

ESPecially Yours

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May 2017



up soon. It will be held in our new addition! There are some finishing touches still required but we are able to hold meetings there. Please plan to attend and bring a friend! Your union is a democratic institution and your understanding and participation in the process is your power. If you are new to the union and want to try out participating on our ESP Executive, please consider running for a one year term as an Executive Officer. Nominations for other positions have now closed, but Executive Officers may be nominated from the floor.

Nancy

FROM YOUR PRESIDENT

It is springtime and at the OCDSB that means that along with the tulips comes the staffing process. It is complicated to begin with, and is even more complicated this year due to the number of schools that are closing. HR has been preparing for it by posting all school-based positions as terms since the end of October 2016.

Following the usual procedure surplus letters will be issued by mid May. The placement process will follow. Once the budget is finalized - expected to be mid-June - any positions not filled will be posted. This is a stressful time for many members so your understanding is appreciated.

I attended a Lobby Day on March 29, 2017. OSSTF leaders met at Queen's Park with 93 out of 106 MPPs. The focus of the day was Violence in Schools. Each MPP was given a package and asked to support a new regulation dealing with Occupational Health and Safety in the Education Sector. Our sign reads:

I stand with #OSSTF to #Stop Violence in our schools.

Our Annual General Meeting (AGM) is coming



At Queens Park on Lobby Day - L to R: Cathy Bailey, President of D25 Teachers Bargaining Unit; Tom Bickford, President of D25 PSSP; Cheryl Cavell, President of D25 SSP, Nancy Akehrst, President of D25 ESP, Ottawa MPP Bob Chiarelli



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Everything You Need To Know About ...

CONTRACT EXTENSIONS AND CHARTER REMEDIES FROM YOUR CHIEF NEGOTIATOR

It is now a little over a month since the OSSTF membership held Member voting province wide to ratify both the 2017-2019 Contract Extension and the Charter Remedy following the successful challenge to the legality of Ontario's Bill 115 which resulted in the imposition of non-negotiated contract terms for education workers in Ontario.

I know that you are all now fully familiar with the contents of these two Central agreements. I am confident that ALL ESP members faithfully read ALL of the updates that your ESP President and Chief Negotiator send out to you, and, of course, save them all for your permanent records.

Well, OK, maybe not.

Hopefully, though, most of you have had a look at these two documents. For those who haven't, and for those who may not be clear on the details, I thought it might be useful to give a brief review of the most relevant parts for our local ESP membership.

To that end, I present here the quick and easy "Show Me the Money" summary of what you can expect from both agreements (with apologies to our OSTA ESP members who work under their own separate contract with the Ottawa Student

Transportation Authority employer).

CONTRACT EXTENSION PROVISIONS

Salary and Compensation:

Increases to salary levels are to occur as follows:

- September 1, 2017 1.5%
- September 1, 2018 1%
- February 1, 2019 1%
- August 31, 2019 .5%

On top of these salary increases, you will also be receiving a one-time lump sum payment of .5% of your 2016-2017 earnings, which is to be paid out by November 1, 2017.

Job Security:

The Contract Extension also includes some degree of Job Security in the form of an extension of the Letter of Understanding in the 2014 - 2017 Agreement which provides defined protection of each Bargaining Unit's FTE staffing level over the course of the Agreement Extension.

In addition, the Contract Extension provides for \$6,408,908 in additional "System Investment" funding province wide for Office, Clerical and Technical and Custodial and Maintenance staffing in 2017-2018, which will continue into the 2018-2019 school year. For the OCDSB, this amounts to \$1,507,072 for each of these school years.



CHARTER REMEDY

Compensation for Loss of Sick Leave Gratuity:

As you will recall, when the non-negotiated 2012 terms were imposed under Bill 115, Bargaining Units (including ours) who had a Retirement Gratuity in their existing contract lost these provisions. For those Members who had already passed the 10 year mark to have a "vested" gratuity, the amount was frozen, and for those who had not reached the "vested" mark a minor partial "wind up" payment was made.

Although the Retirement Gratuity programs are not returning, as part of the Charter Remedy there will be some compensation made for the loss of this previously negotiated provision.

For those who had their retirement gratuity frozen at the Aug. 31, 2012 amount, the one-time compensation amount is \$604. For those who received "wind up" payment for a non-vested gratuity, the amount is \$1208. These amounts are to be paid out by October 1, 2017.

Compensation for Loss of Grid Movement:

Another provision of the imposed terms under Bill 115 was a delay in salary grid movement during the 2012/2013 and 2013/2014 school years.

For those who were entitled to grid movement and for whom this movement was delayed, a payment of 50% of the earnings lost due to lack of grid movement during that time will be paid out.

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... This and That

Continued from page 2

This will be a complicated calculation for all school boards, particularly large ones like the OCDSB, so no firm deadlines have been set for this payout, and we cannot likely expect the process to be completed until late 2017 at the earliest.

Other than these highlights, the rest of your 2014-2017 Collective Agreement remains in effect, and will now continue until Aug. 31, 2019. This applies to both the Central and Local portions of the contract.

For more than the skinny given here regarding the Contract Extension and the Charter Challenge remedy, you can find full documentation on the Provincial OSSTF website by logging into the Members Only area.

As always, if you have any questions about your contract or your rights within it, please feel free to contact myself or your ESP President.

ENJOY THE SPRING!

Leif

ESP ANNUAL GENERAL MEETING

**Wednesday, May 17, 2017,
5:30 PM**

OSSTF District 25 Office

9 Corvus Court

Light refreshments will be served

Please RSVP to Evelyn MacDonald if you plan to attend in order that we may prepare.



ESP Executive Officer Jacquelin Hodgson at the Canadian Labour Congress Conference in Toronto in May



Remember all those socks that were donated on our PD day? They have been put to good use!



Cheryl Cavell, D25 Vice-President, presents a donation to the Street Smarts organization at a recent Ottawa District Labour Council meeting on behalf of District 25. She also presented hundreds of pairs of socks generously donated by the members of District 25.

AMPA, or how we spent our March break

Every year on the first weekend of March break OSSTF holds its Annual Meeting of the Provincial Assembly (AMPA). It is a huge meeting with over 550 delegates attending from all over the province. Representatives of ESP are pictured below.

L to R: Judy Soifer, Nancy Akehurst, Margaret Elson, Kelly Mills, Leif Walther, Jacquelin Hodgson, Bev Charles, Saul Mogelonsky



Elections are held every two years and this was the year. Congratulations to Cindy Dubue (former D25 SSP President and District President) on her re-election as Vice President of OSSTF. Congratulations to Kim Appel, D25 Treasurer and D25 Teachers Bargaining Unit Member Services Officer for her re-election as OTF Governor.

Did You Know?

There's a new feature in Apply to Education. You can now see your allocations (e.g. vacation, sick leave, etc.) when creating an absence.

Had You Heard?

There is a Google Group devoted to wellness. It is called the Employee Wellness & Disability Management Conference. You can click on the star below the group name to make it one of your favourites. The latest post is in honour of Mental Health Awareness week. It contains a link to an excellent series of videos produced by the City of Ottawa Public Health Department.

DON'T MISS

RETIREMENT RECEPTION
HONOURING STAFF RETIRING FROM THE OCDSB

WEDNESDAY, JUNE 14, 2017 AT THE CANADIAN MUSEUM OF HISTORY FROM 6:00 TO 8:30

Health and Safety - Everybody's Business

HELP WANTED!!

It is with a reluctant heart, but for family and personal health reasons, that I tender my resignation as your Health and Safety Officer. A reluctant heart because I enjoyed the feeling of knowing that, even if they were baby steps, I was making a difference. I found a channel for my inner mother hen. Now, the gauntlet has been thrown down. Who will pick it up?

Qualifications:

- The ability to read... lots of emails.
- The ability to care... there is work to be done.
- The willingness to learn ...Lots of training is provided through courses and workshops, including your Ministry Certification. Meals and transportation are reimbursed.
- The ability to converse in a congenial and respectful manner at meetings you attend. The previous meeting minutes and agenda will be made available a week before the meeting, and all meeting notes will be provided. The worker representatives meet for one afternoon a month, the day before they meet with the employer representative as a whole committee for a full day. Release and lunch are provided.
- You will be part of the ESP bargaining unit's executive and attend the monthly 5:00 meeting at the Union office where you can have relevant input. A hot meal and all meeting notes are provided.

What's in it for you?

Well, there's the food! But besides that ...

- You will experience a sense of belonging, a sense of contributing not just your opinions, but to policies and procedures that affect the workplace and environment.
- You will have the opportunity to attend air abatements, at different sites, for which you are compensated overtime and mileage.
- During the summer, if you choose, you can arrange your own schedule to perform Health and Safety Inspections at various sites and schools around the city for which you will be paid three hours for elementary and 6 hours for secondary at your regular rate, plus mileage.

But tell us more, Bev!

Well, the successful candidate may also be chosen to attend the Annual Meeting of the Provincial Assembly for OSSTF as a delegate or alternate, where they will have meaningful input and the ability to speak directly to the Executive of OSSTF on union policies and procedures that affect the entire province, not just our

bargaining unit. This all inclusive trip includes transportation to Toronto, meals including the President's dinner and dance and a 3 night stay at the Sheraton Centre Hotel which features an indoor/outdoor swimming pool, fully equipped gym, and myriad of meeting and conference rooms. This hotel is located in the centre of beautiful downtown Toronto and is a 5 minute drive from the Billy Bishop airport, a 25 minute walk through The Pathway from Union Station and across the street from Nathan Philips Square where our candidate, should they choose, can park their vehicle at a discounted rate. Our candidate, during down time, may choose to take The Pathway, with over 2,000 stores and restaurants, to the Eaton's Center, Ripley's Aquarium or the greatest Canadian shrine, the Hockey Hall of fame. (Discount tickets are available at the hotel information desk.)

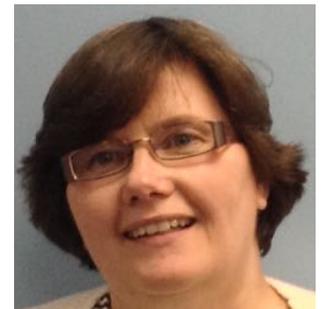
I personally will provide, if the candidate so chooses, the files I have kept as well as all the notes and information I personally have collected while doing my own research on items.

All this can be yours for putting your name forward at our Annual General Meeting of the ESP bargaining unit on Wednesday, May 17th.

Thank you to Nancy Akehurst, Leif Walther and all the members of the ESP Executive for all your support and understanding.

Respectfully,
Bev Charles

P.S. All candidates must be of legal drinking age. No purchase required.



Bev has been passionate about her job as Health and Safety rep for the ESP Bargaining Unit and we owe a debt of gratitude to her for her unfailing commitment to the job since the ESP bargaining unit created the position some years ago. We will miss you Bev! We hope that your "job advertisement" will persuade someone else to come on board and continue the good work you have done.

When Mental Illness and Work Don't Mix

BY ARTHUR GALLANT

There is so much stigma surrounding mental illness that it can be difficult to reveal to our loved ones or our friends. Mental illness is just that: an illness. Would you ever hesitate to tell your boss the reason that you have a runny nose is because you have the flu? The obvious answer to that question is, no we wouldn't hesitate to tell our employer the cause of our physical symptoms. Then why do we hesitate to talk to our employer about what's causing us to not eat, not sleep, why we sound like we have a rude tone in our voice?

It is because of the amount of stigma and stereotypes associated with mental illness. Many of us are ashamed, when in reality we should be proud that we know what is causing us so much hurt and pain, and that we are seeking treatment.

I understand the need for a professional relationship with your employer, but our health does affect us in the workplace. And when that happens we must have a conversation with our employer. It is your obligation as an employee to tell your employer what is plaguing you and what they can do to accommodate you.

I have experienced both employers who have accommodated me and those who haven't. The employer who chose not to accommodate me called me into their office and said they noticed a change in my attitude. I thanked my employer for noticing a change and said, in fact, I was feeling a change in my emotional health. I attributed that change to my diagnosed depression and asked if my employer had any questions about my diagnosis. I was more than happy to provide documentation from my family

physician.

While I am a firm believer in living as normal a life as possible, including not skipping work, I did ask that employer for reduced hours so I could seek out treatment. My employer told me that as long as I was feeling depressed they didn't want me working at all. They didn't want documentation from my doctor -- as long as they suspected my mental illness was plaguing me I was not to be working. If I showed up to work and they suspected I was depressed, I'd be sent home without pay. If my mental illness continued to be a problem I would be terminated with cause.

Depending on your jurisdiction you may be protected by the law. In some jurisdictions, mental illness is considered a disability (though you should never let it disable you) and as a disability your employer needs to reasonably accommodate you. Talk to a lawyer to find out more.

In my jurisdiction I had the law on my side. I obtained legal counsel, and took successful legal action against my now ex-employer. I hesitated to do that but looking back I'm glad I did and I was happy to right a wrong.

My current employer is absolutely wonderful. Before I was hired, I took a risk and told my manager I lived with mental illness and while I could function as expected in the workplace, there might be occasions when I needed to take an extra break, go home early or even take a day off of work.

I have even been able to identify what triggers my anxiety so my employer can help take measures to ensure I don't encounter such situations. I have also told my employer how to tell when I may not be feeling well and some symptoms that accompany my mental illness. I believe this dialogue has allowed me to have a more open relationship with my employer. In fact, I also believe it has prevented me from taking time off of work due to my mental illness. My dream is that anybody living with mental illness can have the same openness with their employers that I currently enjoy.

(Edited for clarity)



On the lighter side ...

HAPPY



SPRING!

Disclaimer - Although care has been taken in preparing the information contained in this publication, accuracy cannot be guaranteed. The opinions and views expressed do not necessarily reflect the opinions or views of OSSTF, or District 25.



Negotiating A Good Deal When Purchasing A Vehicle

In Canada, car sales reached 1.95 million last year, making it the fourth consecutive year sales have topped the previous record. If you're looking to purchase a new vehicle this year, negotiating could save you hundreds, if not thousands, of dollars.

Since negotiating isn't a comfortable experience for every car buyer, we've summarized a few tips to help you feel more prepared when you purchase your new set of wheels. Read this article in full detail at otipinsurance.com/Article1

- 1. Know your credit score**
- 2. Do your research online**
- 3. Get some auto insurance quotes**

A new vehicle is a new opportunity for savings. Try getting some quotes through OTIPinsurance.com to have a better understanding of the cost of insuring your desired vehicle. This may help you to narrow down your choices.

- 4. Make some calls**
- 5. Factor in financing**
- 6. Prepare to Negotiate**

Have any questions about how purchasing a new car may affect your car insurance premiums? Call OTIP today at 1-888-892-4935.