



District 2, Algoma
OCCASIONAL TEACHERS' BARGAINING UNIT
PRESIDENT'S REPORT
JANUARY 24, 2023



It has been another busy couple of months since the Annual General Meeting held in November! Hopefully, everyone had an opportunity to rejuvenate over the holidays. It certainly has been a different winter as we've seen it all over the last couple of weeks – snow, rain, ice and more snow! But as northerners, we know how to cope with it all!

Highlights:

COLLECTIVE BARGAINING & PREPARATION OF THE LOCAL OTBU BRIEF

LOCAL:

I have been working my way through the “draft” LOCAL brief that you will have to approve prior to it being sent to Provincial Office for input and their approval. You, as the Executive, must approve the brief thirty (30) days prior to the commencement of negotiations with the Board. As with any brief, we are trying to address issues that have surfaced during the term of the last collective agreement AND table new language that we believe needs to be in the new CA. At the end of the day, we know we will land somewhere in between. So, once it is completed, a special meeting of the Executive will be called. I will present the brief, look for your input and hopefully get approval to send it off to Provincial Office.

CENTRAL TABLE NEGOTIATIONS – UPDATE

A meeting of Presidents and Chief Negotiators was held on Wednesday, January 18, 2023 in Toronto. The purpose of the Meeting was to update all presidents/CNs on the status of the two tables- Teachers/Occasional Teachers and the Educational Support Staff Table. We are at different tables with different negotiators! The CUPE deal was also outlined for members and our Central Table Negotiators met with individual Districts to seek responses to a variety of questions. We provided them with answers which will be used by the Central Table Team to determine their next moves and possibly adjust their strategies and demands. We seem to be moving slowly and most Presidents and Chief Negotiators were comfortable with that approach for the time being. More details will be provided as they become available. Stay tuned!!

POSTINGS FOR SEMESTER TWO

As you have probably noticed there has been a different approach to posting positions this year. In fact, as long-term positions become known, the Board has been posting them instead of waiting and then posting a lengthy list of openings for the new Semester. The reason for this is so that long-terms can be filled as soon as possible (after part-time contract teachers and then part-time LTOS are topped up). The Roster has been decimated over the last few years and once the retired teachers have reached their 50 days, the Board will be losing about 30% of the entire Roster over the next month or two! Unbelievable how times have changed! Anyway, OTS should stay vigilant and apply to positions as they are posted.

ROSTER – QUALIFIED AND UNQUALIFIED/UNCERTIFIED

The Board continues to advertise for qualified Occasional Teachers and appears to be adding to and deleting names from the Roster on a regular basis. In the case of “unqualified/uncertified”, some times the person signs on, takes the training, takes one or two days of work and then resigns. That seems to be the scenario for some of these people! I can’t really blame them! Being an Occasional Teacher today is not a “walk in the park” for sure!

So, with all of these changes, it is very difficult for the Board and OSSTF to keep up with the changes in our systems. However, we are doing our best to keep the records updated. This is one of the reasons why the names of OTS on the Roster has not been posted on the ADSB Website. I am working with Dan Swystun, HR Officer to ensure the List is as accurate as possible before it is uploaded to the website. Stay tuned!!

MEMBER ENGAGEMENT COMMITTEE – DISTRICT

The District Committee is trying to organize events in the various geographic areas where members from the four OSSTF bargaining units can meet, enjoy some kind of activity and share stories! However, as you can appreciate, it is very difficult when there are so few OTS employed in places like Hornepayne, Chapleau, Wawa, Elliot Lake and Blind River! But, hopefully there will be an activity and opportunity for OTS in those areas to join in the events as planned by their committees. I don’t have a list of activities, but as information becomes available, I will pass it on to our Members.

In the Sault (including CASS) , I am trying to determine what activities could be scheduled and if there is any appetite to involve other Bargaining Units or just schedule an activity on our own. I believe most members could benefit from some type of meet & greet event and with OSSTF covering the majority of costs, we could plan something. If you have any ideas, please let me know. I have been looking into a Pub Night at a local downtown pub that could be closed and only OTBU Members could drop in, have a drink, enjoy some food and meet other members. Stay tuned for more information on this tentative event!

MEMBER ISSUES

It is imperative that Occasional Teachers who find themselves in awkward positions and/or called into the Office by Administrators, contact me for direction and/or advice. The Board has been diligent in notifying me about such meetings but sometimes, Members believe they can “talk their way out of a situation”, but that doesn’t always play out in a positive way. Please, seek direction **BEFORE** speaking to Administrators and/or if you agree to meet (make sure you have another OSSTF Member with you) and then if the meeting takes an unexpected turn or appears to be heading towards a disciplinary situation, ask to stop the meeting and advise the administrators that you want to seek Union advice before answering their questions. You can assure them that you are NOT trying to be uncooperative, but you need to seek advice first. It is your right (protected language in the contract) to have Union representation at any Meeting with administration and/or ADSB personnel.

As an aside, I will tell you that the HR Department has been very good at letting me know when there appears to be an issue with an OT. I appreciate that level of cooperation and I know it helps me when dealing with these member issues.

ANNUAL MEETING OF THE PROVINCIAL ASSEMBLY (AMPA) IN TORONTO – MARCH 11, 12 AND 13, 2023

I will be attending this Meeting with over 600 delegates and alternates in attendance. Our District we will be sending representation from all four Bargaining Units. Eligibility is based on the number of full-time equivalent members in each of the Bargaining Unit. For District 2, Algoma we have the following:

- **Teachers - 3 Delegates**
- **Occasional Teachers – 1 Delegate**
- **Education Support Staff – 4 Delegates + 1 Delegate for HSCDSB Noon Hour Aides**
- **Early Childhood Educators – 1 Delegate**

TOTAL: 10 Voting Delegates

NOTE: *There are 2 alternates who will rotate on the floor when a delegate is scheduled to be off the floor. They fill the spot and during their time on the floor will be able to vote on motions etc.*

This is **an election year** at the Provincial Level and I am proud to announce and support **MALINI LEAHY, FORMER TBU PRESIDENT/MEMBER, for the position of Provincial Vice President.** Malini has served on the PE as an Executive Officer for four (4) years. Members of D2 Algoma are working with members from other Districts on her election campaign. We need her leadership as well as representation from Northern Ontario. D2 looks forward to Malini’s successful election to the position of Vice President.

Finally, I continue to encourage Members to reach out and contact me when issues arise and they are not sure what to do or how to proceed. I can assist you with these concerns and IF I am not able to provide satisfactory responses, I will contact our Provincial Executive Assistants who can provide additional support and direction. Members should never hesitate to check with me. Confidentiality is a key to working with any member and I pride myself in keeping issues confidential. Please encourage Members to contact me. If I do not know about an issue, I cannot address it.

Have a good month!

Respectfully submitted by,

Sharon

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