



*District 2, Algoma*  
*Occasional Teachers' Bargaining Unit*  
**PRESIDENT'S REPORT**  
**FOR THE ANNUAL GENERAL MEETING**  
*November 20, 2023 3:30 p.m. (Virtual)*

To say that the beginning of this year has been busy is an understatement for sure! It has been unbelievable how the landscape of education is changing so rapidly and not just in the ADSB, but across the entire Province!

Over the last few months, I have been trying to keep you up-to-date as discussions occur or decisions are made that affect you as Occasional Teachers either in long-term positions or casual/daily work. Believe me I know it is difficult to keep up, and at times overwhelming, but we will get through it. You have to look after yourselves- your health, your family and your mental health (or your kids) are all so critical if we are to succeed.

**Here is a snapshot of the “HOT TOPICS” that keep raising concerns for Occasional Teachers or are being dealt with through the OTBU Executive.**

**UPDATE: COLLECTIVE BARGAINING – CENTRAL AND LOCAL**

- I have tried to keep you up-to-date on the changes occurring during this delayed set of negotiations. On the **Provincial scene**, the outstanding issues including the Remedy for Bill 124 have been forwarded to an Arbitrator. The ruling on Bill 124 will be heard and once a decision is made, there are specific timelines that must be adhered to by all Boards in Ontario.
- As for the rest of the proposed changes in the **Central Table brief**, the Arbitrator has been given those outstanding issues and the rationale for the changes. Once, the Arbitrator has made his final decisions, those will be binding on both parties – OSSTF and the Boards.
- In the meantime, our **Local brief** has been prepared, forwarded to Provincial Office for vetting, and will be ready for presentation to the Board as soon as possible. However, you can expect the ADSB will want to deal with the TBU and the ESS Bargaining Units before the Occasional B.U, but we'll see what happens!
- However, the **ONE timeline** that must be followed - **MARCH 28, 2024.** That is the deadline for reaching a tentative agreement on **local issues** **AND** if an agreement is not reached, all outstanding issues and the rationale for change must be forwarded to an Arbitrator who will make a final decision that will be binding on both parties.

- More details and updates will be forwarded to all OTBU Members, but it is important that Members be aware of what is happening and what their obligations will be as the process evolves. **One thing is very clear – THERE WILL NOT BE A STRIKE AND THE AGREEMENT WILL BE IN EFFECT FROM September 1, 2022 – August 31, 2026.**

### COLLECTIVE AGREEMENT – 2019 -2022 (Old one for now!)

- The entire Collective Agreement (Part 1 – Provincial and Part 2 – Local Agreement) is posted on our OSSTF website at: [www.d02.osstf.ca](http://www.d02.osstf.ca) - under Occasional Teachers' Bargaining Unit – **KNOW YOUR RIGHTS** – especially those in Long-Term positions because you are entitled to such benefits as Sick Leave (pro-rated for those in partial timetables)...**CHECK IT OUT!** The old Collective Agreement remains in effect until a new contract is voted on and ratified by the Membership.

### LONG LASTING AFFECTS OF SCRAPPING REGULATION 274 (October 2020)

- The Regulation wasn't perfect – there were some areas where I believe some changes could have been made to allow for a little more flexibility (i.e. contract teachers wanting to change district/school boards but would have to serve ten months of work as an OT, etc. in order to apply for permanent positions) – obviously there should be opportunities for qualified teachers to move without being penalized – anyway, this was just one of the areas where work could have been done to address those types of scenarios but keep a lot of the Regulation in place, however, it was not to be!
- We have some provisions in our Part B – of the Collective Agreement that 'mirrors' in some respects some of the language from the Regulation so we are hoping that we will be able to insist the Board use that language, but the Board has established a new Hiring Protocols and Procedures that does not take into account seniority and there really isn't anything we, as a Union, can do at this point in time except advise members who were unsuccessful in interviews to ask for a debrief, take copious notes of their feedback and reference those recommendations during your next debrief

### EMPLOYMENT STATS FOR LONG-TERM AND CASUAL OCCASIONAL TEACHERS

- Due to a shortage of Occasional Teachers over the last few years the Board and Union had agreed to allow Occasional Teachers to pierce the 1.0 rate of pay for casual and long-term work. One of the reasons for that change was because there were fewer OTs to call out on a daily basis. **However, the choice is yours.** The Board and OSSTF have agreed to let this practice stand until we negotiate different terms, but there will be some proposed changes for full-time Long-Term Occasional Teachers as we work to aligning those expectations with those of the contract TBU teachers. As we know preparation periods are essential and we need to ensure the protection of those periods and not allow an erosion of that time to creep into the working conditions for all long-term and contract members.
- **Note:** Until further, it will be business as usual until we negotiate something different. More information will be distributed as we get into our actual Local negotiations with the Board.

## STATISTICS – RE: CASUALS AND LTOS

- At this point in the school year, we have not been able to finalize our numbers as the Board continues to post positions in a variety of schools within the District and in some cases they have posted them several times because no one has applied for them. In some cases they have had to hire “unqualified/uncertified” teachers and obviously this is not an ideal situation for the Board or students in those classrooms. However, the shortage is there and the students need to be taught!
- The Roster and number of Occasional Teachers (qualified and unqualified) is very fluid. The Board is constantly adding and removing names from our lists. In most cases, the removals are from the unqualified list.

• <b>At this time we have the following numbers:</b>
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<b>** Qualified: 87      ** Unqualified: 21      LTOs: 10 (end of October)</b>
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This number reflects the total number for the entire District. As you can imagine it is even more dismal in the northern communities of Hornepayne, Chapleau and Wawa where it is very difficult to find qualified teachers and often absences go unfilled.
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- **Nic Turco, Manager of Human Resources**, provides me with a spread sheet every month RE: the daily absences for the entire secondary panel and on some days there are still absences that are not filled. In those cases, and in desperation, Principals or Vice Principals have had to pick up the class which obviously draws them away from their other administrative duties. At times, it is very frustrating for all involved!
- As an aside the shortage of qualified Occasional Teachers across the Province has not improved as my colleagues in other Board have relayed to me.
- Please be vigilant in keeping your **Calendar of Availability** current and up-to-date to avoid needless time wasted in calling a person who doesn't pick up.

- **ATE – AUTOMATED CALL-OUT SYSTEM – NOTICE OF CHANGES**

The Board and OSSTF met and discussed glitches identified within the system. I want to thank **Sarah Spencer and Steve Pavlik** for attending this meeting and identifying concerns and glitches they have experienced. The Board really appreciated our input and are addressing those problems with ATE. We are awaiting response from ATE/Board on the other issues that were identified. Stay tuned!

<b>In the meantime, please take note of the following changes that will go into effect December 1<sup>st</sup>:</b>
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<b>** Start time for Call Outs: 3:00 p.m.</b>
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<b>End Calls at 8:00 p.m.</b>
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<b>Call for assignments can be made up to 30 days in advance</b>
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## HEALTH & SAFETY ISSUES/CONCERNS

- First of all, a huge **THANK YOU to Steve Pavlik**, for all his work with the Joint Health & Safety Committee. His wealth of knowledge and commitment to a safe work environment for all OSSTF Members is commendable.
- **REMINDER: Please fill out the Violence Incident Reports** found on the Employee Portal if there has been an incident you were involved in. If unsure, please contact Steve or me for further direction. As I always say, "I can't address if I don't know about it."

## THANK YOU..

I have to acknowledge the ongoing commitment of the following OTBU Executive Members who have been there whenever they were needed, and have provided unending support over the years. Without them, I don't believe we would be providing the services we are to all of you.

### They are a committed and dedicated Executive:

- **Ellen Jardine (Chapleau)** Vice President and Status of Women Officer
- **Jen Febbraro**, Secretary\*resigned in September 2023
- **Kevin Hogan**, Treasurer
- **Steve Pavlik**, Health & Safety Officer

Also, a huge debt of gratitude for **Marnie Devoni-St. Germain**, District Executive Assistant who has been there to help in any way she can. She is the **ROCK of stability** in our District 2 Office.!



## VANCANCIES

- We need a Secretary for the Bargaining Unit – only 3-4 Meetings remaining this year!
- We also need to fill several Committee vacancies such as **Educational Services, Human Rights, and probably the two most important ones over the remainder of this year – Collective Bargaining/Chief Negotiator as well as Communication/Political Action.**  
If you are interested in investigating what is required please let me know.
- Training for all of these portfolios is available, so please consider letting your name stand.

*Finally, I know there have been numerous emails, newsletters and updates forward to you. It is imperative that you take the time to read them so you can stay informed. As the number of Covid cases in our community appears to be on the rise again, there may be different directions being given to you **IF** changes in protocol are necessary. It is imperative that you stay up-to-date and if you have any concerns reach out to me. Stay well! Stay safe!! Have a wonderful Christmas break!*

***Best wishes for 2024!***

***Sharon***

Contact me at any time through the following methods:

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