



*District 2, Algoma  
Occasional Teachers' Bargaining Unit  
President's Report for District Meeting  
November 26, 2022*



*Well, here we are with another year almost behind us! The years seem to get more and more interesting as they pass by! One thing is for sure, the work of the Union is NEVER DONE! However, life is made a little easier by working collaboratively and honestly with such helpful and caring leaders in our District Office. There is no way any of us would remain 'sane' (I use that term loosely!), if it weren't for Marnie Devoni. She is always there when we need her and willing to give us reality checks when required! She often gives them to me and I truly appreciate them...I know she cares!!*

**HIGHLIGHTS:**  
**WORK SHORTAGES**

Our original Roster was wiped out in June as we lost over 32 OTS to contract positions. What a win-fall for those members! There were also numerous resignations and new hires. The Board continues to post for OTs and recently had another round of interviews (almost a continuous in-take process) in order to keep the Roster up-to-date. My deepest concern is the number of "unqualified/uncertified" teachers who have accepted positions with the ADSB with minimal training and little experience. It is a perfect storm!

**To give you some perspective, these are the following stats to the end of October:**

- **82** people on the Roster (that covers the 6 areas and schools)
- **33/82** are retired teachers who will be limited to 50 days of work for the year due to the changes to the Ontario Teachers' Pension Plan rules (\*they had been increased from 50 to 95 days during the height of the pandemic)
- **16/82** LTO positions filled\* several long-terms have been posted several times with no applicants
- **27** unqualified teachers on the List and increasing
- **5** unqualified have secured long-term positions\* Letter of permission

The Board is monitoring the situation and the number of OTBU Members available for work on a daily basis. Truly, if you wanted to work every day, you could with the possibility of topping up a day to 4/3 or 1.33 of a day's pay if a member agrees to work the fourth period.

### **ATTENDANCE MANAGEMENT PROGRAM – IMPLEMENTATION DATE DECEMBER 1<sup>st</sup>**

The Presidents were presented with the latest Policies & Procedures that will be implemented on December 1<sup>st</sup>. We tried to offer alternatives and solutions to deal with those situations where an interview might be necessary, but at the end of the day, our words meant nothing! The Policy and Procedures as well as the levels of intervention (4 tiers) were presented on PD Day.

Presently, Occasional Teachers have their own type of “attendance management” because if an OT is not available for work on a regular basis and indicates on *Apply to Education* that they are unavailable, ATE will flag that pattern to the Board, and then my Member will be called into a meeting to possibly justify the reasons for the numerous blocked off dates. I have to report, to date, I have not been called into a Meeting to address absences. It appears most of my members are working almost every day! So far, so good!

### **ANNUAL GENERAL MEMBERSHIP MEETING FOR OTBU WAS HELD ON NOVEMBER 8, 2022**

OTBU'S Constitution dictates that the AGM is to be held in the fall, rather than the spring, since as with this year, many members joined TBU and others were not hired until summer or early fall! However, we did have a mixed of dedicated and former TBU Members as well as some people who are unqualified, working and attending Teachers' Colleges (2<sup>nd</sup> year) as well as new hires to the ADSB from southern Ontario. I was pleased with the turn-out, but we are still struggling to fill our complement of Officers. I have made several calls to members and am hoping to fill my complement of positions on the Executive before Christmas! Stay tuned!

However, on the bright side, I did find volunteers to serve on the Health & Safety Committee, Status of Women Officer and Equity and Anti-Racism Officer. I also have a new face who will be learning the ropes for the Collective Bargaining Committee/Table Team although she did not want to tackle Chief Negotiator position at this time. She still has family commitments but did want to volunteer to help out somewhere. A huge thank you to all of them!

### **PREPARATION OF THE LOCAL BRIEF**

Earlier in the year a survey was distributed to OTBU Membership and although I didn't get too many returned, clearly there are some areas identified that will be tabled and hopefully we can make some changes in those areas. I have been working on our brief and making adjustments as directions from Provincial Office are distributed. Honestly, I don't expect the OTBU to have the attention of the Board until they get some agreement from the TBU and/or ESS Bargaining Units as they are definitely the larger groups with the greatest impact! But, as you know, we need those Central Table Agreements first.

## **MEMBER ISSUES**

I have spent numerous hours trying to work with members and administrators as they grapple with the issues of staffing, new curriculum and timetables. Sometimes, the conflicts really boil down to communication and being able to address issues in a professional manner!

At this time of year, stress is running very high. Everyone is feeling the pinch when it comes to inflation. Wages haven't kept up with the cost of living. For example, being forced into a long-term deal with a 1% wage increase over the last several years has really eroded your ability to keep up with the cost of living!

**1% does NOT equal 7.2 % (average monthly Cost of Living)**

**WITH DEEPEST GRATITUDE** ... A huge thank you to **Liz Tassone**, ESS President and **Marie Morin-Strom**, TBU President and **Terri-Lyn Della Penta**, District President for all the work you do on behalf of your memberships and the constant sharing of information that you provide every time I come into the District Office. I believe it is so valuable to the operations of District 2. Although I don't often see **Jessica Lafreniere**, **ECE President**, (due to the fact she works full-time in a classroom) I know she works long hours protecting her membership.

Finally, at this time of year, it is important that we reflect on our lives and be thankful for what we have! Many families and friends are dealing with family loses or illnesses, lack of family to spend the holidays with and never having enough money to go around! But, at the end of the day, we need to be grateful for what we have and do our best to work with these stressed colleagues. Show them that you do care!

**Have a wonderful holiday! Take time rest, rejoice and rejuvenate.  
Best wishes for 2023!**



***Sharon Indrevold, President  
Occasional Teachers' Bargaining Unit  
District 2, Algoma***

