

# PSSU

District 25 - Plant Support Staff Bargaining Unit

# PSSU

October 2014 [ v2 ]

## INSIDE THIS ISSUE

Presidents Report

Upcoming Union Meetings

Executive Contact Information

Reports or Information on:

Grievance / Negotiations

Staffing

Health and Safety

Learn Your Collective Agreement:

Feature Article: 24.04

Upcoming Timelines

Union Activities

Barry's Sudoku

Message from the Editor



## PRESIDENT'S REPORT

Those who were at the AGM and heard my speech know that member communication is always one of my top priorities. With that in mind, first let me say huge congratulations to Amanda Schiemann on the newly designed and released PSSU newsletter.

I am still trying to build a member email list of personal email addresses. This list will be used only for me to communicate matters of a confidential nature to PSSU members and will not be shared for any other purpose. Over the next several months as we work our way through the new two tiered bargaining structure, there will be many occasions when information needs to be shared with members and cannot be done through your OCDSB email address.

Along the same vein, if negotiations were to deteriorate to a point where strike action was necessary, then the only means of communicating with members other than phone trees would be personal email addresses. (to date, I only have 50 email addresses) Please send your personal email addresses to [sandy.stewart@d25.osstf.ca](mailto:sandy.stewart@d25.osstf.ca).

In addition members should frequently visit the District 25 website at [www.d25.osstf.ca](http://www.d25.osstf.ca) for up to date information. Finally, visit our OSSTF provincial site at [www.osstf.on.ca](http://www.osstf.on.ca) and log in to the members only area through the log in button in the upper right corner. (Missing or forgotten your log in or password, phone 1-800-267-7867 and tell them you need to speak with someone about your password to the members only site.

On a final communications note, members of the Executive will be touring schools over the next several months to touch base with those working afternoon shift. They will be stopping in on dinner breaks to update members and listen to concerns.

*Sandy Stewart, OSSTF D25 PSSU President*

### **OMERS Workshop**

Monday Oct 27<sup>th</sup> 12:30pm @D25 Office and 4:30pm @CUPE 4000 Building.

### **Executive Meeting – Executive**

Tues. Nov 4<sup>th</sup> 201



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## GRIEVANCE / NEGOTIATIONS UPDATE

On Sunday Sept 21<sup>st</sup> the district wide all members meeting took place. Members from all seven of Ottawa's OSSTF Bargaining Units came out to hear important information on upcoming negotiations and to take part in 2 strike votes, a provincial vote and a local vote. There was a large turnout of members in attendance. A strong feeling of solidarity was in the room as President Paul Elliot, Vice President Cindy Dubue, Provincial Office Staff and our Local Executives explained what could be expected with upcoming negotiations. Results of the local strike vote for our unit were 96% in favour. We are sending a solid message.

Log in to the members' only section for the Provincial information and latest Provincial Bargaining Bulletin that was released Friday Oct 17<sup>th</sup> by clicking the link below. User name and password required.

<https://www.osstf.on.ca/protectedspace>

The first meetings at the Support Staff central table (Provincial bargaining between OSSTF, representatives of the 4 public school boards and the Ministry of Education) took place Oct 6<sup>th</sup> and 15<sup>th</sup>. As with any round of collective bargaining the integrity of the process require that details not be made public until an agreement is reached. In fact, the ground rules for this round impose a media blackout during negotiations. Again, any information that can be shared will be found in the members' only section and must be kept confidential to OSSTF members.

## PSSU CONSTITUTION COMMITTEE

It is time to read through, clarify and revise articles and wording of our Bargaining Unit's constitution. Any suggested changes would be brought to our next AGM in May for approval by the membership. If you are interested in becoming a member of the PSSU constitution committee please contact Sandy Stewart,

[sandy.stewart@d25osstf.ca](mailto:sandy.stewart@d25osstf.ca)



### STAFFING

Job Postings: 45 postings since the September Newsletter

Total Positions filled: 30

4 POR's filled by lateral transfer

13 Custodian positions filled by lateral transfer

3 Custodian positions filled by transfer from RPT's

3 Floater Custodian positions filled by transfer from RPT's

### HEALTH AND SAFETY

**ALL** workplace accidents, violent incidents and exposure to hazardous materials must be reported. Forms are on the OCDSB website. If you cannot access the online forms then it is recommended a paper copy be completed. Follow the link <http://www.d25.osstf.ca/Default.aspx?DN=1c849be5-5f3d-4cdc-87f4-52046e686479> to the JOHSC section of the OSSTF D25 website to print the forms.

If you are unsure contact our PSSU Health and Safety Officer, Don Rutherford [don.rutherford@d25.osstf.ca](mailto:don.rutherford@d25.osstf.ca)

There is also an Occupational Health and Safety Conference in Google groups on GEM.



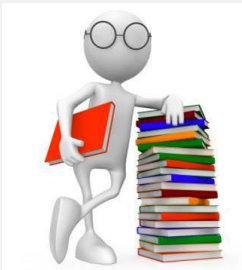
### BARRY'S SUDOKU -PUZZLE #2

	5	3	2		7			8
6		1	5					2
2			9	1	3		5	
7	1	4	6	9	2			
	2						6	
			4	5	1	2	9	7
	6		3	2	5			9
1					6	3		4
8			1		9	6	7	

### Important information for all members

If you are ever approached by the police for a statement or questioned for an issue that in anyway involves work, it is very important that you **first** speak to a union representative before answering. This is in your own best interest, whether or not it is on site or you're asked to go into the police station, and regardless of whether the statement is about yourself or another member. Union Office # 613 -729 -7211

After hours email [sandy.stewart@d25osstf.ca](mailto:sandy.stewart@d25osstf.ca)



## UPCOMING TIMELINE

*Request for Promotion time is coming up. Be watching in early November for the information from Human Resources.*

*Begin to brush up on your skills, read your manuals and ask for support from Supervisors and colleagues*

*Remember our current Collective Agreement includes Letters of Understanding from Sept 2013.*

The following is a link to the PSSU section on the D25 website with our full current collective agreement.

<http://www.d25.osstf.ca/BargainingUnits>

## LEARN YOUR COLLECTIVE AGREEMENT

### 24.04 Postings for Positions of Responsibility

Effective January 1, 2014, the Board will no longer be maintaining transfer lists.

- (a) Position of Responsibility vacancies shall be posted and filled in the following order:
- (i) requests for a lateral transfer, in order of seniority (Note: Employees who elect a lateral transfer will not be eligible for another lateral transfer for six (6) months from the earlier of their start date in the position or the first posting in August);
  - (ii) offered to members on the recall list, in order of seniority, subject to Article 25 (Layoff and Recall); then
  - (iii) applications from members on the Positions of Responsibility eligibility list, in order of seniority.
- (b) The employee identified in accordance with Article 24.04(a), by their request/application, will be deemed to have accepted the position.
- (c) In the event that there are no applicants from the Positions of Responsibility eligibility list, the Employer will draw from the new Positions of Responsibility eligibility list as of May 1<sup>st</sup>. In the event that the Positions of Responsibility eligibility list(s) are exhausted, the position will be filled as an acting or term assignment until the next Positions of Responsibility eligibility list is established.

Brief definition: The Human Resources Department no longer has transfer lists. If you are interested in transferring you must be checking postings on a regular basis and apply using the Apply To Education website. Be sure when you apply to any postings that you only apply to locations which you are willing to move to. You are encouraged to keep the email receipt you receive when you apply for a position. If you apply for a position and are the successful candidate, you have been deemed to have accepted that position and must move on the specified date. You cannot move again (except for a promotion) for 6 months or the beginning of the next school year, starting with the postings that begin at the end of August.



Visit the Edvantage website  
Your OSSTF membership ID  
card is your Edvantage card  
Use it to receive discounts  
and offers exclusive to  
OSSTF members

Click below



### Sudoku Solution

#### PUZZLE # 2

9	5	3	2	6	7	1	4	8
6	7	1	5	8	4	9	3	2
2	4	8	9	1	3	7	5	6
7	1	4	6	9	2	5	8	3
5	2	9	7	3	8	4	6	1
3	8	6	4	5	1	2	9	7
4	6	7	3	2	5	8	1	9
1	9	5	8	7	6	3	2	4
8	3	2	1	4	9	6	7	5

[ [http://www.educationworld.com/a\\_lesson/sudoku/sudoku001.sht](http://www.educationworld.com/a_lesson/sudoku/sudoku001.sht) ]

## UNION ACTIVITIES



### Some of our District Leaders enjoy breakfast at the launch of The United Way Campaign.

From left to right- Cheryl Cavell President SSP  
Jean Trant Chief Negotiator SSP  
Barry Kelly Chief Negotiator PSSU  
Nancy Akehurst President ESP/District Vice President  
Sandy Stewart President PSSU

On Sept 18 the United Way announced its 2014-15 Community Campaign goal is to change the lives 61,5000 people in Ottawa. The event called on Ottawa residents to seize the opportunity to be a hero and give to those in need.

<http://www.unitedwayottawa.ca/>

## DISTRICT COMMITTEES

Communications Committee  
Amanda Schiemann, Chair

Political Action  
Richard Brown, Chair

Status of Women / Human Rights  
Amanda Schiemann, Chair

*October is Women's History Month in Canada, a time to celebrate the achievements of women and girls, and their contributions both to our history and to the contemporary life of the country. We celebrate in October to highlight the significance of Persons' Day on October 18, the anniversary of the 1929 ruling by the Judicial Committee of the Privy Council in England, which was at that time the appeals court for the Supreme Court of Canada that women were indeed persons under the law.*

**Not all women in Canada have cause to celebrate. The Canadian Government still refuses to take action and launch a public inquiry into the upwards of 1200 missing and murdered Aboriginal Women and Girls. Click on the picture below to link to the Canadian Labour Congress's Campaign, send Prime Minister Harper a message**



**For more information Contact the OSSTF D25 Human Rights/Status of Women Committee**

## MESSAGE FROM THE EDITOR

**Monday October 27<sup>th</sup> Vote** in the Municipal elections, to elect a Mayor, City Councillors and OCDSB Trustees.

Many people do not realize how much municipal elections directly impact our daily lives, for us as education workers this is tenfold. Electing supportive OCDSB Trustees will have a direct impact on our working conditions, as well as benefit students and our school communities.

For more information on voting and to see the list of OSSTF and Ottawa District Labour Council endorsements for the trustee elections visit the OSSTF District 25 web page.

<http://www.d25.osstf.ca/>

Also visit our Facebook Group - **OSSTF District 25 Ottawa-Carleton** and request to be a member to receive other articles and info.

**Be sure to vote** for a Mayor and City Councillors that support the need for public services, this ensures strong communities and secure unionized jobs for all of us. If you care about road maintenance, public transit, hydro services, snow removal, fire and police services, garbage removal and disposal, safe drinking water, parks and recreation and public health, all of these services are dealt with at the municipal level. **Your vote counts!**

**After you vote, fill out the ballot on our website for a chance to win an iPad!**

<http://www.d25.osstf.ca/>



Please send any questions, comments/suggestions, letters/stories for the PSSU newsletter to Mandy Schiemann  
[amanda.schiemann@d25.osstf.ca](mailto:amanda.schiemann@d25.osstf.ca)  
follow me on twitter [Amanda Schiemann @womandriver](https://twitter.com/womandriver)