

The Call Out

The Official Newsletter of the Occasional Teachers' Bargaining Unit OSSTF District 12

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What do movies like Battle Royale, The Hunger Games and Lord of the Flies have in common with the Ford Conservatives' education plan?



A scene from the Japanese movie Battle Royale or an Ontario classroom in the year 2020

Answer:

They all developed a students resilience skills by being put in stressful situations to better prepare them for the real world.

NDP Leader Andrea Horwath accused the Ford government of cutting \$1 billion from education, "cramming more students into crowded classrooms" and turning the system into "The Hunger Games".

The Minister of Education Lisa Thompson believes that to prepare for the 'real world' students should learn to deal with large classes, no support, more stress and the increased likelihood of

failure, unless, of course, you can send your child to a good and expensive private school.

Cui bono? (Who benefits?)

A recognized world class educational system is to be sacrificed to provide tax cuts to Ford's friends. This approach hurts the weakest, the poorest, the most disadvantaged of our students - the children of any family not in the 1%.

"I did not mean that Conservatives are generally stupid; I meant, that stupid persons are generally Conservative. I believe that to be so obvious and undeniable a fact that I hardly think any hon. Gentleman will question it."

[John Stuart Mill, in a Parliamentary debate with the Conservative MP, John Pakington, May 31, 1866.]



Michael Enright
Host of Sunday
Edition Radio
Every Sunday

The original (Rand) formula was based on the assumption that the union is essential for all workers and must be responsible for them.



Judge Rand described as 'probably the greatest judge in Canada's history'

'I felt helpless': Teachers call for support amid 'escalating crisis' of classroom violence

On Feb. 15, 2019 the CBC radio show Sunday Edition had a segment on the issue of escalating classroom violence in our public schools.

While primarily focused on classroom violence in the elementary sector the show described the experience of mainly Toronto teachers.

Educators say incidents of verbal and physical violence by students targeting staff and fellow classmates are leaving them exhausted - and they're calling on governments and school boards to provide more support.

The segment told of a teacher being given a Kevlar

jacket by the school administration for protection in a Grade 2 class.

The TDSB refused to be part of this report.

You catch this episode by going to: <https://www.cbc.ca/listen/shows/sunday-edition>

The Rand Formula– Is it next?

In the context of labor unions, a free rider is an employee who pays no union dues or agency shop fees, but nonetheless receives the same benefits of union representation as dues-payers. The Rand Formula is named after a decision handed down on January 29, 1946, by Mr. Justice Ivan Rand of the Supreme Court of Canada while he was arbitrating the Windsor Strike (September 12 to December 20, 1945). It provides a form of union security whereby an employer deducts a portion of the salaries of all employees within a bargaining unit, union members or not, to go to the union as union dues ("checkoff"). (All workers in a given workplace were required to pay dues on the basis that all workers benefit from the working conditions negotiated by the union for that workplace.) The original formula was based on the assumption that the union is essential for all workers and must be re-

sponsible for them. Two inter-related provisions following from this assumption guaranteed the union the financial means to carry out its programs, and established the financial penalties for employees and unions engaging in work stoppages or illegal strikes.

Collective agreements have incorporated a modified Rand Formula throughout Canada, and some provinces have given it legal force.

Alberta has challenged this law but The Alberta Labour Relations Board issued an interesting Charter decision recently, ruling that the absence of the Rand Formula from the Alberta labour relations code was a violation of freedom of association in Section 2(d) of the Canadian Charter of Rights and Freedoms. The Rand Formula puts an end to strikes for union security, a common event in

Canada labour history. The Alberta Board did not buy the governments argument that it was protecting freedom of choice but actually wanted to deprive the union of secure funding. The Labour Board ruled that not including a provision that requires all bargaining unit employees to pay union dues is unconstitutional because it substantially impedes the ability of workers to join together and engage in meaningful collective bargaining.

Why is this an issue now in Ontario? Is the PC Government, under Doug Ford thinking about using the "notwithstanding clause" to override the Rand Formula and make Ontario a 'right to work' state like Alabama or Mississippi? The Toronto Star on Feb 16, 2019 raised the issue in one of its columns— *out of the blue*.

Breakdown of the Ford Government's Attack on Education

Dear OTBU members,

This analysis prepared by Provincial OSSTF clearly identifies the threat to public education if Premier Doug Ford's proposed budget cuts are implemented. Please feel free to share these points below with friends, family and colleagues.

Political action strategies are in the works to fight back against these devastating proposals, with an update coming soon. For now, you will find information below about 'train the trainer' sessions organized by OSSTF Toronto's Political Action Committee to better enable us to understand and talk about what's happening, and Toronto Labour Council's Assembly next week.

In Solidarity,
Your OTBU Executive

KEY FACTS:

- The government plans will fund staffing at a ratio of 28:1 rather than 22:1.
- The plan will also force all students to attain four credits through e-learning programs, at a ratio of 35:1.
- **The combined impact will be the removal of one in every four teaching positions in Ontario's high schools,** and the removal of more than \$700 million dollars from the secondary system.
- **We know that additional cuts will affect other areas of Ontario's education system, but the Ministry has** thus far refused to provide any details or formulas for those changes, and we are unable to project the total impact at this time.

KEY MESSAGE: **Ford's plan is nothing more than a devastating attack on students and on the quality of public education in Ontario.**

This is an attack on student achievement & student success:

- The data is clear that larger classes are more difficult learning environments, and student achievement levels will be negatively affected.
- The increase in class size ratios will mean that individual students will receive significantly less attention from their teachers
- Increased class sizes will lead to higher dropout rates
- The reduction in staff and in the number of classes means reduced student access to guidance counsellors, librarians, educational assistants, therapists, psychologists, social workers and other important members of the education team
- E-learning is not for every student. While some students can benefit from this type of learning, many students are not able to succeed without the structure of a classroom and the support, encouragement and oversight of a teacher who is present with them on a daily basis.

This is an attack on program availability and student choice:

- Larger class sizes and fewer teachers in schools means smaller, specialized classes are at risk of being eliminated.
- Programs that require smaller classes, such as special education classes and IB or AP programs, will be at risk.
- Programs that require smaller classes due to safety concerns or equipment availability, such as technical programs and science programs, will also be at risk.

This is an attack on smaller schools and rural schools:

- The devastating impact of the increased staffing ratios will be amplified in small/rural schools, where it may no longer be possible to offer any specialized programming options whatsoever.

This is an attack on student experience:

- **The removal of one in four teachers from Ontario's high schools means there will be fewer adults available** to volunteer their time for extra-curricular activities such as athletics and student clubs.
- **The negative impacts of larger classes will be amplified by the government's ill-conceived changes to the Ontario Autism Program.**
- Even without higher class sizes, supports for students with special needs will already be stretched beyond the limit by the arrival of thousands more students with ASD who do not have the resources, specialized staff or proper programming to provide them with the services they need.
- The combination of fewer and larger classrooms, fewer specially-trained staff, more students with special needs and thinly-spread supports will undermine the learning environment for every student.

The government's plan is a flagrant attack on public education:

- The plan to increase class-size and remove teachers from the system has not been thought through; the government announced this move without consulting any educators, and without even a rudimentary understanding of the consequences of removing thousands of teachers from Ontario high schools.
- **The quality of education is not a consideration in the government's plan. The only target is the removal of billions of dollars from the education budget, and in the process the Ford government could destroy one of the best education systems in the world.**
- The government rarely acknowledges the vital role our support staff have in supporting students and once again forgot about them in this announcement. The Minister did not reveal the impact these changes will have on support staff and the critical supports they provide to students.
- Based on his repeated election promise that no jobs would be lost, Doug Ford has no mandate to **undertake these changes. These cuts go far beyond "efficiencies", and will do permanent damage to public education in Ontario.**
- This is, at best, a recipe for inadequate schools and unmanageable classrooms. At worst, it is a recipe for chaos.

SCHOOLS MATTER



What did you think I was going to do?

To see how this turns out, look to the US where this approach has starved the public system leaving the most marginalized children in the worst schools in the country

Last fall the Ford government released a manifesto for privatization of public services- disguised as a line by **line analysis of Ontario's finances. It refers to health care, social services and education, and makes it clear where the Conservatives plan to go:**

“Governments around the world are moving towards alternate arrangements for funding, including tying funding to the achievement of outcomes, and providing funding to individuals, who can then choose their service providers through a form of market activity and discipline.” In education this points to a voucher system, redirecting tax dollars meant for publicly funded education to private schools. It also suggests funding schools based on their achievement outcomes - an Ontario version of the US model that rewards schools that perform well on standardized tests, and removes funding from those that do not perform well, punishing working class and racialized communities. Donald Trump’s Secretary of Education, Betsy DeVos, is driving a massive expansion of charter schools— a system that allows corporations or special interest groups

to write a school charter and get funded by tax dollars. Vouchers, outcomes-based funding and charter schools each have the same result: de-funding the public system and creating greater barriers to equitable access to quality education. To see how this turns out, look to the US where this approach has starved the public system leaving the most marginalized children in the worst schools in the country, and puts control of education into the hands of large corporations like Pearson Publishing. In New Orleans after the devastation of Hurricane Katrina, the entire education system was turned over to charter schools. Is there evidence that this government will cut school funding? In a word, yes. Their stated goal is four **cents on the dollar “efficiencies”** - equal to a 1-billion-dollar cut to education. It will be a fight for all of us – defending the right to have equitable access to quality education in a publicly funded local school that provides its students with what they need to succeed.

Reprinted from Toronto and York Labour Council Newsletter- Winter 2019

Funding Cuts

On January 17th the Conservatives announced cuts to post-secondary education. The Canadian Federation of Students is warning this will mean at least a 4 per cent cut in institutional funding: fewer grants, more student loans and end of the grace period for loan re-

payment; an attack on **students’ unions ability to represent and service their members.**

Students’ unions, like labour unions, are independent organizations that advocate for students’ interests and provide direct services. This

is paid for by dues that have been democratically set by members. The **Ford government’s “Student Choice Initiative”** will encourage students to opt-out of these dues. **It’s part of a Republican-style effort to deliberately weaken organizations that work for social justice.**



Leopards don’t change their spots neither do Conservatives, not in this Orwellian universe.

Chief Negotiator's Report, April 2019

Paul Bocking,
OTBU Vice President & Chief Negotiator

paul.bocking@d12.osstf.ca



The full implications are not yet known of approximately \$1 billion in proposed cuts in the provincial budget to K-12 education, primarily targeting the secondary level. As of now, these cuts would amount to eliminating 1 in 4 of all high school teacher positions across Ontario over three years. The Toronto District School Board (TDSB) estimated that this would initially result in the loss of over 800 FTE permanent secondary positions in our city. OSSTF estimates that the average high school with around 800 students would lose about a dozen teachers. Needless to say, Occasional Teachers will be hit hard. Both the TDSB and the Ontario Public School Boards Association urged the government to reconsider. However senior administrators at the TDSB whom the OTBU executive have spoken with, indicate that the government is not listening.

If implemented, these cuts will be devastating for the profession, students and public education as a whole. The proposed increase in the student-teacher ratio (see pages 4-5 for details), would see many classes grow to 40-45 students. Education Minister Lisa Thompson claimed on CBC radio **that larger classes will develop student "resilience"**. She acknowledged that students would have less direct attention from their teacher, but suggested they could tutor each other, and that those who fell behind could have their parents hire a private tutor.

The Ford government's proposal for a mandatory e-learning course at every grade level has also been panned by education experts. It is well-known that e-learning works best for highly motivated students. Those who need direct guidance from a teacher will fall behind. OSSTF President Harvey Bischof has stated that the likely outcome of these

changes will be a decline in **Ontario's graduation rate.**

It is also likely that affluent families will flee to private **schools. Thompson's re-**

marks suggest that the

Conservative government is ok with these outcomes. This is the party that campaigned on a buck a beer.

If there's a silver lining to the scale of these attacks, it's that they are bringing together education un-

ions, parents and the broader public. In late March, OTBU and OSSTF members joined activists from dozens of unions in an assembly convened by the Toronto and York Region Labour Council, to unite a range of struggles, including against the **privatization of health care. OSSTF Toronto's Political Action Committee (PAC) is holding Train the Trainer sessions where members can learn how to speak to their colleagues about Ford's attack on education.** Connections are being made with local parent committees concerned about the cuts. Drawing on **the symbolism of the recent teachers' strikes in the US, teachers will soon be asked to wear 'Red for Ed' on Fridays. Email me to get involved with the PAC's work.**

The fight has just begun. OTBU members should not yet view these proposed cuts as a done deal. Central bargaining between OSSTF and the provincial government, and local bargaining between the OTBU and the TDSB, will begin this spring. I will speak on our key priorities, drawing on the member survey and the work of our **Collective Bargaining Committee, at the OTBU's AGM in May. There** will be a strong push back against these attacks on public education. We must all prepare to take action.

PD Day Victoria College, Feb 15, 2019



*Darkening the
bargaining
horizon is the
PC
government ...*

On February 15th, 2019 about 75 members of the OTBU D12 gathered for the 5th time at Victoria College, University of Toronto for a PD Day. Linda Bartram OTBU D12 president welcomed the guests in the ornate chapel room on the second floor of Victoria College.

Paul Bocking, OTBU vice-president and chief negotiator gave a preview the collective bargaining brief that will be presented formally at the AGM in May. The bargaining brief is our proposal for the coming collective bargaining negotiations with the TDSB. The preliminary

brief was put together as a result of

- Meetings with the **OT-BU executive and OT's and LTO's during lunch** time visits to a number of schools.
- A PD Day session on Dec. 7 at the Old Mill, attended by about 60 members of OTBU D12
- Meetings of the Collective Bargaining Committee

See page 12.

The provincial OSSTF sent out a central survey, to those OSSTF members who

had registered to do so by Feb. 8 on the OSSTF website.

Paul reminded the members that bargaining is now done in two rounds:

1. the central table
2. the local table.

The central table is the provincial OSSTF and all the school boards at once deciding on any item considered to be monetary i.e. wages and benefits. The local table consists of the OTBU D12 and the TDSB and focuses on working conditions. Locally the key issues are administrative **support for OT/LTO's in school**, frustration with



PD Day, Victoria College *cont'd*

TDSB administration, and grievance procedures, among others.

Darkening the bargaining horizon is the PC government that has already cut \$25 million from the budget, cancelled the carbon tax, the proceeds of which were to help pay for needed school repairs and cancelled Bill 148 which had given **OT's emergency paid days**. Ford is promising a 4% across the board cut which for education amounts to \$1 billion. (See pages 2-3 for what that means.)

Our Collective Agreement expires in August. Bargaining will begin after that, but only after central table negotiations are concluded.

Paul Bocking also reviewed the Working Conditions Survey sent out to all OT-BU members in December. Paul broke down the number of respondents- 483, *the best response ever*- to the survey. The main issues seemed to be administrative support for student discipline, access to jobs, the OT renewal process and problems with SFE.

Paul was followed by Sam Venneri and Theresa Raine from the TDSB OT department. Sam acknowledged the difficult work that OTs do and reminded members to check with their TDSB web mail at least once a week. The board now only communicates through its online portal. The window



for OT roster renewal is June 1-June 30 and everyone should get a renewal email reminder through their TDSB webmail address.

However, if you don't, Sam said it is your responsibility to contact the secondary teaching office.

Following a short coffee and cookie break members sent to one of three workshops

1. *Wills and Estate Planning*
2. *Misogyny in the Workplace*

Our Collective Agreement expires in August, bargaining will begin after that, but only when central table negotiations are concluded.



Frank and friends

PD Day Victoria College... continued

and

3. Cultivating Resilience

Wills and Estate Planning was the most popular and members have asked for it to be repeated next year.

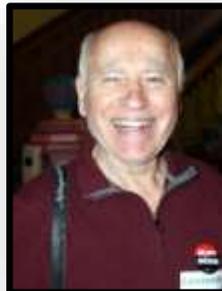
The Misogyny Workshop, with Gemma Tracey dealt with sexual harassment in the school. A distillation of a 6-hour workshop, it covered a teacher's rights and responsibilities in the classroom. Every teacher should attend a workshop like this one.

The Cultivating Resilience workshop was not what the current government means by resilience. It was about help in the classroom, not increased obstacles to learning.

Following the workshops lunch was provided in the lobby of Victoria college. Door prizes of noise cancelling headphones were won by Kitty and Joanne.

The sun was almost shining outside when everyone broke for the weekend.

Thanks to Ann Burke for once again organizing the OTBU D12 PD day.



District 12 OSSTF
Occasional Teachers' Bargaining Unit
ANNUAL GENERAL MEETING



OLD MILL HOTEL & SPA
21 Old Mill Road, Etobicoke ,ON.
Old Mill Subway stop
Parking available. Contact the OTBU Office

Wednesday, May 22, 2019
4:30 p.m. start !

- Reports from the OTBU Executive and the Provincial OSSTF
- Voting on proposed amendments to the OTBU Constitution
- Complimentary dinner & entertainment starting at 7:00 p.m.

Members who plan to stay for the dinner must RSVP to the OTBU Office by phone - 416-423-3600 or email (otbu.office@d12.osstf.ca) not later than Friday, May 16, 2019.

Draw prize during the meeting.

Occasional Teachers' Bargaining Unit, District 12 OSSTF/FEESO

95 Thorncliffe Park Drive, Suite 1708, Toronto, ON, M4H 1L7

Phone: 416-423-3600

Email: otbu.office@d12.osstf.ca Website: www.otbud12.com

March 7, 2019

Dear Members of the Provincial Executive and Provincial Negotiators,

The Collective Bargaining Committee of OTBU D12 Toronto has directed me to provide a summary of our member priorities for the central round of negotiations. This feedback was gathered from a special bargaining unit conference focused on collective bargaining, attended by over 50 members on December 7, 2018. These issues have also been raised repeatedly by members in school meetings and our internal surveys.

This feedback was gathered from a special bargaining unit conference focused on collective bargaining, attended by over 50 members on December 7, 2018.

The highest priority central table issues raised were:

Improvement in the quality and affordability of benefits for both **Daily Occasional Teachers and Longterm Occasional Teachers, with the latter's inclusion** in the ELHT plan

An increase in wages and salaries for Daily Occasional Teachers and Long-term Occasional Teachers commensurate with the rising cost of living

Paid Professional Development opportunities for Daily Occasional Teachers, particularly to facilitate the completion of mandatory health and safety courses required by our school board

I would be happy to discuss any of these items with you in further detail, and can be reached at paul.bocking@d12.osstf.ca or 416-423-3600.

On behalf of the Collective Bargaining Committee of the OTBU D12,

Paul Bocking,
Vice President & Chief Negotiator

This letter was presented at AMPA 2019 and shared with all OT/LTO delegates.

AMPA 2019 ELECTIONS



Harvey Bischof
OSSTF President

*Once you go
electronic,
you never go
back*

AMPA 2019 was an election year. There were 18 candidates running for 12 positions. Harvey Bischof was unopposed for OSSTF President.

There were five candidates running for two vice-president positions. Paul Caccamo was re-elected and Karen Littlewood was elected. Karen Littlewood moves up from Executive Officer. Karen had been the provincial executive liaison to OT-BU D12 in the past and we were pleased to see her advance.

There were five people running for the three ex-

ecutive officer positions. There was some excitement as four of the five received over 50% of the vote, necessitating a second ballot. Martha Hradowy was re-elected as Executive Officer along with two newcomers Malini Leahy and Dave Warda. Martha has always been a strong voice in the OSSTF and was overwhelmingly re-elected. Dave Wadra and Malini Leahy, while new, came with positive recommendations from people in the know.

Earl Burt (D12) was re-elected, as Treasurer in a very close race.

Yay Earl!

Another D12 member Hayssam Hulays was elected as one of five OTF Governors.

This was the first time that electronic voting was used instead of paper ballots. After a short lesson in the use of the devices voting was fast, efficient and without controversy. Once you go electronic, you never go back.



Karen Littlewood

The 2017 Global Teacher Prize Winner (and she teaches in Northern Quebec)



Look for Maggie MacDonnell on YouTube

Maggie MacDonnell has had several students tell her they created a suicide plan. But, they never followed through.

The reason?

They developed social supports, and coping strategies, because of their relationship with her and involvement with programs she created in their fly-in village of Salluit, nestled in northern Quebec's Inuit territory of Nunavik. **"That's the value of what a teacher brings to a classroom,"** says the winner of the 2017 Global

AMPA's keynote speaker

Teacher Prize, who gave the keynote speech at AMPA 2019.

"I feel humbled and connected because I also know those young people are doing amazing things too," says MacDonnell. **"I get to see myself now as interwoven into their story.** And I know the people that **they've saved and that they've positively affected.** And I get to understand, on a very human scale, how connected all of our lives can be."

"For (MacDonnell), teaching is not just about staying inside the

school and working on curriculum — **it's about the impact** she and the school can have on **kids' lives and on the community** they live in. She lives and breathes the connection between public education and the health and strength of the **communities it serves.**" *Toronto Star*

There is a message here for the Ford Government on what a teacher in front of the classroom can do and the effect they can have on the lives of their students.

AMPA Day One and Two

On Friday night the OTBU D12 held the **Third Annual Social for OT's/ LTO's and delegates who represent OT's at AMPA.** This was also an election year and most, but not all candidates for office dropped by to talk to delegates. Those that could not due to previous commitments apologized later for having missed this event. This is the best opportunity that delegates have to ask candidates questions directly **related to issues for OT's (see Paul Bocking's letter of page 12 for an outline of some of the issues).**

OT's across the province all expressed the same concerns regarding the nature of our precarious work and the difficulty in get-

ting together to organize which is a serious obstacle to having influence within the OSSTF. This event has grown in size each year. 2020 is a non-election year and we will be able to focus on issues not just on which candidates would best represent our interests.

Saturday morning opened with a speech by OSSTF president Harvey Bischof. (You can see his speech on the OSSTF website.)

The first order of business was discussion **of the OSSTF's Strategic Action Plan.** There will be more on this in the next newsletter but while on the surface impressive the comments by delegates tended to say that it was light on strategy and

action.

The agenda at one point on Saturday was ahead of schedule. *This was not to last.*

The afternoon was taken up with the decision to move qualifications certification from OSSTF to QECO (Qualifications Evaluation Council of Ontario). More on this change in the next newsletter. This was followed by candidates speeches and my personal favourite-The Report of the Committee to Review Committees which is a sub-committee of the Steering committee. *Be still my beating heart.*

Day Three

The major business on day three was the election of the new Provincial Executive (see page 16 for details), any resolutions dealing with money and the **presentation of the OSSTF's budget.** This is the crunch of the AMPA get together- the business of running a union of nearly 70,000 members. There are constitutional amendments, procedural motions, a budget that is examined nearly line by line, debate, discussion and voting on any motion that any district wishes

to bring to the floor. There was not enough time for it all, so the agenda was technically still dealing with business from Saturday, if not for timed items which had to be addressed (i.e. passing a budget) time would stand have stood. By the afternoon, voting was done and the business of the convention carried on. There were reports from: *Educational Services, Human Rights, Judicial Council, Communications and Political Action, Protective Services, Status of Women, Health and Safety,*

Long Term Disability, Governance (a big one from Governance), *New Member Engagement* and more.

By 4:00 the basement of the Sheraton Hotel is looking like home and some members were suffering from Stockholm Syndrome.

In the evening there was a dinner for 1100 people to celebrate **the OSSTF's 100 years.**



Is this how Monday can still be Saturday?

Day Four

The Provincial Treasurer, Earl Burt from D12, presented the finalized budget which passed with surprisingly little **debate. (You're the man, Earl.)**

Technically still on business from Saturday there was a detailed report from the *Corporate Intrusion into the Classroom*, of which OTBU VP Paul Bocking is a member.

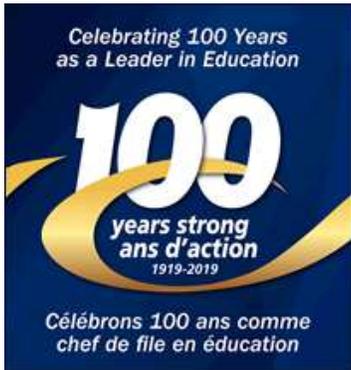
For those who read Robert's Rules of Order as a pastime the day was enlivened by two debates. The first about the use of screens in the classroom and the

need to be aware of health and safety and the pedagogical issues involved, (no argument there.) The heated debate was about screens themselves. A full report requires the skill of Stephen Leacock to capture it all but after a vote, a standing vote and a standing count vote a decision was made on **acceptable screens, but I can't recall what they are.** The other lively debate, was on a motion requiring that all motions to AMPA be accompanied by an up to 150 word rationale. After a vote, standing vote and another standing count vote the motion passed. Ironically the next motion dealt

with the interpretation of the wording of the motion and not the intent of the motion as presented in the rationale. The business on the day wearily carried on.

The highlight of the day was the guest speaker-Maggie MacDonnell. The 2017 Global Teacher of the Year Award. Scheduled for an hour she needed and hour and a half to tell her story. No one left the room. *More on page 16.*

By 4:00 the thank you's were made, the hall emptied and the delegates could



This is the crunch of the AMPA get together- the business of running a union of nearly 70,000 members.



Lt. Col. W.C. Mitchell
First OSSTF President



The OSSTF's
First female president
Aileen Noonan 1934



OTBU D12 Executive Officer Coleridge Browne was recognized at AMPA 2019 as the delegate with the most AMPA's under their belt with 35.



Four chair people are needed to run the conference. Here they are getting ready to use the TARDIS.



- Clockwise from the top:
- Michael Carlson and Michael Frascchetti.
 - Vince with Martha Hradowy.
 - Paul Caccamo with Linda.
 - Lillian with her fan club,
 - Jane Sorel reviewing the budget statement, and she's not smiling.

First Time at AMPA

by Danielle Jolley

First, I would like to try my best to explain what exactly AMPA is, because I wasn't really sure myself when I arrived. The acronym stands for the Annual Meeting of Provincial Assembly and the best explanation for what it is would be that it's like the AGM we have at Old Mill each year, but stretch it out over 3 days and make it about the entire province rather than our bargaining unit for OTs. There were almost 600 people who attended this year and they came from around Ontario to sit together in a giant room and make decisions for our union in the years to come. I got the chance to represent you and raise my hand on your behalf. For that I am truly grateful to those of you who elected me to this position.

This year marks 100 years of the OSSTF and as such I think this provides us the chance to reflect on the legacy of what has led us to today. There were some wonderful opportunities to recognize the history of our union and to think about how hard those who came before fought for our right to organize and push forward the interests of public education in our province, our country and our world. Something that I learned at AMPA is that our union represents not only teachers, but also education workers like Personal Student Support **Personnel, so when we talk about our members it's** more accurate to refer to us as education workers. We also have members who are occasional teachers (obviously, hello!), retired, contract and folks working in post secondary. Sitting in that huge room, there were moments where I felt incredible inspiration at the power of this group of amazing people we are a part of. Education workers are powerful people who have a sense of compassion **and equity in our bones and it's an honour to be a** part of such an amazing group of people.

This year was also an election year, so that means that people were running for positions on the executive (like how we have people like Linda and Mi-



Danielle Jolley, OTBU D12 delegate at the microphone,

chael, but again on a huge provincial level with swag and campaigns) and when choosing who I voted for I tried to balance the needs of occasional teachers, Toronto, the province as a whole and who brought diverse perspectives to the table that may be underrepresented. Overall, I feel that we have elected a group of people to our executive this year who will work to the best of their abilities to represent the needs and interests of our education workers in the fight to come.

A major concern for all of us this year was what we are going to do about the Doug Ford government and the impending cuts to education that all of us will surely feel. It was a big question for the candidates running for office and it was never far from the topic at hand when thinking about our plans going forward and in conversations with fellow members. I wish I could say I walked away with a strong sense of a plan, however I did walk away at least with a feeling that we are an incredibly competent, capable, smart group of people and I have a lot **of confidence in us as a group. You haven't seen** organization and presentation skills like what a group of elite teachers and education workers can bring to the table but it is truly awe inspiring to see all of the talented, skilled folks who run this incredible event. If we can keep almost 600 education

Continued on page 17

workers fed, sheltered, satisfied and focused on the tedium and minutiae of union business for 3 days like what **I witnessed, I think there's not a lot that we can't do. (We aren't an easily satisfied group of humans, I can tell you!)**

As a "younger" teacher (I'm struggling for a better word for this, because at this point in the Hunger Games of teaching with the economy we have battled our way through, I feel far from young) I can't help but come to something like AMPA with the perspective of someone who for many years has been kept away from this table. My generation has fought and suffered just to attain employment with any board at all and we can't forget the many brothers and sisters who didn't get to sit at that table. The teachers who didn't make it to union meetings because they have a second job, or a kid to take care of [Child care expenses are covered for all OTBU meetings—ed]. The teachers who didn't make it onto the supply list at all because they didn't have the capacity to go overseas to get the experience needed to even get there. The people I went to school with who left the profession all together because they couldn't keep subsisting on underpaid, non-union private school jobs and after-school tutoring and are now in a different field all together. And most of all, the people who have faced other barriers to education that meant that they weren't shown that they could be the person in front of that classroom at all and didn't even know it was an option. This is the legacy I bring to the table when I take my seat at AMPA, and it is one that can never be far from my mind.

I do not know a lot of the history at AMPA, however it is younger voices with fresh perspectives that are needed if we are going to have another 100 years of the OSSTF. I feel it is our duty to rise to the occasion and bring difficult questions to the floor and push forward this organization on issues that relate more pressingly to our generation. I spoke at the microphone (an intimidating thing to do in front of so many people, even for a drama teacher like me!) and asked our Treasurer about why our substantial funds are not divested from fossil fuels. If I have the chance to attend AMPA again, climate change and ensuring that our investments are done in alignment with our values is a key issue I think we have a lot of power to change.

Another contentious issue at this year's meeting was equity and representation of people of colour. For a

progressive labour union racial justice is an issue that we still have a long way to push forwards on and I was proud that Mike Carlson from our OTBU spoke about his experience as an Indigenous person. It is a challenging topic that makes a lot of people uncomfortable. However our job as progressives has never been to stay comfortable to protect power but rather to challenge it and fight for equity. I am confident that as the years progress more diverse perspectives will be represented. **I just wish it didn't have to be such a struggle. It is demoralizing to hear the idea that the presence of some people of colour means that there are no barriers for them. As I can attest as an OT and coming from the generation of "no jobs" just because I am here doesn't mean I didn't fight like a tiger and overcome a lot to be here. To use the presence of some marginalized people as evidence that there are no barriers is a foundational misunderstanding of what barriers are and my hope is that the conversations that were sparked this year will lead to some change and reflection for those who may not as easily understand.**

It is a beautiful legacy of union activism we stand to inherit. It has been hard won, and it is never a guarantee that it will remain. The time is coming for our generation to step forward and take up space, to become the tide of change that will smash down the barriers we had to climb to get here and make more space for those **who haven't been traditionally welcomed to the table.** Again, thank you for electing me and giving me the opportunity to represent you at this year's AMPA.



Lillian and Danielle with Elaine in the background. **They don't look tired so it must be Day One.**

OT Renewal for all Occasional Teachers at the TDSB

OTBU members should receive an email from the TDSB near the end of May or in early June about OT renewal. This email is important as it gives details as to how to renew your place on the Occasional Teacher roster for 2019-2020 year. For the convenience and information of all members the important points in the email are:

- In order to remain on the OT list for the 2019-2020 school year, you are required to complete the online renewal at www.tsdb.on.ca. You can only renew online.
- To access the on-line renewal form you will need the last six digits of your employee number and your network password.
- If you do not meet the requirements as per your Collective Agreement (you must complete 20 full time days) and were not on an approved leave, your renewal may not be accepted and you may be removed from the OT list prior to the commencement of the school year.

After June 30th any requests for late renewal must be submitted via the online Reinstatement Request website found on the SFE website. This request page will be online between August 1 and August 16th. Please note- phone reinstatement requests will not be acknowledged. Late renewals will be considered a reinstatement request and will be renewed in the fall based

AND...

Don't forget to complete the Offence Declaration. The Offence Declaration are the OT Roster renewal are NOT THE SAME THING.

All employees of the TDSB, except those hired after March 31, 2018, are required to complete the 2018 Offence Declaration form. Employees who are retiring or going on a leave of absence are required to complete their 2018 Offence Declaration form before June 30, 2018.

Employees hired on, or after, April 1, 2018 will be required to complete this on-line form starting in April 2019.

Failure to complete the Annual Offence Declaration Form is a breach of the legislative requirement for continued employment with a school board.

The name of any employee who fails to provide the required document

will be forwarded to the Executive Superintendent of Employee Services.

If you have any convictions since your last disclosure, please have all related documents with you before you begin the Offence Declaration process.

If you experience difficulties logging in, please contact the Client Service Desk at 416-395-4357, select Option #5. You can access the Client Service Desk from 7:30 a.m. to 5:00 p.m. Monday to Friday,

Say No To Cuts – Province-wide Rallies:

February 7th and 8th, 2019

In solidarity with actions organized by OSSTF across the province, members of the OTBU, PSSP, TTBU and FEESO participated in eleven information rallies across Toronto. Each rally was held in a high pedestrian traffic area in the riding of a Conservative MPP.

The members gathered signatures for a petition opposing any cuts to public education. This petition will be presented in the Ontario legislature. They also handed out flyers and talked to people about what is and is not about to happen to public education in Ontario. Increased class sizes, funding cuts, and probably a direct attack on teacher unions. Despite the windy cold the reception to the message from most, but not all members, positive. This is a government not afraid to trample on rights by **the use of the 'notwithstanding clause.'** If you live in a riding with a PC MPP see the list below, call, write a letter and defend public education.



Roman and his colleagues



Elaine Karroum (OTBU) and Ando Kas (TTBU)

MPP	Riding Location
Vincent Ke	Don Valley North
Robin Martin	Eglinton - Lawrence
Kinga Surma	Etobicoke Centre
Christine Hogarth	Etobicoke Lakeshore
Doug Ford	Etobicoke North
Christina Mitas	Scarborough Centre
Vijay Thanigasalam	Scarborough - Rouge Valley
Aris Babikian	Scarborough - Agincourt
Raymond Cho	Scarborough - North
Stan Cho	Willowdale
Roman Baber	York Centre

What teachers can do if they are organized and committed...

Denver's public school teachers say merit pay destroyed their salaries. Now, they're fighting back.



In February the Denver, Colorado teachers went on strike. This is part of the continuing wave of teacher strikes across the southern USA stretching from California to Kansas. The issues are pay, underfunding and in **the case of Denver 'merit' pay.** The teachers want merit pay gone. Teachers who ten years ago had been in favour now realize what it does to their incomes. Denver teachers complain that the bonuses they get under ProComp are often arbitrary and unreliable, making their take-home salaries fluctuate wildly from year to year. **That's why they're**

asking for a simple salary structure with regular and predictable pay raises.

Merit pay is meant to be an incentive to become better teachers. Those teachers who receive a higher job performance rating by showing that their students have improved by some measure receive extra money. The state makes a pool of money available to be divided up. About \$2000 can be earned in merit pay. The results have all been negative. Teachers no longer collaborate because they are in competition with each other. Teachers teach to the test that improvements to student performance are based on. **A teacher's salary can vary up and down from year to**

year. Part of the merit pay structure is that teachers also get a bonus for teaching **in more 'difficult' schools.**

Merit pay is used instead of giving teachers pay raises. Lack of security of a steady income has made for bad teaching, poorer student performance, a hostile working environment and decreased funding for schools.

The strike in Denver is a sign that teachers around the country are revolting against the core tenets of the school reform movement.

Despite that, is this something that the PC government would like to introduce to Ontario? A bad program, with no proven **results, sounds good and it's bad for teachers-so what's not to like?**

"What we got given is
a system of Wall
Street-style bonuses
that mask the erosion
of our salaries," said
Buck, a high school
math teacher who
went door-to-door in
2005 to sell voters on
the tax that funds
Professional
Compensation.
"People have finally
figured that out. It's
why people are
angry."

Teachers in Los Angeles want more than a raise

Over 30,000 teachers went on strike in Los Angeles County in February, the second biggest school district in the USA.

The protest follows a string of successful teacher strikes across the country. Teachers in states like West Virginia and Oklahoma — who are among the lowest paid

educators in the country — have organized and participated in strikes in order to advocate for higher wages and improved conditions for students. "What you're seeing with unions is real enthusiasm and a belief that you can actually be successful," Robert Bruno, professor of labor and employ-

ment relations at the University of Illinois tells the Associated Press. "The educational sector is rife with deep grievance and frustration, but there's now a sense that you can actually win."



Mandatory e-learning... 'a terrible idea,' expert says

"The purpose of public education is to promote social cohesion and develop students who are going to transition into caring adults. I think it matters that I'm in the classroom."

Beyhan Farhadi, a University of Toronto PhD candidate whose thesis looks at e-learning at the TDSB, said e-learning is not a substitute for classroom instruction.

"Specifically to require students to take it, it's a terrible idea," Farhadi told CBC Radio's Metro Morning on Tuesday.

"The ministry hasn't paid much attention to e-learning aside from having licensed the platform. In the research I've done, only a minority of students succeed and those students are concentrated in really high achieving schools."

Farhadi, also a former teacher, said e-

learning has not been well researched and requires different skills for students and teachers. Mandatory online learning is all about efficiency, she said.

She said she thinks the plan fails to take into account the purpose of learning in a classroom setting.

From comments to the CBC program

44 adults in Toronto City Hall is "dysfunctional", but 40 children in a crammed classroom "builds resilience". HS

CBC News, March 26, 2019

The board estimates the changes could mean 216 fewer teachers in Grades 4 to 8...

TDSB education director John Malloy on CBC Radio

"When you lose one teacher from a school, you lose six courses from that school," Malloy told CBC Radio's Metro Morning on Wednesday (March 27).

"When they lose six courses, it's been my experience as a former secondary principal, that you lose the electives."

Malloy said the board is worried about what offering fewer course options will mean for students.

"What it would look like in our high schools is the reduction of course options for students, for example, and fewer teachers in the school building to support our students in terms of their well-being needs, for ex-

ample," he said.

"Relationships matter for our students. We all know that. And obviously, that takes our staff to help us create those conditions."

Malloy said e-learning will not benefit all students, given their learning styles, and he pointed out that some arts courses, for example, are "not conducive" to e-learning. The education ministry has not said how schools will deliver the mandatory online courses.

"Some subjects actually won't work on that platform. It's actually taking choice away, in my opinion, from the students whose voice matter the most," he said.

"They will provoke nothing but massive resistance."

Mr. Bischof said the gap between what the government has proposed and what is in the collective agreements is

"unbridgeable." Teachers' unions and the government, along with school boards, are expected to negotiate new contracts starting this fall.

"What they're trying to do is undermine

the value of our collective agreements in terms of protecting class size caps ... I'm telling you we're absolutely not going to be in a position where we're going to give away the class size caps that we have achieved over years of negotiations."

He added: "They will provoke nothing but massive resistance."

FOR OUR KIDS' FUTURE

A message to members from your OSSTF/FEESO Provincial Executive regarding the attacks on publicly-funded education

By now, many of you in OSSTF/FEESO have heard about the devastating cuts and changes to publicly-funded education announced by the Ford government. It started with an attack on post-secondary students and our university sector members with cuts that will have a negative impact on students, on services and on the jobs of our members.

On March 15, the Minister of Education announced devastating cuts, which could eliminate roughly 25% or more, of all secondary classes when fully implemented. Programs could disappear and class sizes could increase dramatically.

HERE'S WHAT YOU CAN DO

Our strategy moving forward is built upon four pillars:

- Research and Preparation
- Member Mobilization
- Influencing Public Opinion and Government
- Partnering with Allies and Key Stakeholders

The success of defending publicly-funded education and our kids' futures depends on front line education workers. The UNION IS YOU—the education workers who work with students every day.

Research and Preparation

- Watch your emails, mailboxes and social media for announcements and information.
- Share the research papers and information OSSTF/FEESO creates in response to the devastating changes the government is proposing—we will continue to add documents to our website at www.osstf.on.ca—look for our No Cuts to Education page.
- Participate in local preparations for rallies and campaigns—our members are creating most of our actions by working with their local District and/or Bargaining Unit.
- Update your contact information with OSSTF/FEESO Provincial Office by logging in to our website and going to your *myOSSTF* / *maFEESO* account under the My Profile tab >> Update Address—ensure your email and phone numbers are accurate as Provincial Office may send you a message and could host an all member telephone town hall in the near future. You can also confirm your contact information by emailing membership-database@osstf.ca, or calling Membership Database at Provincial Office at 1-800-267-7867 or 416-751-8300. We want to keep you informed!

Member Mobilization

- Participate in the *Rally for Education* on April 6 at Queen's Park, Toronto starting at noon—information is available through your local District and/or Bargaining Unit and online. We will be there with other educational affiliates; parents; students and members of the public who support us.
- Wear "Red for Ed" every Friday to work and use social media to publicize photos and messages.
- Participate in local rallies at MPP offices—watch for more information from your local District and/or Bargaining Unit.
- Watch for information from your local District and/or Bargaining Unit for other locally-based initiatives, rallies and actions.

**NO CUTS
to
EDUCATION**

NO CUTS to EDUCATION

Influencing Public Opinion and Government

- CALL, EMAIL or MEET with your Member of Provincial Parliament (MPP) especially the Conservative MPPs. A personal message can have significant influence. Tell them how the changes that the government are proposing will affect you, your students, your school and your local community.
- Sign on to the Hereforstudents.ca campaign, and SHARE it widely. You can send another email to your MPP on the website.
- When in public, wear a No Cuts to Education button—talk to your local OSSTF/FEESO representative about how you can get one.
- Lobby your local trustee(s) to take a stand against the government's cuts to education.
- Retweet and share OSSTF/FEESO messaging and use the following hashtags: **#hereforstudents #nocutstoeducation #cutshurtkids**

Partnering with Allies and Key Stakeholders

- Talk to your family, friends and neighbours—word of mouth is a powerful way to gain support.
- Share information by directing others to our No Cuts to Education page on the OSSTF/FEESO website and to the Hereforstudents.ca website.
- Participate in other rallies and local actions involving other groups who are facing adversity under the Ford government—show your support and share our message too.
- Talk to your colleagues at your schools and worksites who may be from other unions (i.e. CUPE, ETFO, OECTA, and AEFO) and show your solidarity.
- Talk to your school-based OSSTF/FEESO School Council Representative and/or your Support Staff School Council Representative—ensure they are sharing the potential impact of the Ford government cuts with parents at School Council meetings.

**We discourage members from talking to students directly about our political actions and our positions; however, if students ask you questions, use your professional judgment and direct students to some of our information.

This is only the beginning. We expect the Ford government will continue the attacks on publicly-funded education, attacking you as teachers and education workers, and on the students you work with closely.

Together we can prevent this. Make your voice heard. Let Doug Ford know that we are here for students and that we do not support any cuts to education.

THIS FIGHT IS FOR OUR KIDS' FUTURE

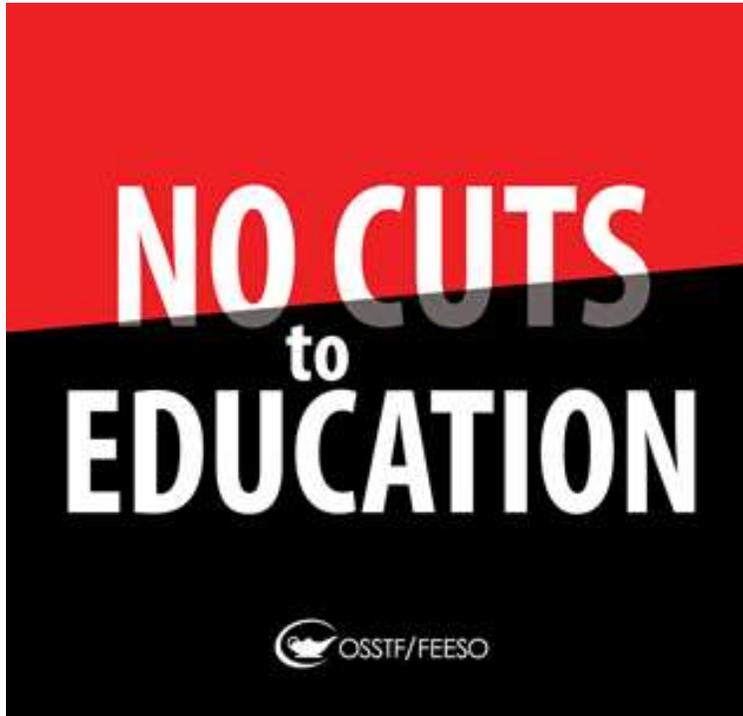
“From Harvard University’s Center on the Developing Child:

“”The single most common factor for children who develop resilience is at least one stable and committed relationship with a supportive parent, caregiver, or other adult.””

“Another good example of this type of relationship: a teacher with the time and energy for every student in their charge .”

Emma Teitel,
Toronto Star
March 21,2019

**Progress is not a law
of nature**



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