



OSSTF
D14

One 4 All

NOVEMBER 2019





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Let us not take thought for our separate interests, but let us help one another.

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Upcoming Events

November 4

4:30 p.m. - General Meeting

November 6

6:30 p.m. - Ed. Services Cmmt

November 7

Voting in Branches

November 11

2:00 p.m. - District Executive Meeting

4:30 p.m. - OTBU Executive Meeting

November 13

PSC Meeting

November 20

1:00 p.m. - TBU Executive Meeting

4:30 p.m. - TBU Council Meeting

November 22

P.A. Day

November 27

4:30 p.m. - TBU Constitution Meeting

Contact Info

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District/OTBU President's Message

With transparency in the bargaining process you are all aware that the central negotiations are moving slowly. A conciliator has been appointed to assist with the process but on Thursday, October 31, 2019, the conciliator issued a no board report, which puts OSSTF into a strike position as of Monday, November 18, 2019.

One of the most recent concerning proposals from the government and OPSBA (Ontario Public School Boards' Association) is the proposal to move the Provincial class size average to 25:1. Lower than the current 28:1 but all local class size caps would be removed and still a substantial increase from 22:1. This means that class size caps based on subject area and stream would be completely removed. This poses a lot of concern for our students; it increases safety risks and means less time to work with students in need.

MPPs will be in their office the week of Monday, November 11, 2019. It is extremely important that we use this time to let our MPPs know our thoughts about the most recent proposals and the cuts to public services. If you are willing, I ask that you take a moment to either call or visit your MPPs office to express your concerns. MPPs need to hear your personal stories about what you are experiencing in the classroom. Together we can get the story out.

In Solidarity,
Erin Leonard

TBU President's Message

A big thank you to those members who were able to make it to the general meeting regarding our strike vote. A strong mandate will be our strength at the bargaining table. We each have a responsibility as union members to participate in a meaningful way and a right to ask questions to improve our understanding. Last night we were assured that Pensions will be unaffected and Benefits uninterrupted should a full walk out occur of any duration. No one wants to go on strike but if we end up there against our will, know we will be doing it together.

Historically, what I remember most about the Strike of '97 is not the strife, conflict, stress or worries about the bills going unpaid, although I experienced all of that. It was the sense of togetherness. When the then Harris Government threatened quality education, the illegal two week strike by teachers in Ontario was at the time the largest ever staged in North America. I donned my yellow rain jacket with an under-dog patch I had glued onto it and in solidarity walked picket lines with my colleagues, attending many rally's in protest of the "Common sense revolution". Solidarity was more than just a catch phrase and is why to this day I still sign every union correspondence that way. The gains made in that battle were hard to measure at times but the determination and pride I felt as part of a larger political voice left an indelible mark on me. I was part of a larger community carving out a better future for others who would follow me. Dave Warda reminded us at the Strike meeting that we have together built an education system of which we can be proud. We have established impressive graduation rates ensuring a promising future not only for our students but for our provincial economic future. We will mobilize if we must but in the mean time continue to be proud of the amazing things we accomplish everyday in large and small ways as teachers and learners. I am at a point now in my career that I often bump into former students who are able to articulate the positive impact I made on them in my classroom and school. It often surprises me. We don't always know who is watching, or listening or saved by our efforts but we know that our voice is theirs.

I don't want to put on my yellow rain slicker with the under-dog sticker again but if we are called to do, so I will. We will be calm and relentless in striving for what is best for education. We will do this together!

In Solidarity,
Aileen



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Dear Sophia Column

Q ■ Dear Sofia,
 ■ I am feeling stressed and worn out this year with all the uncertainty in the workplace. How can I take care of myself?

Overwhelmed Oliver

A ■ Dear Overwhelmed Oliver,
 ■ Here are some tips that will help your overall health and wellness.

- Want to boost your brain? Add cold-water fish, nut butters, avocado and coconut to your diet.
- Want to really improve your health? Exercise three days a week for 45 minutes each time
- Stuck? Go for a walk outside. We problem-solve better in nature.
- Want to sleep better? No screens for one hour before bed (including your e-reader).
- What are our brains doing while we sleep? While our body rests, our brain actually “learns” and “problem solves” the information we looked at during the day. To do this best, an adult human needs between 7-8 hours of sleep per night.

Take care of yourself and your colleagues, Oliver.

Q ■ Dear Sofia,
 ■ I have been hearing more and more about mental health in the workplace and I want to be open about my own challenges. I want to help break the stigma. What are some things I should consider?

End-the-Stigma Steve

A ■ Dear Steve,
 ■ Thank you for reaching out. The more we talk about mental health, the better are workplaces become.

Mental health:

Is	Isn't
<ul style="list-style-type: none"> • one of the most common of illnesses • generally likely to emerge in adolescence and early adulthood • highly treatable with professional help 	<ul style="list-style-type: none"> • untreatable • contagious • unavoidable • not restricted to people in difficult circumstances • not reflective of who we are people

Dr. Goldbloom, Professor of Psychiatry at the University of Toronto states, “There is no Kevlar against the randomness of mental illness.” Keep on talking!



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Summer Leadership



This summer, I had the privilege of attending summer leadership hosted by provincial OSSTF. It was an excellent learning opportunity that left me with wealth of new information on our collective bargaining process, negotiations, member engagement and communication. I attended a variety of seminars some of which included; Effective Communication with Members, Dealing with difficult situations and Community Partnerships. The seminars were interactive, included hands on training and 'mock' scenarios to better prepare me for my new role moving forward. For those of you thinking about delving further into federation work, I highly recommend this opportunity to you moving forward.

Jeff St. Thomas

\$50 Grocery Gift Card Winners!

In our September newsletter we had a contest that closed on October 30th. Anyone who signed up for our new website, www.osstfd14.ca was entered.

The winners from the TBU are: Joanne Brooks and Andrew Taylor.
The winners from the OTBU are: Emily Nash and Danielle Slack.



How to protect your family from deadly, invisible gases

Radon and carbon monoxide are poisonous gases that are odourless, colourless and tasteless, making them threats to the safety of your home. Exposure to high levels of radon is the leading cause of lung cancer in non-smokers, causing over 3,200 Canadian deaths each year. Carbon monoxide is the leading cause of fatal poisonings in North America. By following the steps below and taking the proper precautions, you can help protect your home and family from these deadly gases.

To learn more, click here: www.otipinsurance.com/article51

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