

The Call Out

The Official Newsletter of the Occasional Teachers' Bargaining Unit OSSTF District 12

Volume 17, Issue 1

September/October 2018

Inside this issue:

Presidents Report	3
Negotiator's Report	5
PD at the AGO	6
November GM	7
Marijuana	9
Bill 148	10
PD Dec. 7th	12
OTBU Executive	13

He's Coming for You!

The election was in June and already the PC government has thrown the province into chaos. The sex-ed curriculum debacle, the end of cap and trade, the cancellation of the basic income test program, and the attack on the city of Toronto government and school trustees are just the beginning. At the moment the province is being sued by at least six different groups for alleged offences. Those who remember the Harris years know that their strategy was to break things in order to re-assemble in the PC vision. Those days are back. Although only elected by 40% of the population our system gives a majority government total control to do as they wish, and with the use of



the “notwithstanding clause”, no legal restraint. Expect the PC's to attack public sector unions, and teachers unions in particular. Ford's willingness to override charter rights shows that this movement is different from the past. The government faces major deficits, threats to Ontario dairy farmers by the USA and threats to our auto industry, and what do they decide to trample voter rights on: the size of a city government just weeks before an election. Petty and vindictive. No PC MPP can ever claim again to be defenders of law and order.

Prepare for the worst.

- 1) Buck a beer.
- 2) Old sex ed curriculum that doesn't cover consent.
- 3) Legalized marijuana
- 3) Intoxication can be used as a defense for sexual assault.

from the Toronto Thug

What could possibly go wrong Ontario???

“I may use the notwithstanding clause again...”

“We have a power-hungry premier who obviously doesn’t care about people’s Charter rights and now he’s actually changing the very rules by which the chamber operates here to try to take away what few tools we have to slow down a government that’s drunk on power,” Andrea Horwath..

In 1998 the Harris conservatives forced the amalgamation of metro Toronto, in order to make it more efficient. In 2018 Doug Ford says the city of Toronto is inefficient. In both cases there was never any evidence to support their violation of the charter rights of Torontonians. Toronto city government was dysfunctional when Rob Ford was Mayor and Doug Ford, with his 54% attendance record, helped create that chaos.

Section 33 of the *Canadian Charter of Rights and Freedoms*, commonly known as the notwithstanding clause or as the **override power**, allows Parliament or provincial legislatures to override certain portions of the Charter.

The Clause allows for short-term circumvention of selected rights. It fundamentally removes rights from citizens -- inalienable rights being guaranteed in the Constitution -- it is very risky and unpopular for any provincial government to use. Quebec, not a signatory to the constitution required the clause to agree to the Charter. To date, two provinces have used the power of override. Saskatchewan has used it to force provincial employees to work and to allow the government to pay for non-Catholics to attend a Catholic school; Quebec uses it to allow the government to restrict language of signage.

**The minister
blamed the previous
government for
using “...our
children’s
classrooms to test a
failed experimental
curriculum called
‘Discovery Math’.”**

Ontario Government’s Move to Back-to-Basics

“Our government believes that by getting back to the basics we’re ensuring our students are leaders in math education once again. We are committed to ensuring students have the skills they need to be successful in their future.” The above quote was the closing to the education minister’s statement on August 29, 2018 after the release of the 2017-18 EQAO Assessment Summaries.

“The EQAO assessment results

released today prove once again that we must do better with respect to students’ math performance in Ontario.” That statement largely focused on the overall decline in math scores over the last five years in Grades 3, 6, and 9. She especially made note that “...by the time our students get to Grade 9, more than half of them taking the applied math courses are failing to make the grade.”

The teacher’s guide is meant

for elementary teachers, part of the government’s changes “...to bring back proven methods of teaching that work.”

What are those proven teaching methods? This is not made clear but indications are that for PC’s it is rote memorization. Perhaps there are other reasons for the decline: poverty, over-crowding, and a funding formula that starves school boards.



Robin Pilkey
TDSB Chair

TDSB ‘disappointed’ with province’s push to cut council

“The judge identified flaws as to how the legislation negatively impacted the democratic process,” said Robin Pilkey, chair of the Toronto District School Board. “We are disappointed that the government will not be addressing these issues with the course of action they’ve chosen.”

According to the TDSB’s map of 25 ward boundaries, Arp’s Eglinton-Lawrence ward, would grow to include Toronto-St.

Paul’s. That means her original ward of 17 schools — all mid-town schools that are over capacity — would swell to 33 schools. Under the proposed 25-ward boundaries, three of the 22 public school trustees would oversee two municipal wards each.

“Trustees in those three wards will be representing over 200,000 electors each,” said Jennifer Arp, current trustee for Ward 8. “That really affects

service and that affects kids and their education.”

“The job will be much more intense. And it’s supposed to be a part-time job,” said Arp, current trustee for Ward 8. “These communities will not be served the way they are right now,” she said, noting travel distance will be longer for trustees, communication between trustees and superintendents will be slowed, and they will be slower to respond.

Presidents Report - Linda Bartram



I hope you had a restful summer holiday and have begun your year of OT work refreshed and energized.

THE NEW POLITICS IN ONTARIO

The results of the provincial election in June will likely have dire consequences for teachers across the province as we approach the end of our Collective Agreements on August 31, 2019. If Premier Ford has no regard for the Charter Rights of Ontarians and no regard for rulings of the courts, as witnessed by Bill 5, then try to imagine his response to free collective bargaining for teachers, especially when much of what is negotiated in the Collective Bargaining process is done with the government at a central negotiations table. The Queens Park image on the cover of the 2018-2019 OTBU pocket planner was not unintentional. For those of you who taught during the Harris government years, talk to your younger colleagues. Let them know what 7/8 was like. Tell them what the funding formula for education in Ontario was before and after Harris. The Funding Formula has never been restored fully to pre-Harris times. Now, as then, we need to remain united in the union. It's the only way to protect our rights as teachers in Ontario.

COMMUNICATIONS WITH MEMBERS IN THE OTBU

The Call Out, the OTBU newsletter is available to all members and is published 3 or 4 times a year. We have heard from some members that they would prefer to receive The Call Out electronically. Your Executive wants to offer members the ability to receive The Call Out in the way that best suits their individual needs. If you wish to receive OTBU newsletters by email, send an email to: communications.otbu@dl2.osstf.ca from your personal, non-TDSB email account with subject "Electronic". If you wish to receive The Call Out in printed form via Canada Post, nothing is required.

As well, we email members with timely information, but only to their personal, non-TDSB email accounts. Especially in a negotiations year, it is important that you stay in the union loop. If you have not done so already, please send us your personal, non-TDSB email address and we will add you to our list.

THE OTBU EXECUTIVE WISHES YOU ALL THE BEST FOR THE REST OF THIS SCHOOL YEAR

The OTBU is your union and we are here to serve you, the members. If you have questions, concerns or need information about your work as an Occasional Teacher at the TDSB, please call or email the office. We can help.

"Now, as then, we need to remain united in the union. It's the only way to protect our rights as teachers in Ontario."

Labour Day Parade 2018

For the first time in its history the Annual Labour Day Parade **did not** enter the CNE. Honouring IATSE Local 58's picket line the marchers turned at the entrance to participate in other labour day related activities.

"We're not crossing the picket line at the expense of another union's workers who are trying to fight for their jobs," Naureen Rizvi, Unifor's regional director for Ontario, said. Rizvi said Unifor members rented boats at the city's harbourfront, and other unions in the march hosted barbecues instead of going to the fair. All bargaining units of OSSTF D12 held a meeting and to discuss the coming political storm.



What do you mean we aren't going to the Ex? How could John Tory do that to us?



No deep-fried butter or peameal bacon on a bun for you two.

In solidarity with IATSE Local 58, who are locked out by Exhibition Place Toronto, OSSTF Toronto encourages our Members to BOYCOTT ALL EVENTS HELD ON THE GROUNDS OF EXHIBITION PLACE until such a time as a fair deal is reached for these workers.

The Canadian National Exhibition's chief executive says the ongoing labour dispute between Exhibition Place and technical and staging staff resulted in about \$1.5 million in losses at this year's event.

"Even with those two rain days taken out, we have seen a significant decrease in revenue at the gate and the only thing we can attribute that to is the lockout because we have increased our advertising budget this year and we have some absolutely phenomenal programming here," she said.

From the **Toronto Star**

Negotiator's Report - Paul Bocking

Last spring, changes to the Employment Standards Act gave daily OTs the ability to take two paid emergency leaves per year, and entrenched in law the rights of all OTBU members to access an expanded range of unpaid leaves. The details were emailed to members (***if you don't receive email updates, please send your personal email address to otbu.office@d12.osstf.ca***), and are included in this newsletter. The Ontario Chamber of Commerce and other corporate interest groups are lobbying the new Conservative government to rescind these and many other improvements to labour law that have benefited precarious workers. During the election, Premier Ford also stated that he would prevent the scheduled raise in the minimum wage to \$15 on January 1, from occurring.

I strongly urge concerned OTBU members to get involved with the OSSTF Toronto Political Action Committee (PAC), which will be leading the public fight to defend these labour rights, alongside community allies including the Workers' Action Centre, the \$15 & Fairness campaign, and the Ontario Federation of Labour. The first meeting is on Tuesday, September 25 at 4:30 pm at the OSSTF Toronto Teachers' Offices, located at 1482 Bathurst Street, fourth floor. Plans are underway to organize teacher groups to canvass the public at subway stations after school, especially in Conservative-held ridings. Contact PAC coordinator **Hayssam Hulays** at hhulays@osstftoronto.ca for updates on future meetings and events.

The OTBU's Collective Bargaining Committee will hold its first meeting in early October to prepare a survey later this fall for all members on your priorities for the next round of local negotiations. To participate in the survey, the OTBU must



have your personal email address (see instructions above). Expect to see a separate survey this fall from Provincial OSSTF on your priorities for the central round of negotiations (carried out between the provincial union and the government on issues including salaries and benefits). We are also in the early stages of planning a special conference for OTBU members on local and central negotiations, coinciding with the December 7 PD Day, at the Old Mill Inn. Details will be emailed out closer to the date. OSSTF President Harvey Bischof will be participating. This fall, the OTBU Executive and Collective Bargaining Committee will also begin conducting a series of lunchtime school meetings to gather member input on negotiation priorities.

If the opening skirmishes this summer over the Health & Physical Education curriculum and the forced restructuring of Toronto City Council in the midst of an election are any indication, we are entering an era where for our wellbeing, and that of our students and neighbours, we cannot afford to be passive spectators.

It's time to organize

"The OTBU's Collective Bargaining Committee will hold its first meeting in early October to prepare a survey later this fall for all members on your priorities for the next round of local negotiations."

PD afternoon
at the

AGO

Friday October 5th.

1.00p.m.-4.30p.m.

Schedule

1 – 1:15: Meet in the AGO foyer and proceed to Seminar Room 1

1:15 – 1:45: Presentation of the main themes of the exhibition – Anthropocene, and instructions on downloading the app, and Teacher Resource Handout

1:45 – 2:15: Lunch

2:30 – 4:00: Talk and Tour
through the Anthropocene
Exhibition

View the newest exhibition, ANTHROPOCENE, featuring large scale photographs of our planet, film and Augmented Reality for a full sensory experience. Learn how to bring aspects of this exhibition directly into your classrooms.



Pre-registration is required

Phone 416 423 3600 or email otbu.office@d12.osstf.ca
if you have any questions

OTBU

General Meeting and festive dinner

Wednesday,
November 21st
4.30p.m.



Latvian Centre,
4 Credit Union Drive, North York.

Registration 3:30 to 4:30
Meeting starts at 4:30
Dinner break at 7:00

Important updates on workplace issues
Bring forward issues

Pre-registration not required

Phone 416 423 3600 or email: otbu.office@d12.osstf.ca
if you have any questions

The OTBU web-

site:

www.otbud12.com

has past issues of

The Call Out, news

updates, the OT

Handbook, most

forms, the Collec-

tive Agreement, an

FAQ section and

announcements for

all upcoming

events.

CHANGES TO THE RULES

The previous Liberal Government announced in January 2018, that they intend to change the rules and the number of offences (of a sexual nature) that would, if proven, lead to the mandatory revocation of a teacher's licence. This will be done by amending the definition of sexual abuse.

The changes would be brought in under the College of Teachers' Act and would essentially be an expansion of the number of behaviours that would fall under the rubric of sexual abuse.

Given the climate, today, such an expansion of the numbers of zero-tolerance sexual offences should not come as a surprise to teachers and administrators.

While not yet in force, the PC Party of Ontario announced that they would "within 100 days, if elected, make licence revocation mandatory for teachers who engaged in any form of sexual abuse."

Revised from the February/March 2018 Call Out

Download the OTBU Collective Agreement

The OTBU-OSSTF Collective Agreement for 2014-2019 (including the two year contract extension) is available for downloading from the OTBU website. Look for highlights from this new agreement including the schedule of daily OT wage increases and this school year's LTO salary grid, in the annual pocket planner. The CA is available on the OTBU D12 website: www.otbud12.com

Adieu David Hopkins

After many years as a teacher, department head, OSSTF branch president, D15 President, OTBU President and editor of The Call Out David Hopkins has decided to hang it up. David was the memory of the OTBU and an inexhaustible resource of history and advice on anything related to the TDSB. You could always find David at the General meetings taking photos, asking questions and correcting the errors of others. After many years at Forest Hill CI he succeeded Jennifer Mills as OTBU President and served from 2006–2010. David was the long time editor of The Call Out, writing many of the stories, doing the layout and getting it off to the printer. Thanks for everything.

All the best in the future .



October 19 and the Legalization of Marijuana-

Lillian Speedie-Court

Marijuana will become a legal but still controlled substance in Canada for the first time since the 1920s, but don't go celebrate and spark up a joint yet – there are still a myriad of laws, acts and policies that govern its use, especially in relation to the workplace.

The Cannabis Act

This Act will come into force October 19, 2018 and amends many other acts including the Controlled Drug and Substances Act and the Criminal Code. It effectively decriminalizes the personal, recreational use of marijuana however much to the disappointment of many, it does not expunge records for previous marijuana convictions. It is still illegal to provide youth under the age of 18 with cannabis.

Take away : Treat all cannabis products like you would treat alcohol or tobacco – don't share with students.

The Smoke Free Ontario Act

This the act that prohibits public smoking and includes the smoking of cannabis as well as tobacco cigarettes, e-cigarette etc. This act also regulates the marketing, sale, and display of smoking items in stores. The main goal of this Act is to encourage behaviour which would eventually lead to less smoking. It also bans smoking in schools and on school grounds, in vehicles with children, in parks and publicly owned sports fields, and child care facilities, as well as most enclosed working spaces.

Take away : Don't smoke anything, anywhere at the TDSB, on field trips, or anywhere else where you would reasonable be in contact with students or while at work.

The Highway Traffic Act

In addition to the prohibition on smoking with kids in the car, you are also prohibited from smoking cannabis while driving or being impaired while driving. While

there is still much discussion about the appropriate way to test for drug impairment and if sufficient evidence can be gathered for a conviction, the police authorities do have the right to remove you from your vehicle for suspected impairment, so don't take a risk spending the night in the drunk tank. Remember as well, impairment can occur due to other factors such as legal drugs or fatigue.

Take away : Don't smoke or ingest cannabis and drive. Treat it the same way as you would alcohol and stay off the roads. Make a plan to arrive alive and take a taxi.



The Education Act Section 264

Section 264 of the Education Act states that it is the duty of a teacher to inculcate sobriety and temperance among many other virtues. While this may be difficult to define, we would caution against any behaviour that could be deemed to be professional misconduct, including excessive intoxication or impairment or inappropriate social media posts. Also, any behaviour seen to target or promote cannabis use among youth maybe seen to be a violation of this act.

Take away : Treat cannabis like sex: stick to talking about it in a very clinical, fact based, educational way, but don't do anything that could be deemed to be promoting glamorous or excessive use of the product.

Continued on page 11...

Labour Rights for OTs under Bill 148 Personal Emergency Leave (PEL) for Daily OTs

“At a recent meeting of the OT Consultation Committee, the TDSB acknowledged the right of daily Occasional Teachers to access up to two paid PEL days per year in certain circumstances. “

The Employment Standards Act (ESA) now entitles employees who have been employed for at least a week with an employer to access two paid Personal Emergency Leave (PEL) days and 8 unpaid PEL days per calendar year.

This paid PEL entitlement would apply to Occasional Teachers who currently do not have access to paid leave. A daily Occasional Teacher would be entitled to up to two days of paid PEL days per calendar year due to: Personal Illness; or Death, illness, injury, medical emergency or urgent matter relating to family members as defined in the ESA.

At a recent meeting of the OT Consultation Committee, the TDSB acknowledged the right of daily Occasional Teachers to access up to two paid PEL days per year in certain circumstances. Although each personal emergency situation is unique, generally speaking a daily Occasional Teacher who books an assignment and is then unable to attend the assignment due to any of the above reasons would likely be eligible for a paid PEL day (to a maximum of two PEL days per year). Here are a couple of examples assist you in deciding whether you should be requesting a paid PEL day:

Example 1: Member is booked for a one-day assignment the night before a job. At 6 am the next day, the member gets a call and finds out his father is missing from his long term care facility. The member has to cancel the booked job to help in the search for his father. The member subsequently makes a request for a paid PEL day for the cancelled assignment.

Example 2: Member has booked a three day assignment and has attended the first and second days of the assignment. The member develops a migraine on the third day of the assignment, can't attend work and cancels the assignment. The member subsequently makes a request for a paid PEL day for the cancelled assignment day.

Until a formal protocol is in place, daily Occasional Teachers may access paid PEL days by:

- a) contacting the school Principal and notifying them that you are cancelling an assignment booked in advance due to an immediate, personal emergency. This should be done as soon as possible after you are aware of the personal emergency.
- b) submitting your request for the day to be paid to the TDSB Occasional Teaching Office using the Leave Request Form for Occasional Teaching Staff that can be accessed at TDSBWeb under “Forms – Occasional Teaching.

If you have questions about applying for a PEL day or whether your situation would qualify, please contact the OTBU office to discuss the matter.

Family Medical Leave

Effective January 1, 2018, family medical leave is being increased from 8 weeks to 28 weeks, and the list of family members that the leave can be taken for has been expanded. The leave is available where a qualified medical professional issues a certificate stating that the family member has a serious medical condition with a significant risk of death within 26 weeks.

Critical Illness Leave

Bill 148 replaces what was formerly “Critically Ill Child Care Leave” with “Critical Illness Leave”, and expands it to a larger list of family members effective December 3, 2017. The leave is available to employees who have been employed for greater than 6 consecutive months,

and consists of 37 weeks of leave in the case of a minor child, and 17 weeks in the case of an adult. The employee must present a medical certificate stating that the individual requires care or support, and setting out the period of time that the care is needed. The leave is then limited to the period of time set out in the certificate.

Pregnancy and Parental Leave

Effective January 1, 2018, pregnancy leave for employees who suffer a still birth or miscarriage is increased to 12 weeks following the loss. Also with respect to pregnancy leave, a “legally qualified medical practitioner” who can provide a medical certificate now includes a qualified physician, midwife, nurse with an extended certificate of registration, or a prescribed class of medical practitioners. Effective December 3, 2017, the parental leave provisions have been significantly increased. Parental leave is increased from 35 to 61 weeks for employees who took a pregnancy leave, and from 37 to 63 weeks for employees who did not. The improved leaves in both categories are available only to those employees whose entitlement to the leave arose on or after the date that the new provisions came into effect. Corresponding changes have been made to the Employment Insurance Act to allow employ-

ees to spread their EI benefits over the longer leave period should they choose to do so.

Domestic and Sexual Violence Leave

Effective January 1, 2018, there is a new provision for Domestic and Sexual Violence Leave that is available for employees who have been employed for at least 13 weeks. This leave is available where the employee or their child has experienced domestic or sexual violence or the threat of such violence. Two separate amounts of leave are available: 10 days and 15 weeks, although leave under each amount is deemed to be taken in whole units, regardless of whether the employee takes the whole day or whole week off. Under the Bill, the first 5 days of leave are paid days. The Bill states that the leave must be taken for one of the following reasons:

- i) To seek medical attention
- ii) To obtain services from a victim services organization
- iii) To obtain professional counselling
- iv) To relocate
- v) To seek legal or law enforcement provisions

...October 19 and the Legalization of Marijuana

Continued from page 9

Investing in Marijuana

With the legalization of marijuana, there is an opportunity to invest in this new area of research, development and commerce. There are no restrictions from your employer on the type of investments you have, however the US has announced that Canadians involved in the legal cannabis business may face restrictions including lifetime bans on entering the United States. There is still some debate on how US Border Control and Customs would legally be able to obtain information on your Canadian investments, but this is something to keep in mind when speaking with your financial planner.

Take away : Consider all the angles before putting money down.

What about medical marijuana?

The Canadian Charter of Human Rights prevents discrimination against you under a great many prohibited grounds,

including disability and illness. This means you cannot generally be disciplined or discharged for medical marijuana use, however that does not mean you are permitted to bring cannabis or related products to school with you, nor does it mean that you are allowed to be impaired at work or behind the wheel. All the rules still apply to you, with or without a prescription. What it means is that the employer has the obligation to attempt to accommodate you with a position that takes into account your medical restrictions, to the point of undue hardship. If you find yourself in this position, we recommend you first establish with your doctor if some other form of medication is appropriate for you and if not, contact the union for assistance and advice.

Take away : Contact us for assistance when in doubt. Treat cannabis similar to the way we treat alcohol – enjoy it a safe, responsible adult manner, away from school property and students. While there are no absolutes, the legal landscape around this is always shifting, and we don't recommend you push the boundaries to become a test case to establish legal jurisprudence. And if you find yourself unfit for duty at school for any reason, please contact the school to cancel your job as soon as possible so that a replacement can be found. Don't get into trouble and watch your career go up in smoke.

Preparing for Collective Bargaining

PD workshop

Friday December 7th 9:00am-12:30pm

Coffee & Registration begins at 8:30am

- Panel Discussion: The State of Ontario Education
- Negotiations Overview: OSSTF President Harvey Bischof
- Discussion of OTBU Bargaining Priorities

Buffet Lunch for Participants

The Old Mill Inn, 9 Old Mill Rd. Etobicoke (at Old Mill subway)

Pre-registration is required
Space is limited

Phone 416 423 3600 or email otbu.office@d12.osstf.ca

Upcoming

PD and lunch at Victoria College, University of Toronto

Friday February 15th. 8.30a.m-1.30p.m.

Financial workshop presented by Educators Financial.

De-briefing the annual OTBU survey.

Members will have an opportunity at the plenary session to ask questions and listen to representatives of their employers at the TDSB

OSSTF Workshops (tentative)

1. Cultivating Resilience

2. Challenging misogyny and Sexual Harassment In our schools

3. Anji-Bmaadzi-Win, Beginning to understand Truth and Reconciliation (

OTBU Annual
General Meeting and
dinner
Wednesday May 22nd ,
2019

The Old Mill Inn
Put this in your calendar



2018-2020 OTBU Executive

President:
Linda Bartram

linda.bartram@d12.ossf.ca



1st Vice President:
Vince Zambrano left

vincent.zambrano@d12.ossf.ca



2nd Vice President:
Paul Bocking right

paul.bocking@d12.ossf.ca



Secretary:

Lillian Speedie-Court
left lilli-
an.speediecourt@d12.ossf.ca



Treasurer:

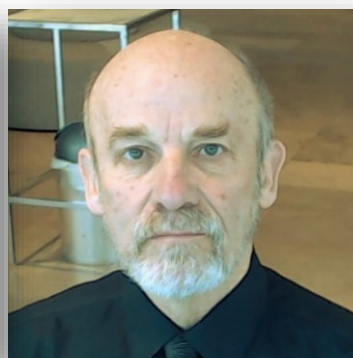
Michael Fraschetti
right-
michael.fraschetti@d12.ossf.ca



Executive Officers:

Coleridge Browne- left
Laura Drexler- bottom left
Brad McLeod- bottom middle
brad.mcleod@d12.ossf.ca

coleridge.browne@d12.ossf.ca
laura.drexler@d12.ossf.ca



June 2018 saw the election of the new OTBU D12 executive for a two year term. This was the first time that members could not only vote by mail or walk in, but also phone and internet. There will a full report on how well this worked at the November, General Meeting at the Latvian Centre on November 21st, 2018.

Preface

Ontario's teachers, educational professionals and staff – and, by extension, students – are entitled to a safe working and learning environment. This means that the workplace should be free not only of hazards that can injure, but also from violence. Violent outbursts in a classroom or in other school board workplaces affect not only the workers and students directly involved, they also affect those who witness such violence.

The Ministry of Labour has developed this guide with assistance from the Provincial Working Group on Health and Safety. The guide provides leading practices for developing violence policies and procedures, assessing and re-assessing risks of workplace violence, developing student safety plans, reporting violent incidents, and sharing of information with workers so they may recognize and be protected from workplace violence.

...
Peter Augurso
Assistant Deputy Minister,
Operations
Ministry of Labour

Workplace violence in school boards: A guide to the law

Some excerpts from the document. Full text is available on the OTBU website or from <https://www.ontario.ca/document/workplace-violence-school-boards-guide-law>

The OHSA requires all school boards to assess the risks of workplace violence and to conduct a reassessment of the risks of workplace violence as often as necessary to ensure the workplace violence policy and the measures and procedures in the workplace violence program continue to protect workers from workplace violence. School boards must ensure an assessment/reassessment of the risks of workplace violence is conducted for each of their workplaces (e.g., school, classroom, other work location).

A risk assessment under the OHSA is not an assessment of an individual or student.

Under the OHSA, school boards are required to assess the risks of workplace violence that may arise from:

1. the nature of the workplace
2. the type of work; or
3. the conditions of work.

The **nature of the workplace** refers to the physical aspects of the workplace and may include but is not limited to schools, school yards, school board offices, field trip locations, non-traditional classrooms, third-party spaces, hospitals and custody and correctional facilities and any other place that a worker performs work for the school board.

...School boards are required to establish measures and procedures in the violence program to control the risks identified in the assessment and reassessment. If the risk of workplace violence cannot be eliminated, a combination of intervention/control methods should be considered to reduce the risk of workplace violence. It is also important to ensure that when a control is introduced, a new risk is not created.

GET INVOLVED!

All members are encouraged to become active in the union. For more information about a committee or service, contact the OTBU office, 416-423-3600.

Last Spring OTBU members were invited to apply to ongoing OTBU committees. At right are the successful appointees.

With over 1800 members, the Toronto OTBU is the largest bargaining unit of OSSTF occasional teachers in Ontario.

OTBU Committees and Services

Member Protection

Contact when you have issues at work.

Collective Bargaining Committee Develops surveys and conducts research on bargaining issues; supports the negotiations table team.

Health and Safety Represent OTBU on Health and Safety Committees & on school inspection teams. Health & Safety Officer: Todd Prescott

Pregnancy & Adoption Leave Assistance for members applying for parental leaves.

Benefits Rebate Questions and concerns about eligibility and applying for health benefits rebates.

Social & PD Committee Organizes OTBU PD Days and social events, reviews funding for individual member PD.

OTBU Newsletter Produces The Call Out newsletter

Pregnancy & Adoption Leave Assistance for members applying for parental leaves.

Bargaining Unit Committee Appointments for the 2018 - 2019 OSSTF Federation year:

Chief Negotiator– Paul Bocking

Members of the Collective Bargaining Committee:

Coleridge Browne
Michael Fraschetti
Jamie Whitaker
Linda Bartram
Sarah Kamalzadeh
Vincent Zambrano
Jonathan LeFresne
Ann Burke

Educational Services Officer
Michael Fraschetti

Communications and Political Action Officer
Danielle Jolley
Brad McLeod

Constitution Officer
Coleridge Browne

Grievance Appeal Committee
Lillian Speedie-Court

Health and Safety Officer
Todd Prescott

Members of the Joint Health and Safety Committee:
Jamie Whitaker
Brad McLeod

Anti-Harassment & Anti-Bullying Appeals Committee
Vincent Zambrano
Michael Fraschetti
Brad McLeod
Lillian Speedie-Court



OSSTF TORONTO

Presents

PREGNANCY, PARENTAL AND ADOPTION LEAVE WORKSHOP

TO BE HELD ON

**Tuesday,
October 23, 2018**



OSSTF Toronto Office
1482 Bathurst Street, 4th Floor
4:30pm – 6:00pm
NO ON-SITE PARKING

Danica Izzard
Executive Officer
dizzard@osstftoronto.ca

register on-line at www.osstftoronto.ca
*OTBU/PSSP members register by email to mreid@osstftoronto.ca

Editor

Jamie Whitaker

Design and Layout

Ann Burke
Jamie Whitaker

Photography

Paul Bocking
Jamie Whitaker

Contributors

Linda Bartram
Paul Bocking
Jamie Whitaker
Lillian Speedie-Court



95 Thorncliffe Park Dr. Suite 1708
Toronto, ON M4H 1L7
416-423-3600
General email: otbu.office@d12.osstf.ca
Website: www.otbud12.com

OSSTF Toronto District 12 Committees

Communications & Political
Action Committee
Works to promote public edu-
cation in Toronto.

Human Rights Committee
Campaigns for local & global
social justice, organizes annual
student conference.

Black, Indigenous & Workers of
Colour Committee
Organizes member PD and pub-
lic events around racial justice.

Status of Women Committee
Organizes workshops on gen-
der issues and an annual
Awards Dinner for students
and OSSTF members.

Labour Council
Delegation to the Toronto La-
bour Council works to
strengthen links with the labour
movement and community al-
lies.

Gay Straight Alliance
Supports school-based GSAs
and coalitions that work to-
wards making safe school envi-
ronments for all.

ECO Committee
Organizes PD and other activi-
ties to create awareness about
environmental issues