

The Official Newsletter
of the
Occasional Teachers'
Bargaining Unit

District 12, OSSTF

The Call Out



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**“Those who know aren’t saying.
Those who are saying don’t know.”**

OTBU Executive Officer **Paul Bocking** reported, as part of his research work in Mexico, on a memorial/protest by parents and relatives of a group of student protesters who “disappeared” after being taken into custody by police. The parents and other members of the community were demanding information on the whereabouts or the fate of the students.

On April 27th, *Toronto Star* columnist Rosie DiManno reported on the work of the Interdisciplinary Group of Independent Experts which was charged with investigating and shedding light on the fate of the missing students. After a year of probing, aside from condemning the actions of the police in dealing with what was essentially a school prank, the IGIE reported, tragically, “The IGIE is sorry it cannot offer relatives ... a final diagnosis on what happened with the 43 *normalistas*.”

LABOUR DAY PARADE

Join with your colleagues and friends on **September 5th** for our annual march to the CNE in support of organised labour and good union jobs in fair and equitable work places. Please see OTBU website for details.



Offence Declaration

Each year as part of the TDSB renewal process, Occasional Teachers are required to complete an Offence Declaration Form.

To do this, log in as a Staff Member and click on the Employee Services tab. Follow the prompts to complete the form. Be sure to arrange for a confirmation receipt to be sent to your email.

Schoolteachers are not fully appreciated by parents until it rains all day Saturday
E.C. Mackenzie

2015/2016 Job Statistics

	January		February		March		April	
	Total Jobs	Unfilled Jons	Total Jobs	Unfilled Jons	Total Jobs	Unfilled Jons	Total Jobs	Unfilled Jons
2008-9	7,485	20	9,945	17	8,962	91	12,039	136
2009-10	8,255	136	10,043	425	9,916	430	11,248	417
2010-11	9,303	290	9,632	298	9,563	344	11,173	533
2011-12	6,977	57	11,119	131	9,240	95	10,991	170
2012-13	6,561	13	10,698	597	9,195	238	13,420	229
2013-14	9,730	82	13,718	132	10,717	79	14,096	170
2014-15	9,848	46	12,494	236	11,555	52	13,943	117
2015-16	11,388	41	13,513	142	11,217	207	15,025	335

A REPORT ON ABORIGINAL & WORKERS OF COLOUR CONFERENCE

By: Hedy Baker-Graf, OTBU Member

The **Aboriginal & Workers of Colour Conference (AWOC)**, sponsored by the Labour Council (Toronto and York Region) was held at the **Don Valley Hotel** on Saturday, May 14th. Two Keynote speakers, Chief Leslee White-Eye (Chippewas of the Thames First Nations) and Terry Melvin, (President of the Coalition of Black Trade Unionists, N.Y. State) laid the foundation for the key areas that would be addressed in small-group sessions throughout the day. These included: the Need for Changes in Labour Law and the Employment Standards Act, Addressing Indigneous Issues, Racism, and Islamophobia. There were also specific workshops designed to instruct attendees on how to build more effective campaigns and engage workers in becoming involved in the union.

It was fitting that in keeping with the Conference's Theme "*Developing Leaders for Today's Issues and Tomorrow's Struggles*", the leaders of several workshops as well as the panelists on the "Fighting Racism and Islamophobia" discussion were young people. Several OSSTF members were in attendance.

IMPORTANT EMPLOYMENT INSURANCE INFORMATION



Below are the **REFERENCE CODES** that can be used for **REGULAR EMPLOYMENT INSURANCE (EI)** filing for the school break periods for the **June 2016 - March 2017 periods**. These codes can be used by people occupying positions as school board employees, school bus employees and all other school related occupations who are off during the non-teaching periods, as indicated below.

Employees can file their claims by visiting: <http://www.servicecanada.gc.ca/>

Employees who need to file EI claims before the **Effective date** or **after the Expiry date indicated**, will be required to complete the **regular application** for Employment Insurance benefits without a **Reference Code**.

Please note: The codes are not to be used for **permanent layoffs, retirements** or **special benefit claims** such as **maternity, parental, compassionate care, illness** or **people who live or relocate outside the province of Ontario** during these periods.

Claimant Enquires on the status of their claim:

Only claimants or appointed representatives can make enquiries on a claim for EI Benefits. This normally occurs when the individual cannot act on their own behalf. A form must be completed and filed to ensure the appointed representative is noted on the claim. Claimant's may ask Human Resources or Payroll staff questions in regards to their EI. The claimants must be directed to contact Service Canada for answers to their specific situation. Employer reps or Union reps cannot enquiry on individual situations without consent on file.

By telephone

EI Telephone Information Service. Call **1-800-206-7218** (TTY: 1-800-529-3742) and choose option "1." Be sure to have your Social Insurance Number and your access code on hand when you call.

Or

They can visit the nearest Service Canada Centre in their area. <http://www.servicecanada.gc.ca/cgi-bin/sc-srch.cgi?cmd=lst&pv=on&ln=eng>

<http://www.servicecanada.gc.ca/cgi-bin/sc-srch.cgi?cmd=lst&pv=on&ln=fra>

The Reference Codes are only to be shared or used by employees who work in Ontario and live in the province of Ontario during the break periods. Workers who relocate during these periods to another province are to file a regular application and should not enter a Reference Code when prompted.

The Reference Code for EI Applications for June 2016 school-related intake:

3511012016201606

Effective: 17 Jun 2016
Expiry: 23 Jul 2016

Please be reminded that all Stat Holiday pay paid or payable for days in this period should be recorded on the ROE. If they are not, you will need to amend the ROEs when it is paid.



It's June Renewal Time for all Occasional Teachers at the TDSB.

OT Renewal Process

All OTBU members should check their Outlook Account regularly. An email regarding the Annual Renewal Process has been sent to all Occasional Teachers and will be in your inbox as of June 1st. You will have until June 30, 2016 to complete the renewal process and the Annual Offense Declaration. These are two separate processes. If they are not completed by the June 30th deadline, you will be removed from the Occasional Teaching List.

All employees of the TDSB, except those hired after March 31, 2016, are required to complete the 2016 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, 2016 will be required to complete this 'Declaration' starting in April 2017.

The End of Paper Pay Stubs

The TDSB recently emailed to all employees in their TDSB Outlook email account:

As you may be aware, the TDSB has begun the transition away from printed pay statements to on-line pay statements. This move supports our move towards a paperless environment and renews our commitment to going green. Principals, Vice Principals, Non-Union staff and Trustees have already transitioned to on-line pay statements.

Beginning with the June 2, 2016 pay, all Teachers will no longer be provided with a printed pay statement on pay day. Your statement will be available on the Wednesday before pay day on myINFO. This applies to elementary and secondary contract Teachers as well as to all Occasional Teachers. In June, PSSP and MCSTC will also transition to on-line pay statements.

Since April 2015, all employees pay statements have been available on myINFO. You are able to access all of your pay statements and T4's going back to 2010 on myINFO. You have the option to view, or should you need to, print them from this site.

myINFO is available from any computer inside or outside the TDSB network. We encourage you to log in to myINFO and become familiar with the site. Should you have difficulty with the log in procedure or require additional assistance, please call the HRIS Help Desk at 416-338-4747 - option 4 or email at myINFOhelp@tdsb.on.ca

New Member Engagement Conference: April 29th to April 30th 2016.

By: Eitan Laufer Member OTBU

I was offered the unique opportunity to attend a provincial OSSTF conference on behalf of the members of the OTBU, D12, which was held at the International Plaza Hotel in Toronto. The conference was focussed on new members (ten years' experience or fewer) learning about the diverse programs, opportunities and learning that members are able to access.

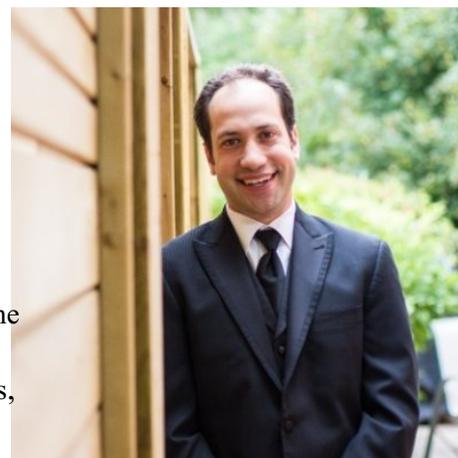
The displays at the conference (Life Insurance, Additional Qualifications, Educational Workshops, and Educators Financial Group) highlighted many organizations affiliated with OSSTF and the numerous ways they service communities and our memberships. More information is available at www.osstf.on.ca. Of particular interest was the Educators Financial Group, who provide financial services for Teachers, on financial management, securing mortgages and loans, and proper budgeting.

I enjoyed my workshop on Classroom Management immensely, learning from teachers, social workers and ECEs from around the province on the diversity of methodologies, techniques and practices they employ in their interactions with students. The workshop focused

Many Teachers shared similar stories about no keys, lack of instructions, unsupportive administration and challenging students.

on utilizing an individualized approach to each classroom and using information obtained from IEP summaries, anecdotal notes from teachers, and student action plans to guide your practice in any classroom setting. Whether an OT or LTO, classroom management is a challenge across the province with many teachers sharing similar stories about no keys, lack of instructions, unsupportive administration and challenging students. Glad to hear it is not exclusively a TDSB issue...

During the conference, participants listened to a very interesting plenary with the President of OSSTF, Paul Elliot and the four department directors (Brad Bennett, Bob Fisher, Dominic Bellissimo, and Suzette Clark). I took this opportunity to seek information about an issue impacting OTBU new members, The Pink Letter. In speaking with Paul Elliot on the issue of the Pink Letter, he expressed very clearly that the design is to place



pressure on the school boards and that OSSTF members from across the province would be respectful of the letter. Any member who violated the letter would be subject to provincial reprimand and would be 'publically decried' for the violation of letter's mandate.

In my follow up with Brad Bennett, OSSTF Director, Negotiations and Contract Maintenance, he expressed that the letter is standard in the tense negotiation process between D12 and the Board.

Overall the conference was a great experience and a nice first foray into union affairs.

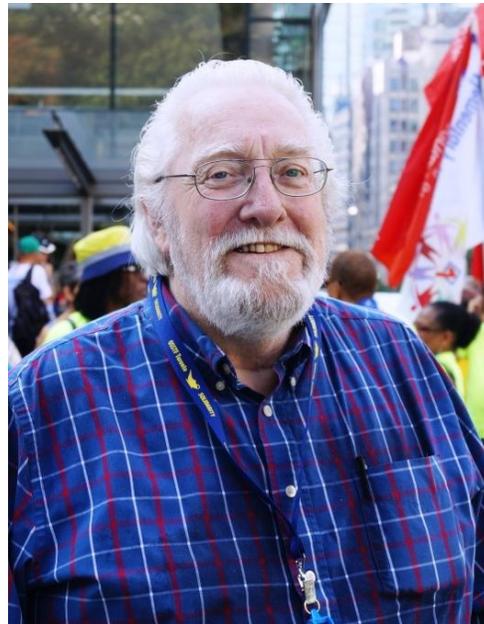
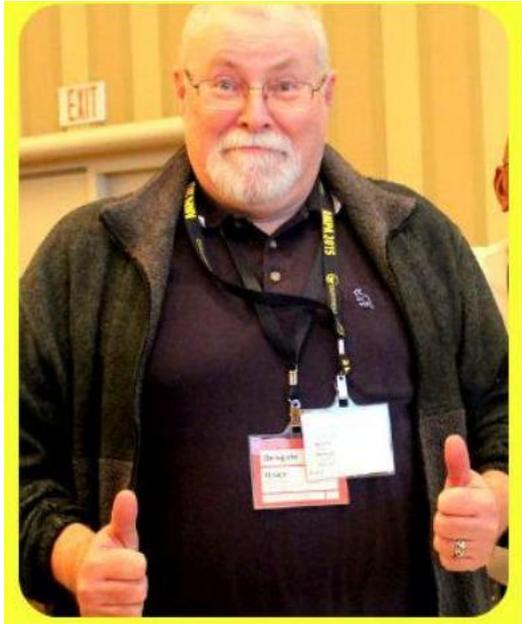
Both Brad Bennett and Paul Elliot expressed optimism that with managerial changes and restructuring taking place at the TDSB, 'cooler heads will prevail' and the contentious issues should be resolved. I think their response was tongue in cheek, as the most recent negotiations will attest. Getting cooler heads to prevail is easier said than done. (see the recent claw backs attempted by the Board in our latest round of bargaining and the extraordinary performance from our negotiating team to fend them off)

Overall, the conference was a great experience and a nice first foray into union affairs. I found reasons for optimism and reasons for despair. I know that OTs and LTOs in the TDSB are frustrated (lack of jobs, lack of keys, no lesson plans) however, in speaking with colleagues from around the province about their instability, lack of job security, mistreatment, and overall working conditions, I am happy to give a well-deserved... Thank You... to our executive team, negotiators and members. Our situation may not be perfect but I developed a greater appreciation for all OTBU, D12 provides.

ANNUAL GENERAL MEETING 2016







Thank you to Bruce Silzer and Art Turner for organizing and chairing the Elections Committee for the 2016 Executive Elections



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**YOUR OTBU EXECUTIVE WISHES YOU A SAFE AND RESTFUL
SUMMER HOLIDAY. SEE YOU IN SEPTEMBER.**