

The Call Out

The Official Newsletter of the Occasional Teachers' Bargaining Unit

District 12

Volume 21 Issue 4

Summer 2021

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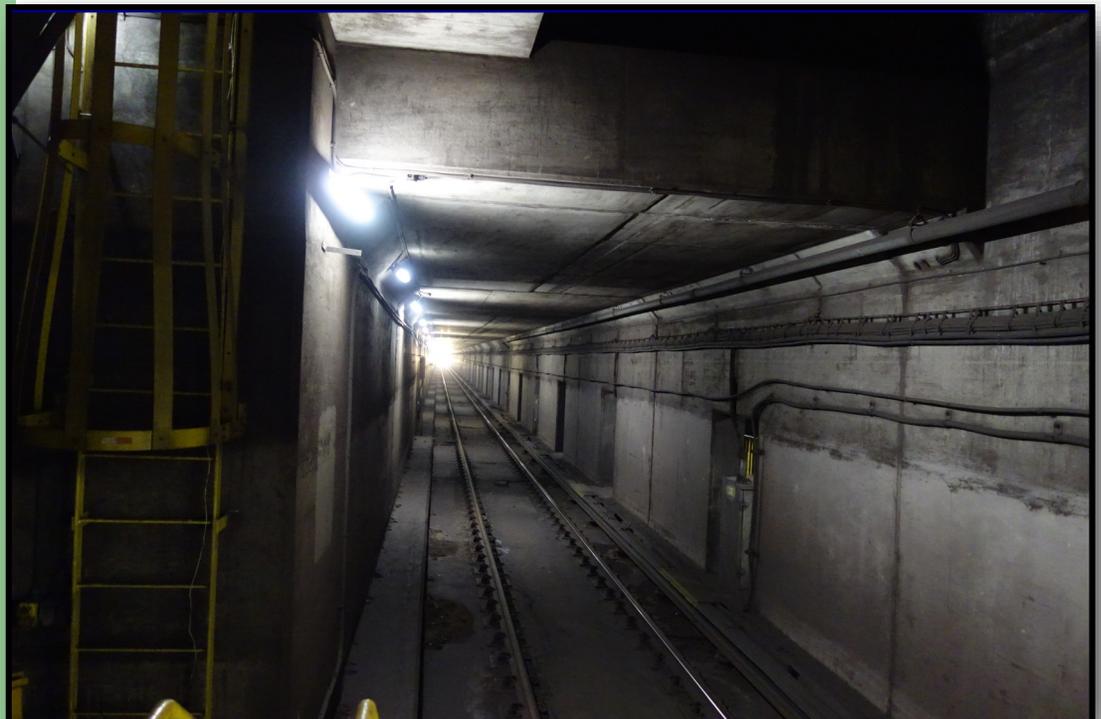
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2019-2022 ratified by a vote of 96.4%

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LABOUR DAY PARADE September 6th, 2021

Join with your colleagues and friends for our annual march to the CNE in support of organized labour and good union jobs in fair and equitable work places. Free admission to the EX and lunch at the Gladstone.

**Cancelled Again! Or is it?
Watch for announcements.**

Meeting time: TBA
Meeting Spot: TBA

Employment Insurance

The TDSB transmits all Records of Employment (ROE) to Service Canada. Your ROE can be accessed at www.servicecanada.gc.ca

ROEs for OTs are uploaded to Service Canada in July.

PLEASE NOTE: The application process has changed and reference codes are no longer required for school-related applications. Members should call the Employment Insurance Call Centre at 1-800-206-7218 from 8:30-4:30 Monday To Friday to get answers on how to apply for Employment Insurance benefits.

If you cannot access your ROE (at Service Canada) two weeks after your last day of work, please contact TDSB Payroll at 416-395-9642.

Members with specific questions about their EI claim or status should contact an EI representative at 1-800-206-7218. For specific questions on the CERB, members should use the COVID-19 EI helpline at 1-833-381-2725.

As the COVID-19 pandemic crisis continues to unfold, OSSTF/FEESO will be issuing frequent updates to provide members with as much pertinent information as possible. Please frequently check the **myOSSTF** section of the OSSTF/FEESO website for updated information.

Communication from the Occasional Teaching Department

Continue to check your TDSB email account on a regular basis as they may send important communication for the upcoming school year.

President's Report, Linda Bartram

linda.bartram@d12.osstf.ca

It has been another rough year for all of us.

Congratulations to Paul Bocking and the contract negotiations table team for securing a new collective agreement that our members overwhelmingly supported.

The coming year, with a provincial election and a continuation of the quad system in the TDSB, promises more turmoil for public education in Toronto.



Have a safe and enjoyable summer.

Total Job Stats Filled and Unfilled 2008-2021

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1			TOTAL	JOBS	STATS	2008-21								
2														
3		september		october		November		december						
4		total jobs	unfilled	total jobs	unfilled	total jobs	unfilled	total jobs	unfilled					
5	2008-9	9493	80	11937	105	10760	34	7122	30					
6	2009-10	8273	125	12734	258	11497	404	6939	355					
7	2010-11	9563	145	11115	290	12183	333	7149	449					
8	2011-12	10219	156	11965	102	12131	78	8797	65					
9	2012-13	9211	12	10673	69	9822	32	6440	14					
10	2013-14	9601	22	12869	33	12243	54	8568	59					
11	2014-15	10948	63	14245	64	12537	64	9360	153					
12	2015-16	9764	37	13614	33	13858	58	9514	46					
13	2016-17	10586	17	14390	59	14628	116	11485	362					
14	2017-18	11563	52	14757	154	15125	281	8443	450					
15	2018-19	12252	69	14163	211	12871	466	7988	347					
16	2019-20	11788	21	13347	31	11595	85	5742	85					
17	2020-21	5679	94	8277	30	5170	42	3605	56					
18														
19		january		february		march		april		may		june		
20		total jobs	unfilled	total jobs	unfilled	total jobs	unfilled	total jobs	unfilled	total jobs	unfilled	total jobs	unfilled	
21	2008-9	7485	20	9945	17	8962	91	12039	136	12982	258	6312	30	
22	2009-10	8255	136	10043	425	9916	430	11248	417	12035	726	NA	120	
23	2010-11	9303	290	9632	298	9563	344	11173	533	12964	439	6771	153	
24	2011-12	6977	57	11119	131	9240	95	10991	170	13244	153	6439	48	
25	2012-13	6561	13	10698	597	9195	238	13420	229	16524	759	8222	161	
26	2013-14	9730	82	13718	132	10717	79	14096	170	16183	302	9548	157	
27	2014-15	9848	46	12494	236	11555	52	13943	117	14828	220	9078	83	
28	2015-16	11388	41	13513	142	11217	207	15025	335	17212	446	12129	250	
29	2016-17	8726	53	13002	184	13225	368	13387	854	17220	908	11910	560	
30	2017-18	7279	145	11545	774	12008	845	16019	1590	17673	1479	11449	1042	
31	2018-19	7229	184	10929	736	9146	700	11808	1009	13962	1395	6792	794	
32	2019-20	7001	49	11041	70	5215	104	1111	56	535	15	889	19	
33	2020-21	2419	29	5610	128	5773	168	2240	30					

2021 AMPA Delegates Elected at the December 2020 AGM



<i>Top Row</i>	Linda Bartram	Paul Bocking	Michael Frascchetti	Danielle Jolley
<i>Middle Row</i>	Sarah Kamalzadeh	Elaine Karroum	Sinthiya Soori	Jane Sorel
<i>Bottom Row</i>	Jamie Whitaker	Vince Zambrano	Gita Madan	

The 2021 Annual Meeting of the Provincial Assembly (AMPA) delegates were elected at the December 2020, AGM.

AMPA which includes secondary schools teachers, professional support service personnel, university affiliates, etc., for decades met at the start of the March Break for four days. This year, like 2020's AMPA, the meeting was virtual, but unlike last year was held outside of the Spring Break which the gov-

ernment had moved to April.

AMPA Part 1 was a three day affair not without a great deal of controversy. Unable to conclude the necessary business of the meeting within the allotted period, a second part was scheduled for June 5 and 6, 2021. The OTBU delegates had to devote a another weekend to all day Zoom meetings on June 5th and 6th.

See page 16.

Chief Negotiator's Report

Paul Bocking, OTBU VP & Chief Negotiator

paul.bocking@d12.osstf.ca



With voting concluding on June 7, members voted 96.4% in favour of ratifying the new OTBU-TDSB Local tentative agreement. Next, the Trustees of the TDSB as representatives of the employer, must vote on whether to ratify the agreement. Upon ratification by the Board, the new terms of the collective agreement will come into effect.

In accordance with the Central OSSTF agreement, the Board is obligated to pay out the centrally negotiated salary increases on a retroactive basis to September 1, 2019 for the first 1% increase, as well as September 1, 2020 for the second 1% increase, no later than 30 days from ratification. The OTBU Executive will apprise members once ratification has been completed by the Board, and when the expected date of this payment is known.

OTBU /TDSB Collective Agreement Summary

You will find below an overview of the key gains made in our recently negotiated and ratified collective agreement. The OTBU negotiating team is pleased to note that there are no 'strips' from the collective agreement or 'concessions' to the employer. All of the items below are improvements on our existing agreement.

- LTOs will be assigned the same workload and be subject to equivalent working conditions to the permanent teacher they're replacing for the duration of the LTO assignment.
- The board agrees to consult with the OTBU over the establishment of hiring policies for LTO and permanent positions to replace Regulation 274.
- The board shall consult with the OTBU in the context of catastrophic events requiring a crisis management response, regarding the impact on employees.
- The board shall communicate in writing regarding overpayments, and must attempt to establish a mutually agreed upon payment schedule.
- Faster processing by the board into LTO status: a big issue for many has been the length of time it takes

Chief Negotiator:

Paul Bocking

Table Team:

Linda Bartram
Paul Bocking
Michael Frascchetti
Sarah Kamalzadeh
Jane Sorel

Members of the Collective Bargaining Committee:

Sadaf Aga
Linda Bartram
Paul Bocking
Michael Frascchetti
Danielle Jolley
Sarah Kamalzadeh
Elaine Karroum
Jordan Nicolaides
Jane Sorel
Lillian Speedie-Court
Jamie Whitaker
Vince Zambrano

for the board to start paying LTOs at the LTO rate, and enabling access to school networks. A new system by the board is intended to streamline this process.

- Teaching Evaluations: date of a classroom evaluation requested by an OT to be jointly determined by the OT and the administration. An OT shall be given at least four days prior notice (up from three).
- New items added to the Daily OT package provided by schools: emergency contact for main office, instructions on how to report health and safety concerns, injuries and violent incidents.
- Schools must make an effort to schedule interviews for LTOs and permanent positions at times that do not interfere with work.
- LTOs in alternate day or half day assignments shall not be required to attend parent-teacher interviews, staff meetings, or PA/PD Days during the period for which they are not scheduled to work, without compensation at their LTO rate.
- Expansion of paid miscellaneous leave days for LTOs: attending birth or adoption, moving day, caring for an immediate family member, attending Workers' Safety & Insurance Board or Ontario College of Teachers hearing.
- Absence during the ten day LTO qualifying period: initial period which must be unbroken reduced from six to five days, reasons for absence expanded to include birth of a child, adoption and bereavement.
- Ensuring continuation of access to benefits during and after pregnancy, parental, family medical and critically ill child care leaves; employees who are partners can also combine these leaves.
- Board to continue providing \$40 000 per school year to OTBU for Professional Development.
- More information provided to OTs by board in context of an investigation into an allegation.
- Clarification of language around personnel files.
- Full days counting as 8 hours and half days as 4 hours for EI purposes moved from Letter into Collective Agreement.
- OTs have right to union representation upon returning to work after an extended illness or accommodations.

New clauses on labour rights: these obligate the board to follow federal and provincial laws, including the Ontario Human Rights Code and the Occupational Health & Safety Act. These will assist the union in filing grievances when necessary in these areas.

You can download the complete Collective Agreement from the OTBU D12 website:
www.otbud12.com

If you have questions on the amount of compensation that you received, contact your TDSB payroll assistant.

Olinda D'Costa	Surnames: A, J, O, W	olinda.d'costa@tdsb.on.ca
Cassandra Singh	Surnames: B, I, N, V	cassandra.singh@tdsb.on.ca
Kathy Nanos	Surnames: C, F, Ro to Rz	kathy.nanos@tdsb.on.ca
Mary Ruth Mandia	Surnames: D, P, X, U, Y	maryruth.mandia@tdsb.on.ca
Nadine Ali	Surnames: E, H, K, Q	nadine.ali@tdsb.on.ca
Matthew Botts	Surnames: M, Ra to Ri	matthew.botts@tdsb.on.ca
Kim Lu	Surnames: S, To to Tz, Z	kim.lu@tdsb.on.ca
Ranjan Parmar	Surnames: G,L, Ta to Tm	ranjan.parmar@tdsb.on.ca



Equity & Inclusion

OSSTF: The ongoing story of representation

"Not everything that is faced can be changed, but nothing can be changed until it is faced." James Baldwin

Pop quiz! Quick! Name 5 Black, Indigenous, or Racialized OSSTF Presidents in its 102 year history. No? Okay, name 2. Nothing? Name 1. Still nothing? Think about that for a minute. OSSTF is over 100 years old, and it has never once had a visible minority for president. (For that matter, it has yet to elect a president who is gay/lesbian/trans, physically challenged; or non-Christian.)

At AMPA 2021, much to the chagrin of some AMPA attendees, members of OSSTF who identify as Black and Racialized loudly made their frustration and anger felt to the assembly. This led to many discussions about the propriety and legitimacy of this seemingly surprising outburst. However, given the global events of the past year, this 'revolution'

should have been neither surprising nor unexpected. In fact it's been years in the making.

In 2008, when Ken Coran was president, a small number of racialized AMPA delegates, raised the spectre of the lack of representation on the OSSTF executive. We formed a Workers of Colour caucus that discussed the lack of any tangible upward mobility in our union. We got little, if any, encouragement from the OSSTF Executive and Secretariat. In our discussions, it became clear that OSSTF's interpretation of 'representation' was restricted solely to the inclusion of different non-teaching OSSTF bargaining units – but definitely not to the inclusion of any members of Equity-seeking groups. Any conversations about Equity were silenced by pointing to evidence of this 'inclusion'. Of course, even here,

The Equity Committee has officially been established in the OTBU D12 constitution!

Keep an eye out for OTBU email updates in September 2021 if you are interested in joining this committee for the 2021-2022 school year.

Contact us at:
equity@d12.osstf.ca

Continued on next page.

members of non-teaching BUs making it into the upper echelons of OSSTF, were always white – this despite the fact that many rank and file members of non-teacher BUs are racialized!

So what's the hold up? No one can claim to be blind and deaf to the groundswell of social change brought about by Black Lives Matter throughout the world over the past year. Yet, OSSTF has reacted with consternation when this came to their doorstep in March this year. The fact that OSSTF has behaved very differently from other labour organizations is telling. A cursory look at other labour organizations (ETFO, CUPE, CLC, etc.) will show that racialized members are encouraged to seek leadership roles, and many have attained the summit of those organizations. Not OSSTF though. In its history, there have been 2 racialized Executive members, but nothing else.

OSSTF has systemically and institutionally excluded racialized members from leadership. How? It begins with the pathway to leadership. Visible minority members with any ambitions of leadership in our union are thwarted from the start. They're not seeing themselves represented even at local level. An assembly of District presidents will show that racialized members are an anomaly. In order to see and be seen in the Province, one has to make their way through the ranks, which includes Provincial Council and Provincial Committees. District presidents and VPs automatically become Provincial Councillors – continuing the normalized optic of whiteness. As for joining

Committees, you'd think that this would be an easy process. But it isn't. Despite self-identifying as members of Equity-seeking groups in the application process, many racialized members are denied entry to these committees – leading some to cynically believe that the self-identifying feature is used to filter them out of the process. It is in these committees that you meet others in the Province, and where you build your network. But the Nominations Committee has consistently failed to recruit racialized members to committees, even though they've been active in their Districts.

Disaffected racialized members are tired of years of being excluded, either inadvertently, or by design. Many, to quench their ambition, have exited the union to become School Board administrators. We have lost some incredible racialized leaders to the school systems. Of those that remain, they will not be silenced, as they have been in the past. The narrative that this recent agitation of OSSTF's Black, Indigenous, and Racialized members is that of a only a few members with special interests, should be discarded. After all, the same was said of Martin Luther King and the Civil Rights Movement. This may be a small group, but they speak for many. This movement is here to stay. It's time OSSTF got on the right side of history.

Eunice O'Mahony
Member of the OTBU Equity Committee

Canadian Black Lives - OSSTF/FEESO Call for Submissions

O SSTF/FEESO is seeking contributions to the Canadian Black Lives resource scheduled for release 2021-2022. We know that our members have been, are, and will continue to be instrumental in creating resources that incorporate Black stories, perspectives and lived experiences into the Ontario curriculum. We would like to invite members to submit items to be included in the Resource.

Contributors should be prepared to be contacted by the writing/editing team should clarification be needed. This collaboration could involve release time and will include your name being added to the Resource as a contributor.

Submissions: are particularly requested for Math, all Technology (including computers), Geography, Physical Education; could be in the form of an activity/lesson/unit; should include best course/level fit; could include possible modifications for other subjects/levels; and, are welcome IMMEDIATELY and any time until September 15, 2021.

Questions and submissions should be sent up to: rosemary.judd-archer@osstf.ca and will be accepted up until 4:00 p.m. September 15, 2021.

Education unions file Charter challenges against Ford government legislation that violates freedom of expression. AND an Update and an Update Update

TORONTO, ON—Elementary Teachers’ Federation of Ontario (ETFO), Ontario English Catholic Teachers’ Association (OECTA), and Ontario Secondary School Teachers’ Federation (OSSTF/FEESO) have individually filed constitutional challenges against the Ontario government’s Bill 254, Protecting Ontario Elections Act, 2021. ...It was crafted to benefit the Ford government by:

- increasing its access to substantial financial resources, while exacerbating the undue influence of wealthy donors on government decisions;
- reducing or eliminating the role of organizations, such as unions, public interest groups, nongovernmental organizations, community groups, and others in the public, to debate important public policy issues;
- suppressing dissent and debate, essentially silencing their critics’ legitimate concerns, through significant changes made to the rules of third-party political advertisements.

...Bill 254 was shamefully adopted and received royal assent

on April 19, 2021.

ETFO, OECTA, and OSSTF participate in Ontario’s political debate through public advocacy campaigns as part of our commitment to supporting the democratic process. ...This role has been challenged significantly under this new legislation.

The timing of the introduction of Bill 254, during the third wave of the pandemic, provides evidence of the Ford government’s ill intentions. Their plan to privatize public education is being exposed.. that the Ford government introduced this legislation, in a deliberate attempt to shield itself from legitimate criticism and accountability from voters.

By limiting the ability of most Ontarians to effectively engage in important social, political and economic discussions, silencing government critics and empowering the wealthy, the impact of Bill 254 will be felt well beyond the next provincial election.

And then on June 8th...

**Bill 254 UPDATE
June 8th, 2021**

Education unions win major victory for Ontarians with Charter challenges to Bill 254

The Elementary Teachers’ Federation of Ontario (ETFO), Ontario English Catholic Teachers’ Association (OECTA), and Ontario Secondary School Teachers’ Federation (OSSTF/FEESO) have won their constitutional challenges against the Ontario government’s Bill 254, Protecting Ontario Elections Act, 2021. They issued the following statement:

“Today, Justice Edward M. Morgan provided a decision that recognized the unconstitutionality of Bill 254 and confirmed the infringement of Ontarians’ rights under the Canadian Charter of Rights and Freedoms (the Charter). Justice Morgan’s decision strikes down sections of the Election Finances Act that were captured under Bill 254, including the unprecedented 12-month, pre-election period restricting third party advertising.

This period is no longer in effect.

While this is a major victory for education unions and our members, it is also a win for all Ontarians. Justice Morgan’s decision ensures the voices of our members and all Ontarians are given time and space to be heard in the public forum..., and clearly demonstrates that the Ford government cannot trample on our rights and get away with it.

...We will continue to hold this and future governments to account as we advocate for a publicly funded education system that is student-centred, equitable and adequately funded.”

And then on June 10th...

**Bill 254 Update Update
June 10th, 2021**

For the first time in the history of Ontario Ford is going to invoke the notwithstanding clause, which allows provinces to override Charter rights to

and restore Bill 254.

And we thought this sort of thing only happened in the southern USA.

AMPA Election Results

Provincial Executive 2021-2023

On Sunday, March 14, 2021, delegates of the Ontario Secondary School Teachers' Federation (OSSTF/FEESO) participated remotely in their annual meeting. The meeting included the election of provincial leaders to represent the 60,000 members of the educational union.

President

Karen Littlewood, a teacher from District 17, Simcoe, has been elected as President, succeeding Harvey Bischof who is retiring. Littlewood was elected as Vice-President in 2019.



Vice Presidents

Paul Caccamo, a teacher from District 6A, Thunder Bay, has been re-elected as Vice-President. He was first elected as an Executive Officer in 2017.



Martha Hradowy, a developmental service worker from District 9, Greater Essex, has been elected as Vice-President. Hradowy was first elected as Executive Officer in 2017.



Treasurer

Jeff Denys, a teacher from District 8, Avon Maitland, has been elected as Treasurer. Jeff succeeds Earl Burt from D12 who is retiring.



Executive Officers

Hayssam Hulays, a teacher from District 12, Toronto, has been elected as Executive Officer. Hulays has served provincially as the Chair of the Human Rights Committee, and was the District Communications and Political Action Committee (CPAC) Officer, Executive Officer, and Human Rights Officer in District 12. Hulays has also served as an OTF Governor.



Malini Leahy, a teacher from District 2, Algoma, has been re-elected as Executive Officer. Leahy was first elected as an Executive Officer in 2019.



Colin Matthew, from District 15, Trillium Lakelands, has also served as OTF Governor, both District President and Teacher/Occasional Teacher Bargaining Unit President.



Mike Foulds, was acclaimed as OTF Table Officer. Elected as OTF Governors were: Andy Adzic, Richard Brown, Stephen Helleiner, Kelly McCarthy and Shannon Vandenberghe.

Doug Ford's Government Wants TVO to 'Commercialize' Online Learning Content Designed for Ontario Schools

Teachers and advocacy groups call the plan a 'privatization scheme' that will undermine public education

Documents from Ontario's Ministry of Education mandate TVO manage online learning in public schools, but simultaneously insisting the public agency "commercialize" content produced by its online learning subsidiary — something teachers are calling a "privatization scheme."

In 2016, the Ministry of Education secured an \$84.2 million license with D2L, one of Canada's most prominent online learning companies, on an agreement extendable to 2028 to host distance eLearning classes. The classes would be hosted by TVO's longstanding distance education program, the Independent Learning Centre (ILC).

But "confidential" plans show the Ministry of Education wants to put TVO in charge of "central coordination" of all future eLearning offerings — instead of school boards.

People For Education Executive Director Annie Kidder said this could be a problem as TVO's ILC programming is different from school board-led online learning.

"The significant step that's being taken now is to actually put the control of online learning under the auspices of the Independent Learning Centre, removing online learning from where it mostly has been in Ontario — mostly run by school boards," Kidder told PressProgress.

"There's no real teacher learning or limit on class sizes with the ILC currently. That's a huge 100% change."

A year-end memo from the Ministry to TVO previously instructed the public agency to "explore opportunities to generate revenue including additional opportunities to commercialize and export its educational and digital products in other jurisdictions." Kidder said Ford's government is looking to turn a profit on public education and TVO isn't as accountable as public boards are.

"You're talking about running a profit out of education," Kidder said. "What one wonders is that because the ILC is not the government, it's not accountable in the same way — what will limit the monetization they're looking at?"

Ontario English Catholic Teachers' Association president Liz Stuart said the change appears to be an effort to erode and privatize public education.

"This privatization scheme undermines publicly funded education and the exemplary efforts of teachers and education workers who have gone above and beyond since the pandemic began to support the students in their care," Stuart told PressProgress.

"COVID-19 and the Ford government's mismanaged response has taken an extraordinary toll on our schools and communities."

Ontario's Ministry of Education did not respond to requests for comment.

OSSTF/TTBU

OTBU Committees and Services

Member Protection

Contact the OTBU office when you have issues at work.

Collective Bargaining Committee

Develops surveys and conducts research on bargaining issues; supports the negotiations table team.

Health and Safety

Represents OTBU on Health and Safety Committees & on school inspection teams.

Pregnancy & Adoption Leave

Assistance for members applying for parental leaves.

Benefits Rebate

Questions and concerns about eligibility and applying for health benefits rebates.

Social & PD Committee

Organizes OTBU PD Days and social events, reviews funding for individual member PD.

OTBU Newsletter

Produces *The Call Out* newsletter.

Bargaining Unit Committee Positions for the 2021 - 2022 OSSTF Federation year

Chief Negotiator– Paul Bocking

Members of the Collective Bargaining Committee:

Linda Bartram	Michael Frascchetti
Danielle Jolley	Mercy Julian
Sarah Kamalzadeh	Elaine Karroum
Eunice O'Mahony	Anna Ossterberg
Jordan Nicolaides	Jane Sorel
Jamie Whitaker	Vince Zambrano

Educational Services Officer

Elaine Karroum

Communications and Political Action Officer

Jane Sorel

Constitution Officer

Sarah Kamalzadeh

Grievance Appeal Committee

OTBU Executive and one non-executive member.

Health and Safety Officer

Todd Prescott

Members of the Joint Health and Safety Committee:

Elaine Karroum Michael Frascchetti
Jamie Whitaker

Anti-Harassment & Anti-Bullying Appeals Committee

Michael Frascchetti Eunice O'Mahony
Lillian Speedie-Court

AGM May 19, 2021

For the second time in one school year the OTBU held an Annual General meeting. AGMs are meant to conduct the business of running a union, dealing with budgets, passing motions, updating our union framework. Not exciting but necessary. Over 180 of our members attended on line for the three hour marathon on updates and motions. Linda Bartram, our OTBU president gave the welcome address, Paul Bocking first vice-president and our chief negotiator gave a update on the state of contract negotiations (more on that on page 9), and Michael Frascchetti, OTBU treasurer reported on our finances. Linda was positive, Paul was hopeful and Michael was confident.

This AGM set a record in terms of the number of motions passed-16 in all. Some dealt with the establishment of an Equity Committee, most dealt with up-

dates to the constitution as a result of changes at the provincial level and changes to election technology. Kudos to Sinthiya Soori and Eunice O'Mahony for the Equity motions, and to Vince Zambrano for the astonishing amount of work it took to update our Constitution with all the necessary revisions.

What was missing at both our AGMs was the dinner that takes place during the meeting recess, and the chance for our members to get together. Despite the success of the meeting, and the envious looks we get from other unions for our turnout and member involvement, we hope this is the last time any of us has to hear the phrase "you're on mute".

And a thank you to Rob Dubyk and our Steering Committee for getting it all done by the scheduled end.

Zoom and Closed Captioning

Long time OTBU member Bev Swerling took note of some of the more amusing captions generated by the Zoom's automatic caption feature.

Hi Friends:

At our AGM, I couldn't help reading, and laughing at, the efforts of the closed caption thingy at the bottom of our screens.

Here are a few of my favorites:

1. tedious speed (for TDSB);
2. altos (for LTOs);
3. presidential (for provincial);
4. escaping (for housekeeping) (yup-I'd like to escape doing housekeeping!);
5. a candidate in your writing (a candidate in your riding);
6. these cash flow votes (please cast your votes);
7. private swipe (province wide);
8. publicly-fun the education (publicly-funded education);
9. and, perhaps my favorite;
10. oops-my bread! (oops-my bad!).



Things to Do Before June 30th

Offence Declaration

Each year as part of the TDSB renewal process, Occasional Teachers are required to complete an Offence Declaration Form. It is not a request for a new police reference check. To do this, log in as a Staff Member. Go to the TDSBweb section and look for the link under News for Staff. Follow the prompts to complete the form. Be sure to arrange for a confir-

mation receipt to be sent to your email. All employees of the TDSB, except those hired after March 31, 2020, are required to complete the 2020 Offence Declaration Form. Employees who are retiring or going on a leave of absence are required to complete their Offence Declaration before June 30th. Employees hired on or after April 1, 2021 will be required to complete this 'Declaration' starting in April 2022.

It's June Renewal Time for All Occasional Teachers

You have until June 30, 2020 to complete the renewal process. Look for an email sent to your TDSB email address on June 1 and re-sent June 4, 2021. Please note that if you do not submit your online renewal by June 30, 2021, your occasional teaching position will be inactive with the

TDSB effective August 31, 2021 and you will be unable to accept daily work as an occasional teacher and apply for LTOs for fall 2021. Print out or record the confirmation number. Check that you receive a confirmation email.

AND yes, the TDSB website is a test of patience.

To access the renewal form on the web from home:

1. Go to www.tdsb.on.ca
2. Select Staff from the top right-hand side options (next to About Us)
3. Read the "TDSB Staff Login Warning" and click on OK
4. Under "Log in with Your Account" enter the last six digits of your employee# and password, then click Login. (If you have forgotten your network password, please click on the "Forgot your password" link to access Password Manager.)
5. Once logged in, on the "Welcome to MyTDSB" page, click on TDSBWeb (first link/selection on the top of the page) where you will be taken to the Internal TDSBWeb page.
6. You may be asked to log in again using the last six digits of your employee# and password, then click on Login. If you are not asked to log in again, you will be presented with the TDSBWeb page.
7. Under the TDSBWeb banner, click on Employee Services, then select SmartFindExpress from the left hand side menu, then select Teachers/Occasional Teachers

If you experience difficulties logging in, please contact the Client Service Desk at 416-395-HELP [4357] Option 5, from 7:30am to 5:00pm Monday to Friday.

Minimum Days Required for OT Roster

As we are finishing this newsletter the TDSB is adhering to the 20 day requirement to stay on the OT roster, as per the Collective Agreement. They do reserve the right to make a change to the rule before the end of the school year as they assess the situation. The OTBU executive is in weekly discussions with Employee Services on this topic. Fingers crossed.

Annual Meeting of the Provincial Assembly (AMPA) June 5-6, 2021. (continued from March, 2021)

AMPA 2021 Part 2 was held on June 5-6th. AMPA was unable to conclude all of its business back in March, so it was necessary to extend it by two days. The key reason was the need to pass a budget, we can **not not** pass a budget at AMPA. What if there is no budget passed? Districts don't get their money, staff don't get paid— everything grinds to a halt.

All the weaknesses of zoom were apparent: technology delayed the start of the meeting by an hour, hot mics, recognizing speakers to motions took three

times as long, lots of dead space, the exhaustion of staring at a screen while isolated in a room somewhere and the lack of personal interaction.

This was Harvey Bischof's, OSSTF president, and Earl Burt's (OSSTF treasurer), last AMPA before they retire, and it was not without drama and tension. Equity motions, the increased demand for services by members and a flattening of the revenue curve all pose a challenge for the OSSTF's future in providing service to members.

End of Saturday.

Saturday was a fairly normal day by AMPA standards. After a lot of contentious debate motions were passed and an equity plan approved. Just waiting to pass the budget on Sunday and that would be a wrap.

Sunday.

On the Sunday the wheels came off. A drip, then a flood of red cards (*red cards are used for points of personal privilege*) on equity, anti-racism and diversity issues. To summarize what happened would take many, many pages - ask one of the AMPA OTBU D12 delegates for their take on what happened. A lot of AMPA delegates were/are not happy with the OSSTF and let their opinions be known (*see p. 8-9*). By three o'clock, still no vote on a budget, a growing line up of red cards and a break in the meeting by the organizers of AMPA to decide how to proceed.

3:45 pm. With a 5:00 pm end time and no budget Harvey Bischof, OSSTF president, took over chairing the meeting and put forward a *no debate* motion to ask the house to put the budget vote forward.

80% vote in favour of going to a vote on the budget. Then the vote on the proposed budget. Needing 50% approval- 78 % vote in favour. OSSTF had a budget passed with an hour to spare and the possibility of an **AMPA Part 3** averted.

Back to Red cards. First up was a motion to

'reconsider' a motion passed earlier in the meeting.

4:45 Getting ready to vote. At least 30 minutes had been taken up with queries on what this vote could mean.

(*The motion was on sending the OSSTF's Equity Action Plan to the Provincial Executive for review*).

4:50 We are ready to re-debate the motion.

4:55 Someone puts forward a motion to give the movers of three motions, contained within the original motion (it was bundled motion) each 5 minutes to speak. *This would take us past the 5 pm deadline.*

4:57 Waiting for someone to call the question.
waiting, waiting

4:58 Two minutes to go: "you are unmuted", "oh shit" "watch your language" (dangers of open mics).

4:58 "Can you hear me".

5:00 Time for adjournment-no more red cards

5:04 Past time- but voting on a motion previously voted on starts, and the motion is passed again.



OSSTF Benefit Eligibility for Long-Term Occasional Teachers

As was outlined in the recently ratified OSSTF Central Agreement for Teachers, OSSTF Benefits is pleased to advise that effective September 1, 2020, Long-Term Occasional Teachers (LTOs) from all OSSTF Districts will be eligible for participation in the OSSTF Employee Life and Health Trust (ELHT) Benefits Plan. Outlined below are the eligibility rules for all LTOs effective September 1, 2020

Who is eligible?

LTO teachers are eligible for coverage under the OSSTF Benefits Plan during their LTO position if they are working on an assignment of 90 calendar days or longer.

When is coverage effective?

Coverage is effective on the first day of an eligible assignment.

When does coverage terminate?

Coverage ceases on the last day of an eligible assignment.

What if the length of the assignment is unknown, or originally scheduled to be less than 90 calendar days and then extended?

The member will be eligible to enrol in the plan retroactively to the first day of their assignment. Standard premium contribution rules will apply. If a premium is required, it will be retroactively billed.

Claims for eligible expenses incurred will be honoured retroactively to the first day of the LTO assignment. Members are encouraged to keep their health and dental receipts if they expect their assignment may be extended.

What if a 90-calendar day LTO position gets shortened unexpectedly?

If a 90-calendar day LTO position gets shortened unexpectedly, then coverage will cease when the LTO assignment ends. Members will not be required to repay any claims that were incurred during the term of the assignment.

What benefits are provided?

Basic Life and Accidental Death and Dismemberment Benefits (AD&D) are provided for all eligible members based on two times annual earnings. The cost of these benefits is 100% funded by the negotiated Board Paid FTE Contributions while a member is active or on a statutory leave.

Extended Health and Dental Benefits are voluntary. Members will have 31 days from the time they receive their enrolment invite to elect to participate in health and/or dental benefits. Member contributions towards these benefits are based on 6% of benefit premiums for members on a 1.0 Full-Time Equivalent (FTE) assignment and pro-rated member contributions for less than 1.0 FTE assignment. Sample member contributions are posted on the OSSTF Benefits website Member Contributions towards Health & Dental Benefits

Optional Life Benefits are also available on a 100% member-paid basis.

How does an eligible member enrol?

Boards send data updates to OTIP (the Third-Party Administrator of the OSSTF Benefits Plan) every two weeks. Information about members who have accepted a new LTO assignment is included in this data. When OTIP processes this data, an enrolment invite is initiated and sent via email to the member. This email is sent to the member's board assigned email address. We encourage members to also indicate a personal email address as their preference during the enrolment process which will allow any future communications to be sent to the member's personal email address.

All eligible members are automatically covered for the Basic Life and AD&D benefits based on two times annual earnings. Members have 31 days from the time that they receive this invite to enrol in the health and/or dental benefits. During the enrolment

process members are advised of the monthly premium that they will be required to pay towards the benefits if they elect to participate. If elected, health and/or dental benefits are implemented retroactive to the first day of the eligible assignment. Eligible claims will be honoured and can be submitted after the benefits enrolment is completed and processed. Members who enrol in the health benefit will be provided with a benefits card indicating the OSSTF ELHT Plan # 200501, and the member's unique identification number. Temporary benefit cards can be printed by the member as needed by logging into My Benefits through OTIP.com.

What if I do not enrol in the health and/or dental benefits within the 31-day enrolment opportunity but wish to enrol at a later date?

If you experience a life change event during an eligible assignment, you may enrol in the health and dental benefits or make changes without evidence of medical insurability. These life change events may include:

- increase in FTE
- birth/adoption of a child
- marriage/common law qualification
- loss of spousal benefits

You will need to complete your enrolment or make changes within 31 days of the life change event.

Note: Eligibility requirements are based on the member being actively at work or while on a qualifying statutory leave. If a member does not elect to participate in the plan within 31 days of receiving their initial invite but wishes to join the plan at a later date during an eligible assignment without a life change event taking place, they will be considered a late applicant. This means that dental benefits will be subject to a \$200 maximum in the first 12 months of coverage, and that Extended Health Care benefit would have to be applied for with proof of good health (evidence of insurability). The Extended Health Care coverage will not be in place until the evidence of insurability is approved, and the coverage could be denied.

Note: These "late applicant" rules also apply to eligible dependants if application is not made within 31 days of initial eligibility or an eligible life change event.

Does coverage continue over the summer for an LTO member whose assignment concludes at the end of the school year, but who begins a new assignment in September?

If an LTO assignment of 90 calendar days or longer ends at the end of the school year, benefits coverage will also end on the last day of the school year. If the new LTO assignment starts in September and is 90 calendar days or longer, benefits will be reinstated in September when the new LTO assignment commences.

If a member has a permanent contract and an LTO assignment at the same time, do they get full benefits coverage (e.g. .333 contract and .667 LTO)?

The FTEs and salary for the contract and LTO position will be added together for the period of time that the member is active at both. Member contributions towards the health and/or dental benefits will be based on the combined FTE. If the member wishes to continue their health and/or dental benefits after their LTO assignment ends, member contributions towards these benefits will increase to be based on the contract FTE only.

If a teacher with an LTO assignment of 90 calendar day or longer goes on a statutory leave (e.g. maternity leave, sick leave, WSIB), will they be eligible for benefits while on leave?

Yes, they will be eligible for participation in the OSSTF Benefits Plan up to the last day of their LTO assignment. Member contributions towards the benefits for members on statutory leaves are the same as active members.

For an LTO teacher who ends and begins another eligible assignment, what happens to the claim history from their first assignment?

OTIP will send an email to this member to invite them to re-enrol in the OSSTF Benefits Plan. The member can use the same plan and OTIP ID numbers on their benefits card from the first assignment. Their claims history will follow them into their next assignment. Therefore, any claims submitted in the previous assignment will affect benefit maximums available in the new assignment.

If you have any questions, please contact Donna Morrison, Executive Director at OSSTF Benefits, at donna.morrison@osstfbenefits.ca.

That **Cover** on the Fall 2020 issue of *Professionally Speaking*

November 25, 2020 — The four affiliates representing teachers in publicly funded schools, Association des enseignantes et des enseignants franco-ontariens (AEFO), the Elementary Teachers' Federation of Ontario (ETFO), the Ontario English Catholic Teachers' Association (OECTA), and the Ontario Secondary School Teachers' Federation (OSSTF/FEESO), have issued the following statement regarding the cover of the December 2020 issue of *Professionally Speaking*, the official publication of the Ontario College of Teachers.

"If there was any doubt remaining as to whether the Ontario College of Teachers truly served as a voice of the profession, the issue has surely been settled with the cover of the latest edition of *Professionally Speaking*. While discussions of appropriate professional boundaries are legitimate, the cover image portraying teachers as predators is beyond offensive. For the College to do so at this moment, when teachers are engaged in the monumental effort of keeping students safe and providing high quality education despite inadequate government funding to combat the COVID-19 pandemic, is unthinkable.

With the College having strayed so far from its mandate and the principle of self-regulation over the past few years, teachers already had many reasons to doubt whether their membership fees were being put to good use. This incident is yet more evidence of how out of touch the OCT has become, and how desperate they are to exaggerate their relevance. An immediate apology is owed to the tens of thousands of teachers who work every day to have a positive impact in the lives of the students they serve."

Anne Vinet-Roy, President of the Association des enseignantes et des enseignants franco-ontariens (AEFO)

Sam Hammond, President of the Elementary Teachers' Federation of Ontario (ETFO)

Liz Stuart, President of the Ontario English Catholic Teachers' Association (OECTA)

Harvey Bischof, President of the Ontario Secondary School Teachers' Federation (OSSTF/FEESO)

From OSSTF Toronto

The Ontario College of Teachers has a history of painting Teachers as perpetrators. Not so long ago they ran an ad campaign encouraging the public to make complaints about Ontario's Teachers. Since its inception it has tried to masquerade as a Teacher-run professional association, but yesterday's *Professionally Speaking* cover picture was yet more evidence of the College's true perception of the Membership it is charged with overseeing, depicting all teachers as potential sexual predators. It is obviously outrageous, not to mention that for survivors of sexual assault, receiving such an image through the mail could be a devastating trigger.

The dues each of us pays to the College are being

used in part to create this publication. You have the right to tell the College and the editors of *Professionally Speaking* how you feel. Send the publication back with a letter, 101 Bloor St W, Toronto, ON M5S 0A1, or just send it back. Call the College 1-888-534-2222 ext.656 or write ps@oct.ca (magazine email).

During a pandemic, when teachers have never worked harder to ensure student success, putting their own health at risk to do so, this is what the College chooses to feature. Those Members who add the OCT designation to their names may now want to reconsider. It has never been more clear that the OCT is not proud of Teachers, perhaps it is time that Teachers stop using the OCT designation as a point of pride.

otbud12.com

**YOUR OTBU EXECUTIVE WISHES YOU A
SAFE AND RESTFUL SUMMER.**

SEE YOU IN SEPTEMBER...

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