

# PSSU.

District 25 - Plant Support Staff Bargaining Unit

SEPTEMBER 2014 [ v1 ]

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## PRESIDENT'S REPORT

Welcome to our new PSSU newsletter. This begins a new era in ensuring our members are aware of what their union is doing and important happenings in our workplaces.

Let me begin by thanking you the members for entrusting me with the role of President of the PSSU Bargaining Unit. Over the next two years it is my intention to return to a time when members knew and were involved in what was happening in their union.

My first four months in office have been eventful. Getting caught up on all of the outstanding grievances and members dealing with health issues has been consuming a great deal of time. When members call or email I do my best to get back to you as soon as possible. Frequently however when follow up is required by way of information coming from the employer, this can become somewhat of a lengthy process. I am committed to answering member questions and concerns as quickly as possible. Please email me any questions/concerns at [sandy.stewart@d25.osstf.ca](mailto:sandy.stewart@d25.osstf.ca) (or on GEM).

The upcoming year is going to be one of the most challenging years we have had to face in years. It is more important now than ever that we all stand together to ensure we not only maintain our current working conditions but make real improvements.

The first step in the process is for all members to attend the information and strike vote meeting on September 21, 2014, 1:00 p.m. at the Nepean Sportsplex, 1701 Woodroffe Avenue in Hall A/B. Members of our Provincial Executive will be on hand to lay out our strategy, take questions and conduct a strike vote. Members will receive 2 ballots. One ballot for the provincial negotiations table and one for the local. (More information on



**District Strike Vote – All Members**  
**Sun. September 21<sup>st</sup> [1-4 PM]**

**Executive Meeting – Executive**  
Tues. October 7th



District 25 Ottawa Carleton \* 67 Jamie Avenue \* Ottawa \* Ontario \* K2E 7Y6  
Tel: 613-729-7211 - Fax: 613-729-8565

Sandy Stewart  
D25 PSSU President



provincial/local table issues in the Negotiations section on the next page)

This year, your Executive will be looking at our bargaining unit constitution. The constitution dictates how and when we elect our local executive, when we hold meetings and other by-laws that govern our bargaining unit. Anyone interested in participating in a Constitution Committee should email me at [sandy.stewart@d25.osstf.ca](mailto:sandy.stewart@d25.osstf.ca) to join the committee. We would like to get going on this well before Christmas in order to have any changes ready to go to next May's AGM.

First Vice President, Richard Brown, has graciously agreed to Chair our PD Day Committee and is looking for volunteers to assist with planning and running our March PD Day activities. Please email Richard at [richard.brown@d25.osstf.ca](mailto:richard.brown@d25.osstf.ca) if you are interested in helping out or if you have any ideas that you would like to see for workshops to be offered that day.

Every year the Treasurer (currently Shawn Viner) forms a Finance Committee to develop and present an annual budget for the bargaining unit. Members interested in sitting on the Finance Committee should email Shawn at [shawn.viner@d25.osstf.ca](mailto:shawn.viner@d25.osstf.ca) to join.

OSSTF will be using the Members only section of the web site more and more for keeping members informed about current events. Go to <https://www.osstf.on.ca/protectedspace> to log in. If you do not have your Member I.D or password call OSSTF at 1-800-267-7867 and ask for your log in information.

The employer has switched over to google mail (now being called GEM) from First Class Client (BEAM). We were all used to using BEAM and knew where everything was located. Slowly the employer has been creating Groups on GEM that will replace the Conferences that used to be on BEAM. OSSTF Plant has a group now available. When you are in your email there are 9 small dots in a square in the upper right hand corner. Click on those and select Groups. Click on Browse All and scroll down to OSSTF Plant Conference. When you open the conference, right under the heading there is an empty star. Click this and it turns yellow and puts the conference in your favorites on the left side of the screen. Check back frequently for PSSU news.



## GRIEVANCE / NEGOTIATIONS UPDATE

Sandy Stewart,  
President  
613-729-7211 ext 226  
sandy.stewart@d25.osstf.ca

Barry Kelley,  
Chief Negotiator  
613-729-7211 ext 223  
barry.kelley@d25.osstf.ca

Richard Brown,  
1st Vice-President  
richard.brown@d25.osstf.ca

Micheal Davidson,  
2nd Vice-President  
micheal.davidson@d25.osstf.ca

Nick Spence,  
3rd Vice-President  
nicholas.spence@d25.osstf.ca

Shawn Viner,  
Treasurer  
shawn.viner@d25.osstf.ca

Dennis Morgan,  
Secretary  
dennis.morgan@d25.osstf.ca

Amanda Schiemann,  
Communications Officer  
amanda.schiemann@d25.osstf.ca

Don Rutherford,  
Health and Safety Officer  
don.rutherford@d25.osstf.ca

Bargaining this time will take place at two tables. Provincial Table and Local Table.

The Provincial table will have three parties at the table. The government, a group representing school boards and the union. There are a total of 9 provincial tables. 4 different teacher tables and 5 support staff tables. OSSTF is at two of those tables, 1 teacher table and 1 support staff table. The first step in the provincial table process is for the parties to agree which items will be dealt with at the provincial level. As of this newsletter, teachers will have had 2 more days of meetings and the first support staff table for us is scheduled for October 6 with a second day scheduled for the 15th. The reason we as support staff are behind is as a result of the election being called in June. Provincial table items will likely be larger cost items. Salaries, benefits, vacation (number of days and when you can take it) and acting pay will be among the items going to the local table.

At the local table, we will be looking at such things as staffing process, uniforms and length of salary grids along with other items. Your Collective Bargaining Committee has been meeting over the summer to develop a brief addressing items we believe will be dealt with on a local level. The local table team will be led by Barry Kelley, Chief Negotiator. The rest of the team are Sandy Stewart, President, Richard Brown, 1st Vice President, Dennis Morgan, Secretary and Kelly Campeau, RPT/Casual representative.

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## STAFFING

- Job Postings: So far 39 positions have been posted for Sept. 22 of these positions have been filled
- Terms: 11 positions are terms
- Promotions: 2 of the filled positions were Chief/Leadhand promotions



## Current News!

After months on strike, the British Columbia Teachers' Federation has reached a tentative unprecedented 6 year deal!

[Link to current info](#)

[http://www.huffingtonpost.ca/2014/09/16/bc-teachers-strike-deal\\_n\\_5828172.html](http://www.huffingtonpost.ca/2014/09/16/bc-teachers-strike-deal_n_5828172.html)

BARRY'S SUDOKU -PUZZLE #1

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

Visit our District 25Web page for updates and info

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

From our district page, you can also link to the member's only login for Provincial updates.

District 25 has a Facebook group, send a friend request to be part of the group:

*OSSTF District 25 Ottawa-Carleton*



## LEARN YOUR COLLECTIVE AGREEMENT

Article: **5**

Title: **Casual Employees**

5.01 A casual employee is defined as an employee who is employed on a temporary basis to replace a full-time, or regular part-time employee, or for a specific purpose, project or assignment, including seasonal work.

5.02 Casual employees shall be covered by the following provisions of this Agreement with specific exceptions and/or exclusions provided for in specific articles:

Purpose

Recognition

Term of Agreement Definitions:

- Bargaining Unit
- Agreement
- Employer/Board
- Member
- Employee

Strikes and Lockouts, No Discrimination

Management Rights, Union Security

Union Representation, Union Leave

Paid Holidays Salary Schedule:

- Appendix "A"

Safety Provisions

- Articles 20.01 to 20.03 and
- Articles 20.05 to 20.07 Job Postings and Staffing

Seniority, Grievance/Arbitration Procedure

Human Resources Files, General

### **My Brief explanation of above article.**

A lot of casuals are not aware that they are covered under important articles in our collective agreement. One article of primary importance is Union Representation. Please ensure that all casuals in your sites know that they are entitled to a union rep at meetings as well as the Grievance/Arbitration Procedure.

For more information on Article 5 contact me or another member of your Union Executive.

### Health and Safety

Don Rutherford is our new member on the Joint Occupational Health and Safety Committee.  
email, [don.rutherford@d25.osstf.ca](mailto:don.rutherford@d25.osstf.ca)



### HELPFUL REMINDER

A lot of members are not aware that "Educators Financial Group" is owned by OSSTF to work for all members. They offer financial services, including loans, mortgages and financial planning. They will get you the best rate and will come to a convenient location for the appointment.

Website link below

<https://educatorsfinancialgroup.ca/contact-us/>



## Capital Pride 2014



## Labour Day 2014



## UNION ACTIVITIES

### CAPITAL PRIDE PARADE – August 24<sup>th</sup>



OSSTF members celebrated Capital Pride at the Pride Parade. Top left Mandy Schiemann PSSU, top right Tom Bickford PSSP host the OSSTF booth.

Above, some of the great swag we gave away.

### LABOUR DAY PARADE – Monday Sept 1<sup>st</sup>

District 25 at McNabb Park to celebrate Labour Day and March in the Parade.

Above left OSSTF Vice President Cindy Dubue and right District 25 President Dan Maxwell. .



### DISTRICT 25 COMMITTEES

Communications Committee  
Amanda Schiemann, Chair

Political Action Committee  
Richard Brown, Chair

Human Rights / Status of women  
Amanda Schiemann, Chair

There are three district standing committees at this time which meet on a monthly basis.

The above committees are made up of members from all the seven bargaining units in our district.

The year is just beginning and I will have upcoming monthly updates and info on what these committees are working on.

For more information or if you are interested in becoming a member of any of the above committees please contact the corresponding committee chair.



The first meeting of the Human Rights and Status Women Committee will be Wednesday Sept 24<sup>th</sup> 4:30pm, if you would like to attend contact me at amanda.schiemann@d25.osstf.ca

### Sudoku Answer

#### PUZZLE # 1

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

### MESSAGE FROM THE EDITOR

*The school year has kicked off to a very busy start for most of us. It has proven to be challenging to balance personal priorities, work and union obligations. It was my goal to issue the first newsletter before the end of September...And here it is the first of many, as I plan to issue one a month. This is just a beginning point, and I plan to increase the content as the year progresses.*

*If you are interested in writing an article or letter to the editor please send it to me by the first of the month to have it considered for that month's newsletter. Issues will generally be sent out mid-month.*

*Is there an event at your school? A story you would like share? A work challenge you have solved, please let me know and I will come by and get info/pictures for an article. Send info, requests and suggestions to my email below.*

*Thank You  
Mandy Schiemann, amanda.schiemann@d25.osstf.ca*

*Follow me on Twitter  
Amanda Schiemann @womandriver\_*

### Meeting Reminder

**Sunday Sept 21<sup>st</sup> 1:00pm**

*It is time for everyone to actively participate in protecting and improving our working conditions.*

*The Government as well as the Board need to Know we stand in Solidarity.*

***We want real improvements. We want fair Bargaining. The future for all workers in Ontario depends on it.***

***Get informed, understand the strategy, make your vote, Stand United***

**Sunday Sept 21<sup>st</sup> 1:00pm  
Nepean Sportsplex, Woodroffe Ave Hall A/B**