

# D.S.S.U.

District 25 - Plant Support Staff Bargaining Unit

# D.S.S.U.

November 2015 [ v1 ]

## INSIDE THIS ISSUE

Presidents Report

Upcoming Union Meetings

Executive Contact Information

Health and Safety

Learn Your Collective Agreement:  
Feature Article: 26 Probation  
Period

Upcoming Timelines

Union Activities

OMERS news

Message from the Editor

## PRESIDENT'S REPORT

We are well into the 2015/2016 school year and so far it has been an eventful school year. Cut backs from last June's budget process have seen our bargaining unit reduced by over 20 full time equivalent members. This resulted in approximately 60 members being declared redundant and/or being bumped. While no member was laid off, several members were forced to reduce hours (some enough to lose benefit coverage)

This is going to result in declining service across the board. Leadhands will no longer have time to spend serving the needs of community users or covering workloads for absent staff. Many other sites which were deemed to be 'overstaffed' or had unused rooms closed also saw a reduction in part time hours. Trustees were made aware that there would be a noticeable impact of any reduction to staffing levels prior to their decision to approve the cuts.

We are now over 14 months without a collective agreement. There have been 7 days of local bargaining. We have had some very general discussions on broader topics (staffing process, PD Day, Uniforms, union release costs) and we have signed off some minor housekeeping articles. We had an additional day set for local bargaining on October 27th but it had to be cancelled due to Central Table bargaining. Our next day for local bargaining is scheduled for November 30th. Progress at the central table is painfully slow. The government/school board side of the table takes days to move the smallest of steps towards an agreement. Please continue to stay informed through the numerous updates that are being supplied to members through email and on the Members Only site at <https://www.osstf.on.ca/protectedspace>.

A number of grievances have been filed on discipline, Casual terminations, failure to accommodate a disabled worker, an unsatisfactory performance appraisal, and failure to post vacant positions. There were two settlements reached at arbitration on termination cases and one mediated settlement on a duty to accommodate arbitration.



### Executive Meeting Dates: 2015 - 2016

Tuesday October 7th

Tuesday November 3<sup>rd</sup>

Thursday December 3<sup>rd</sup>

Tuesday January 5<sup>th</sup>

Tuesday February 2<sup>nd</sup>

Tuesday March

Tuesday April 5

Tuesday May 3

Tuesday June 7

Labour Management meetings were held and topics discussed were PD Day, reporting to supervisor when leaving work site, GPS in vehicles and who has access, overnight use of schools, vacation carry over, custodian expectations from 3rd party daycares, job postings, members being required to sign documents and the RPT/Casual idea for a weekend work pick meeting.

We were informed that the PD Day usually held during the March Break will now be held on February 12, 2016. The employer also informed us that it is their plan to make the day a mandatory day. Two surprising announcements were made at the last Chief Custodian meeting. First, that there would be a pick meeting for weekend work. Again, there were broad discussions on this issue during bargaining but no agreement was ever reached. And the second issue was the issue of Swish orders all being approved by the area supervisors. I have heard from numerous Chief Custodians very angry over the removal of a responsibility that has always been entrusted to them. I have further heard from many Chief Custodians about orders being changed when being approved by supervisors. The union continues to have discussions with management over this issue.

I recognize the stress that comes with the implementation of sanctions and the confusion that can come with a limited withdrawal of services. I applaud members for their participation in this job action and their ongoing support. Please email or call me with any questions you have on whether or not a particular task is struck work. Together we will continue to apply pressure to the bargaining table to obtain a collective agreement.

Remember, rumours are just that. If you have not seen it in print from this office or OSSTF provincial office it is only a rumour.



Sandy Stewart, President  
613-729-7211 ext 209  
[sandy.stewart@d25.osstf.ca](mailto:sandy.stewart@d25.osstf.ca)

Barry Kelley, Chief Negotiator  
613-729-7211 ext 210  
[barry.kelley@d25.osstf.ca](mailto:barry.kelley@d25.osstf.ca)

Geoff Raymond, 1st Vice-President  
[Geoff.raymond@d25.osstf.ca](mailto:Geoff.raymond@d25.osstf.ca)

Andrew Horwood , 2nd Vice-President  
[Andrew.horwood@d25.osstf.ca](mailto:Andrew.horwood@d25.osstf.ca)

Kelly Campeau, 3rd Vice-President  
[Kelly.campeau@d25.osstf.ca](mailto:Kelly.campeau@d25.osstf.ca)

Micheal Davidson, Treasurer  
[micheal.davidson@d25.osstf.ca](mailto:micheal.davidson@d25.osstf.ca)

Dennis Morgan, Secretary  
[dennis.morgan@d25.osstf.ca](mailto:dennis.morgan@d25.osstf.ca)

Richard Brown, Communications Officer  
[richard.brown@d25.osstf.ca](mailto:richard.brown@d25.osstf.ca)

Don Rutherford, Health and Safety Officer  
[don.rutherford@d25.osstf.ca](mailto:don.rutherford@d25.osstf.ca)

## HEALTH AND SAFETY

### Forms you should be aware of:

1st form is the 140 worker accident, incident and occupational illness form, this form can be filled out for exposures as well, and even if no lost time is reported. I would also encourage or recommend members follow through with their medical practitioners.

2nd form is the 733 workplace violence form, this form can be filled out when an incident of workplace violence occurs or a threat that workplace violence will occur and could cause injury to the worker.

3rd is a Concern form: it is to be used to report a potential or existing hazard for individual's in the workplace. This form will initiate a written response from the supervisor and/or employer, it will also indicate any remedial or corrective action proposed or taken if necessary

You can find these forms in Google Groups in the Policy and Forms Conference. Should you need help in filling out any of these forms don't hesitate to contact the union office.



## Professional Development Day

### A message from the PD Committee,

As some of you may have heard the Board has moved our PD Day to February 12, 2016. This Executive is not in favour of this last minute change and will continue engaging the Board in conversation regarding this change.

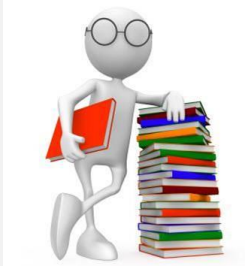
The PD committee will continue to plan as there are still many things to organize for this event. We will be emailing a survey requesting some much needed information from you. We want to make your PD day the best it can be. This is your day! And we will make this your day regardless of any change.

We will keep you updated as information comes to us.

Yours in Solidarity,

Geoff Raymond  
First Vice President  
Professional Development Chair





## LEARN YOUR COLLECTIVE AGREEMENT

Article: **26**  
Title: **PROBATIONARY PERIOD**

### UPCOMING TIMELINE

#### Other dates of interest

Christmas	December 25 2015
Family Day	February 15 2016
March Break	March 14 – 18 2016
AMPA	March 11 – 14 2016
Good Friday	March 25 2016
Easter Monday	March 28 2016
Day of Mourning	April 28 2016
Mothers Day	May 8 2016
Victoria Day	May 23 2016
Fathers Day	June 19 2016
Canada Day	July 1 2016

26.01 A newly hired employee shall be considered to be on probation for a period of one hundred (100) worked days of employment.

26.02 Where a newly hired employee has been employed as a casual within the bargaining unit in the twelve (12) month period prior to the date of hire, hours worked as a casual employee shall be credited towards the probationary period in Article 26.01 based on accumulated hours worked to a maximum of sixty (60) days.

26.03 Where a probationary employee is discharged for non-disciplinary reasons, the Employer agrees to give one (1) week's notice, or pay in lieu, to the probationary employee.



## UNION ACTIVITIES

Your union and executive participated in .....

### LABOUR DAY PARADE – [ September 7 2015 ]



### SUPPORT STAFF RALLY – [ November 16 2015 ]



### DISTRICT COMMITTEES

Political Action  
Richard Brown, Chair

Communications  
Cody Campbell

Status of Women / Human Rights  
Beth Wallace

### MESSAGE FROM THE EDITOR

November is Women Abuse Prevention Month in Ontario. Beginning November 2, and until December 7, the OSSTF/FEESO provincial website will have a purple backdrop with a Shine the Light logo. Purple is used as a symbol of courage, survival and honour, and, for the month of November, symbolizes the fight to end woman abuse. The Shine the Light campaign, started by the London Abused Women's Centre, is focused on building awareness, engaging people in breaking the silence and encouraging all communities to speak out against Violence Against Women. Several communities are showing their support through events planned November 1 through to December 10.

November 1	Niagara Falls was lit purple
November 25	International Day for the Elimination of Violence Against Women and Day 1 of the 16 Days of Activism Against Gender Violence
November 30 – December 4	Commemorative displays in OSSTF/FEESO worksites
December 6	National Day of Remembrance and Action on Violence Against Women
December 10	International Human Rights Day

All District and Bargaining Units are encouraged to show support of this campaign by using the colour purple along with the Shine the Light logo for the month of November. OSSTF/FEESO members are encouraged to find our more information from the [Shine the Light campaign](#)

## OMERS | Employer News

As OMERS moves to more digital delivery of pension information, it's important that members activate their myOMERS account and sign up for e-subscription so we can keep them informed about their pension.

e-subscription allows us to deliver pension information electronically, for example, pension news and annual statements, and it benefits everyone:

- Members receive important pension information in a fast, efficient, cost-effective and environmentally friendly way; and
- Printing and mailing costs are reduced – the money saved can be put to better use to continue to deliver on the pension promise.

Additionally, myOMERS provides members with a quick and easy way to update their address, phone or email and access their pension information.

Help us get the word out

Please post the following information and disclaimer on your internal websites to help inform your employees about myOMERS and the contest.

Sign up for e-subscription at myOMERS for a chance to win.



myOMERS gives you a variety of online retirement planning tools that you can take advantage of at any stage of life.

Registering for myOMERS is quick and easy, plus selecting e-subscription keeps you up-to-date with the latest information about your pension.

Visit [myOMERS.com](http://myOMERS.com) and sign up for e-subscription for your chance to win.

To sign up, click e-subscription on the [myOMERS](http://myOMERS.com) homepage and then select "electronic copies only."



\*No purchase necessary. Contest ends January 13, 2016 at midnight. Only persons registered for electronic copies of mandatory pension information on myOMERS who are resident of Ontario are eligible to enter. To register on myOMERS, go to [www.myomers.com](http://www.myomers.com). Six (6) 16GB Wi-Fi ready Apple iPad Air 2 (ARV \$560 each) prizes. Math skill-testing question required. Chances of winning depend on number of eligible entries. For full contest rules, visit [www.omers.com/contest](http://www.omers.com/contest). Apple is not a sponsor of, nor a participant in this promotion. iPad is a trademark of Apple Inc.  
Apple is not a sponsor of, nor a participant in this promotion. iPad is a trademark of Apple Inc.

If there is any discrepancy between the information in this newsletter and the *Ontario Municipal Employees Retirement System Act, 2006 (OMERS Act, 2006)* and the OMERS Plan text, the *OMERS Act, 2006* and the OMERS Plan text will govern.

## OMERS

One University Ave., Suite 400

Toronto, ON M5J 2P1

t. 416.369.2444 1.800.387.0813

w. [omers.com](http://www.omers.com)

You are receiving this email because you are an employer administrator for the OMERS Pension Plans. If you click [Unsubscribe](#) you will no longer receive employer email updates on administration, news and benefits.

## Word Search

### Union Workers

S H T H N H S F V P E Y D E L  
D N O F W O A M I X K Q C D Q  
F Q O O C I A H A E I C O O A  
X J V I R F S I H Q R F N H Y  
T M H N T R M X Y M T N T H T  
S A E L E A J M C E S L R O I  
B S D B N O I S N E P U A W R  
S E M V A C A T I O N S C X A  
T E N P A N I C O K P Y T U D  
M C G E O Q C J K G W A E M I  
K F E I F O Y L E O E G S V L  
O V N P M I K K T P K N N G O  
Z U F O S V T D F F G F E Z S  
I A T R G E K S J W X Z G P R  
Y V N H I G R Y E F E Q V M A

BENEFITS  
MEMBERSHIP  
RESPECT  
UNION

CONTRACT  
NEGOTIATIONS  
SOLIDARITY  
VACATIONS

FAIRNESS  
PENSION  
STRIKE

## MEMBERSHIP HAS ITS BENEFITS

### OSSTF D25 Ottawa-Carleton members get up to 50% off home insurance

You will enjoy big savings when you purchase both your car and home insurance from OTIP. It's just one more reason why it feels good to belong.



Call **1-888-892-4935** or visit  
**[otip.com/OSSTF25](http://otip.com/OSSTF25)** to complete a quote

This is a one-time discount (of up to 50%) and is only applicable to new multi-line home and auto policies underwritten by Traders General Insurance Company, part of the Aviva Insurance Company of Canada. OTIP and Aviva have the right to withdraw this offer at any time. Must reside in Ontario to be eligible for this discount.



OTIP RAEQ.

OTIP is a proud partner of **Edvantage**