.

### **AMPA:**

I want to welcome our 2024 AMPA delegation. Members participating in AMPA this year will be. Laura Orr, Alicia Witiw, Bonetta Manktelow , Paul Carlucci and myself, Liz Tassone.

I hope this will be a positive experience for everyone. I also want to thank those who will be attending. It is important to have representation from all the Bargaining Units.

**Leaves:**

Just a reminder that if you are requesting a leave to go on vacation from the board please make sure you receive approval prior to booking your flights. This will avoid disappoints if the leave is not approved.

**Retirements:**

On behalf of OSSTF Council and Executives I would like to wish these members a Happy Retirement. Wishing you many years of good health, great adventure and happiness as you begin your next journey in life. Thank you for your many years of service, commitment and dedication. Congratulations to Ron Knox, Teresa Zanatta, Brita DiCandia, Kendra LaPlaunt, Sandra Carlson and Mark Tuomeala.



**In Solidarity!!!**  
**Liz Tassone**