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## Occasional Teachers' Bargaining Unit (OTBU)

This newsletter is being sent to Occasional and Long Term Occasional teachers in the OCDSB. To contact your union, call Kelly Granum, the Bargaining Unit President and Grievance Officer, at (613) 729-7211 ext. 206 or email [kelly.granum@d25.osstf.ca](mailto:kelly.granum@d25.osstf.ca)

Have a question related to hiring, bargaining or working conditions? #CallKelly

## Annual General Meeting - Monday May 28

On Monday May 28th the OTBU will be holding our Annual General Meeting (AGM) at 4:30pm at [9 Corvus Court](#). A light dinner will be served, followed by the business portion of the meeting.

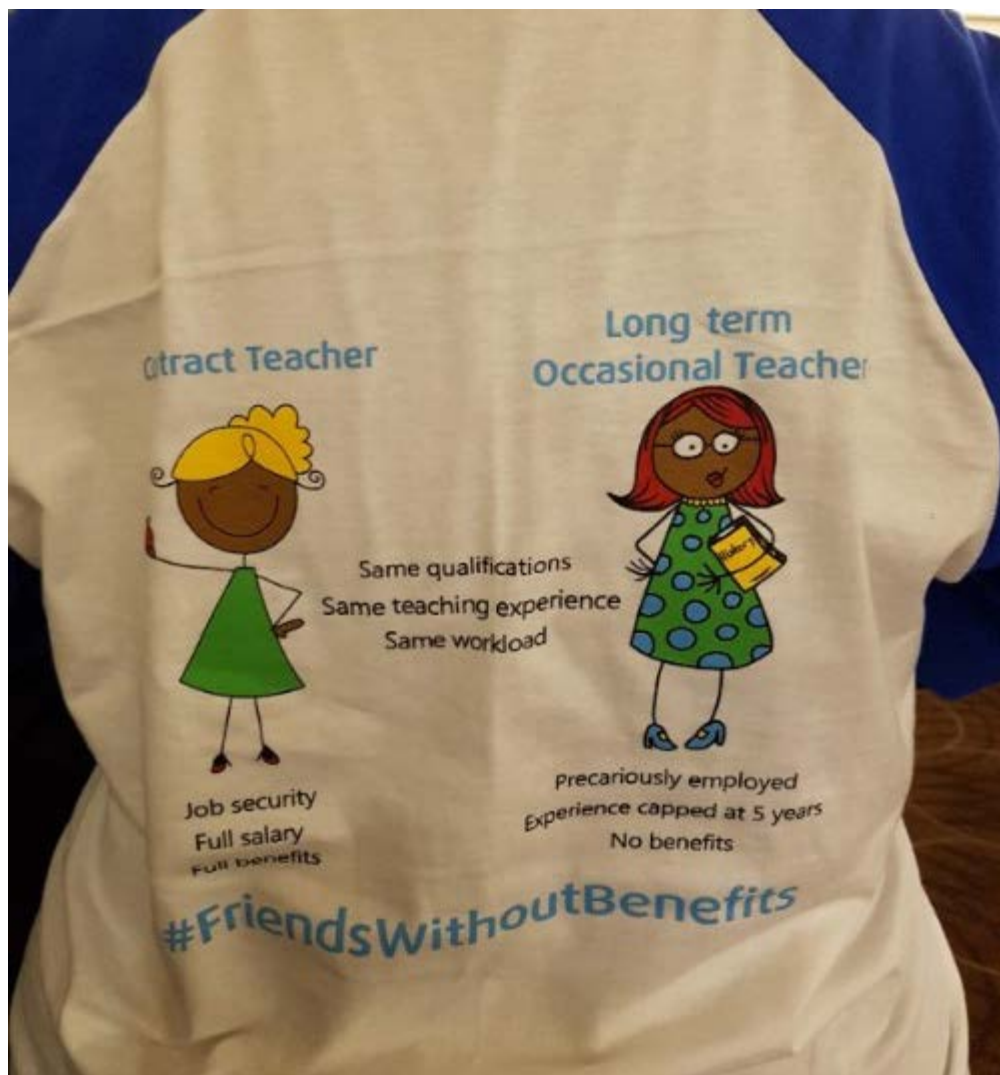
This is definitely the one meeting you should attend - even if you typically don't attend union events. Not only will you get to see and hear some of the inner-workings of your bargaining unit but elections for your Executive Officers are also taking place and your voice matters!

The meeting is open to anyone who is a member of the Occasional Teacher Bargaining Unit so stay informed and come join us! Meet fellow members and help determine the direction your union takes.

## Will LTOs ever get health & dental benefits?

Your OTBU delegation to AMPA (the annual general meeting for OSSTF members from across the province) launched a campaign for the general membership of OSSTF to highlight the inequity that LTOs and daily occasionals experience when it comes to benefits. Despite many of us working more than 50% of the year, none of us have access to benefits. The very nature of our job demands that we are available regularly throughout the year, but for deployment to multiple locations. LTOs have an even more disparate situation, where they are doing the exact same job as a contract teaching colleague, but have no access to benefits. A work group has been struck at the Provincial level that will look into not only the situation for LTOs but for other casual workers as well. As of today, a call for member applications to the work group has not been made, but our Unit is hoping to have at least one member on that group.

Our campaign, which was based on educating other OSSTF members, consisted of T-shirts, toothbrushes and similar swag (in both official languages!) to get people to talk about the issue. Even the current Premier of Ontario now has a t-shirt with our #FriendsWithoutBenefits message on it!



Wondering why LTOs don't have benefits? So are we! #CallKelly for more info.

## AMPA 2018

AMPA (the Annual Meeting of the Provincial Assembly) is a yearly meeting where over 500 representatives from every OSSTF bargaining unit across the province gathers to discuss and vote on union "business" (eg. amending bylaws, approving the budget, electing the Provincial Executive and OTF Governors, among other things) The delegates and alternates representing D25's OTBU used the time to call attention to the fact that LTOs and contract teachers do the Exact Same Job but contract teachers are compensated approximately \$500 more per month, because the Board contributes to their benefits package. District 25 (Ottawa-Carleton) put forward a motion to establish a committee to study this disparity and the motion passed!





The provincial election is on Thursday  
June 7 - less than one month away.

Please be sure to VOTE!

## Upcoming Provincial Election - What to do on Thursday June 7?

This has been an interesting election cycle, with unprecedented surprises. Each time OSSTF's provincial Political Action election readiness group formulated a plan, it was quickly followed by an unpredictable event that changed the election landscape. At this point, any clear strategy is difficult to endorse. Two things to think about: how does voting in your riding impact the likelihood of a PC or Liberal candidate? If you are in a stronghold area, you should consider voting to make a statement against the "incumbent" candidate if they are Liberal or PC. It may not change the outcome, but changes in voter demographics and "safe ridings" are tracked and considered. If you are in a "swing" riding, it's a difficult choice because history shows that neither the PCs nor this Liberal government have supported public school teachers... We are anticipating sweeping cuts to education if the PCs are successful. We are anticipating continued misrepresentation of intent if the Liberals get in.

But we all need to vOTe!

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**D25**

# Human Rights and Status of Women Committee Pride Parade

## August 26, 2018

COME WALK WITH US AND THE OCDSB!  
FRIENDS, FAMILIES AND ALLIES WELCOME!

meet up time: 11:45-12 pm

March starts at 1 pm on Bank and Gladstone!

**Walkers:** parade ends on Bank St, 2:30pm. People can  
check out the booths, entertainment and beer gardens (\$\$).

Questions? Chat with Kelly: [kelly.campeau@d25.osstf.ca](mailto:kelly.campeau@d25.osstf.ca)



## Chief Negotiator's Message

Greetings,

The Occasional Teacher Work Group was created following a 2017 AMPA motion that sought to help our provincial OSSTF leaders better understand state of LTO/casual teaching. Some of the realities/concerns raised by the work group include but are not limited to:

- aspiring teachers now remain OTs for upwards of ten years before earning a full time contract
- given the previous point, central negotiators must pursue benefits for LTO teachers
- Regulation 274 continues to be a problem in ALL boards where hiring practices vary enormously
- LTOs would benefit from in-school TBU support since there's far greater TBU than OTBU presence

Having been one of the eight members selected from across the province I was elated to have the opportunity to share my experiences directly with OSSTF leadership. Witnessing surprise on the faces of our elected officials upon learning about questionable hiring practices, caps on grid movement, Reg-274 loopholes introduced by friendly bargaining units, etc. reminded me that OTs, possibly more than any other unit, have a responsibility to speak up and make their voices heard in the provincial arena. We are the one bargaining unit most members enter eager to leave, but we can't let that diminish the importance of securing meaningful, equitable gains for those of us who want to start building a family, saving for a home, or simply building a better life for ourselves while waiting for that contract position.

This is my final message as your Chief Negotiator and I'll spare you the platitudes except to thank you for giving me the opportunity to represent you these past 5 years. I'd also like to encourage you - **YOU reading this right now** - to consider joining our executive and adding your voice to the call for greater equity in occasional teaching. At the very least reach out to our President, Kelly Granum (kelly.granum@d25.osstf.on.ca). Introduce yourself, let her know who you are and why you became a teacher. Every member's experience matters and we need to hear about your's.

See you in the classroom,

Chris

Worried you're being "sent to the Principal's Office"? #CallKelly





# D25

## ORANGE SHIRT DAY DESIGN CONTEST

### Sponsored by Human Rights and Status of Women Committee

In September we recognize the experience of First Nations people who were taken from their homes to residential schools. The orange shirt symbolizes the experience of many children, who had their own clothing removed from them, in an initial assault to their culture and identity. It is an opportunity to set the stage for anti-racism and anti-bullying policies for the coming school year. We encourage students, particularly those who identify as First Nation, Metis or Inuit to design a t-shirt, that supports the "Every Child Matters" initiative.



This is a sample design used in B.C.

Submissions must be original artwork only. "Every Child Matters" may be used in your design.

By submitting artwork, you agree to the use of the design, with credit, on T-shirts and promotional material by OSSTF.

T-shirts will be sold and distributed in D25 schools. Price will cover the cost of production and a donation to Shannen's Dream.

The shirt will be printed on orange, designs should use black, white or grayscale, and use either the front or the back of the shirt.

Submissions must be done by a K-12 OCDSB student

**Submission deadline: June 15th, 2018**

Please include: student name, home school, grade, and self-identification if FNMI

Artwork needs to arrive at 9 Corvus Court, OSSTF District Office by June 15th, 2018



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To reach us, contact Kelly Granum, President, OTBU - OSSTF District 25:

**Email:** [kelly.granum@d25.osstf.ca](mailto:kelly.granum@d25.osstf.ca)

**Phone:** (613) 729-7211 ext 206

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