

4Shadow

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district4@osstf.ca

Follow us on Twitter

[@District4TBU](https://twitter.com/District4TBU)

Visit our District4 website at:

www.d4osstf.ca

D4 TBU PRESIDENT'S MESSAGE

GLEN HODGSON

One year later

It is absolutely hard to fathom but we are coming up to the one-year anniversary of the beginning of the COVID pandemic. I know that it has been a dramatic change, but I am always trying to be positive and see the good side of the disruption.

Let me be absolutely clear before I continue that I am no way minimizing the devastating impact of the death and illness of so many people and the difficulty of managing the stress, isolation and lingering effects of a global pandemic. Truly this is an event that is without precedent in modern times and there is no way that anyone can rationally say that the COVID situation is a positive.

However, because of COVID, there have been some changes that I and others have experienced which certainly have made me reflect on where I was a year ago and how I plan on changing even after things go back to "normal".

The lack of organized activities has led me to spend more time going for walks, hanging out with my immediate family and engaging in a number of activities that I had never had time for in the past. Like many others, I have checked off a bunch of tasks that I have neglected for years.

As for the activities that I am missing, I have taken the time to reevaluate the ones that I wish to remain involved with, the ones that I want to change and the possibilities of adding some new opportunities.

I also know that I will never complain about a cold

arena or a weekend tournament again since I will be so grateful for the opportunity to hit the ice, watch a game, go to a movie or grab a beverage at the local pub.

So many of these things I took for granted. Now, I realize how much I miss them.

It isn't just the activities that I miss. The inability to have friends and family over at any time has been especially hard. Spending the afternoon with a group of friends now is something that I am craving and, upon reflection, being reminded of how important the people that we all have in our respective lives will hopefully be something that we will never forget even when the pandemic is over.

I am optimistic that we will get through this and I am hopeful that we may be forever changed for the good because of a year of restrictions.

It is easy and understandable to focus on the negatives associated with COVID 19. But I think that sometimes the most empowering thing we can do is to refuse to let the virus break our spirits. Brighter days are ahead, and we will come out of this stronger, more resilient, and more appreciative than ever before.

Let's just hope that day comes sooner rather than later.

Glen

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UPCOMING

D4 TBU/OTBU Exec
GoToMeeting
Wednesday, Feb., 17th
from 4 to 6:30

AMPA
Saturday, March 13th
Virtual

Click image below to access the Provincial OSSTF Website.



Celebrating 100 Years
as a Leader in Education



IN THE NEWS

Thought provoking opinion pieces on the balance our society is struggling to achieve between pandemic measure that create both safety AND harm. Is the harm to children exceeding the safety to the vulnerable? There are 2 links provided for the first opinion piece.

[Link 1 - Our kids are becoming broken — when do we prioritize their well-being?](#) (The Star, January 27th)

[Link 2 - Our kids are becoming broken — when do we prioritize their well-being?](#) (The IFP, January 27th)

[Opinion: Covid-19 has wreaked havoc on young people's lives. We owe it to them to see this through.](#) (The Washington Post, January 27th)

[Ontario sitting on billions of unspent Covid-19 relief cash: report](#) (Jan 26th iPolitics.ca)

UPDATES AND GENERAL INFORMATION

Parker Robinson for Provincial OSSTF Executive Officer

D4 TBU/OTBU is excited for Parker as he announces is run for election to the position of Executive Officer on the Provincial OSSTF Executive. Parker has done a great job as D4 TBU North VP for many years. This current year he has taken on the full-time role of Ontario Teachers Federation President.

Elections will take place at our virtual AMPA which is set to begin Saturday, March 13th.

You can follow Parker on:
Twitter @ParkerRobDOT
Facebook @ParkerRobinson4EO

Check out his social media, send him support, likes and share his posts.

All the best Parker! D4 is with you.

Health/Safety Issues and other Concerns we continue to Address

Branch reps and the executive continue to work on health and safety issues and other concerns that members are experiencing. We will continue to advocate for the need for turn around days in octoblocks 5, 6 and 7. We continue to bring up issues around in school and e-learning conditions and workload.

Now that the more transmissible Covid variant has come to Ontario we are pursuing the need for upgrades to masks and other safety protocols. We encourage members to continue to share issues with branch reps.

Perhaps more importantly, if you haven't done so already, we ask and need you to share these same concerns with your administrator. Please ask your admin to share with the Board. The Board needs to hear these problems from all stake holders.

NNDSB Strategic Action Plan

The Board recently released their Action plan to the public. You may have noticed in the section under leadership section that the Board has included Union leadership as a means for developing leadership skills.

Prior to releasing the plan, the Board submitted a copy to D4 TBU for a comment. We highlighted the leadership opportunities and training available to teachers through OSSTF and they recognized the value and included it in their Plan.

Temporary Teacher Licenses

On Dec 11th, the OCT and Government announced they are allowing teacher candidates to apply for a temporary teaching licence. Probably a better idea than a call out to older vulnerable retired teachers to come back. Yikes!

COVID-19
UPDATES



Provincial OSSTF has been releasing information/updates/statements as 'Covid-19 Updates' and as 'Reopening of Schools Reports'.

There have been 5 'Reopening of Schools' issued to date. [Click here to access those.](#)

There have been 20 'Covid-19 Updates'. They are found on the provincial website in your secure 'MyOSSTF' section. [Click here to reach the login page.](#)

BLACK HISTORY EVERY MONTH

A people and their history have been segregated for generations. The process to integrate, share and celebrate Black History should occur every month. Here are some ways to start your journey.

The Ontario Black History Society is presenting a 3 Speaker Series.

February 9th at 7pm - Black History Matters

February 18th at 7pm - Black History Marks These Places

February 23rd at 7pm - Stories of the African Diaspora

[Click here to for more details and to register for events presented by Ontario Black History Society.](#)

Click on the organizational links below to see their planned virtual events.

[Diversity Best Practices](#)

[Association for the Study of African American Life and History](#)

UPDATES AND GENERAL INFORMATION...CONTINUED

WSIB Claims During Covid

If you have been exposed to Covid in the workplace, or been told to self-isolate due to contact with a Covid positive case, visit www.wsib.ca and fill out the Workers' Exposure Incident Form (form 3958A). Keep a copy for your records.

If you are diagnosed with Covid after an exposure in the workplace, complete WSIB form 6. Send a copy to the Board and keep a copy for yourself. You then need to connect with your doctor and request that they submit your Covid diagnosis along with WSIB form 8 to WSIB. The doctor should provide you a copy and put a copy in your records.

Covid is an occupational illness when contracted because of exposure in the workplace. Therefore, WSIB benefits are available.

Pandemic Related Grievances in the Province

Bargaining units throughout the province have launched grievances against their school boards. In 4 cases, griev-

ances are based on a Boards application of quarantine contract language. The Boards in question are not accepting quarantine leave.

If you're wondering, our contract does have quarantine language. There has been ongoing discussion between the Board and the Executive from August right up to the Board releasing their pandemic attendance policy.

A number of other bargaining units have filed grievances based on LTO hiring.

Other grievances are occurring in Boards without virtual schools. These grievances are based on workload, management rights and privacy. Provincial OSSTF and TBU's without virtual schools are working together to address issues. They are working to come up with a coordinated response to the problems created by a lack of Virtual schools. In many cases, teachers are having to teach to in-class students and at-home students synchronously.

Ever wonder what the grievance process is? Check out page 6 for details.

Applications to Provincial Committees

Have you thought about getting involved on a Provincial committee? The following Provincial Standing Committees have vacancies.

- Comité des services en langue française
- Human Rights Committee
- Communications and Political Action Committee
- Parliamentary and Constitution Council
- Educational Services Committee
- Protective Services Committee
- Finance Committee
- Status of Women Committee
- Health & Safety/Workplace Safety and Insurance Act Committee

Dan Stevens, Jake Loof, Sarah McLaren, Dave Weichel, Glen Hodgson are all on Provincial Committees. If you have questions about the commitment, aspects of committee work or want to ask any the folks above about being on a committee, please email us at: district4@osstf.ca

[Click here to link to the Provincial Committee Application Form](#)

Application deadline is March 1st.

MOOSE HIDE CAMPAIGN

How it began, from OSSTF

On a 2011 August morning, an Indigenous man named Paul Lacerte and his daughter Raven were hunting moose near the infamous Highway of Tears, a section of highway between Prince George and Prince Rupert BC, where dozens of women have gone missing or been found murdered. They had brought down a moose that would help feed the family for the winter and provide moose hide for cultural purposes. They decided to use the moose hide to inspire men to become involved in the movement to end violence towards women and children. Together with family and friends, they cut up the moose hide into small squares and started the Moose Hide Campaign. Their original goal was to distribute 1 million squares of moose hide to bring awareness to this campaign. Thanks to many organizations who supported the Moose Hide Campaign, they surpassed that goal.

For more information and/or to register for the February 11th online Moose Hide Campaign Day, [click here](#).



[Moose Hide Campaign Home Page](#)

You can also ask your branch rep to touch base with Sarah McLaren at AHSS for more information.

ONTARIO TEACHERS INSURANCE PLAN (OTIP)

5 common driving violations and how to avoid them

While we all do our best to obey the rules of the road, sometimes even the most seasoned drivers find themselves on the other side of a traffic stop. Getting pulled over for a driving violation generally results in a ticket to pay, along with a potential increase to your car insurance premium. Worried you may have picked up some bad driving habits over the years? As a refresher, here are some of the most common driving violations and how to avoid them.



Learn more at www.otipinsurance.com/article98.

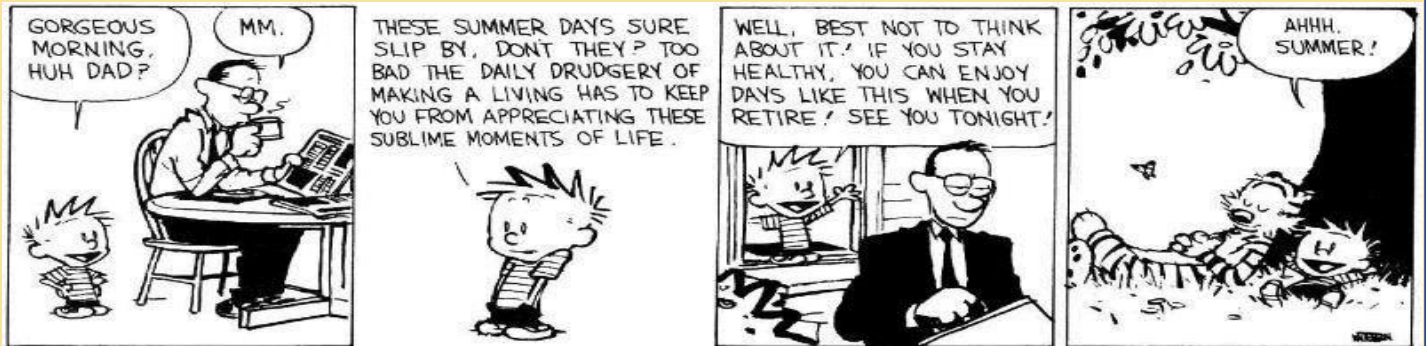
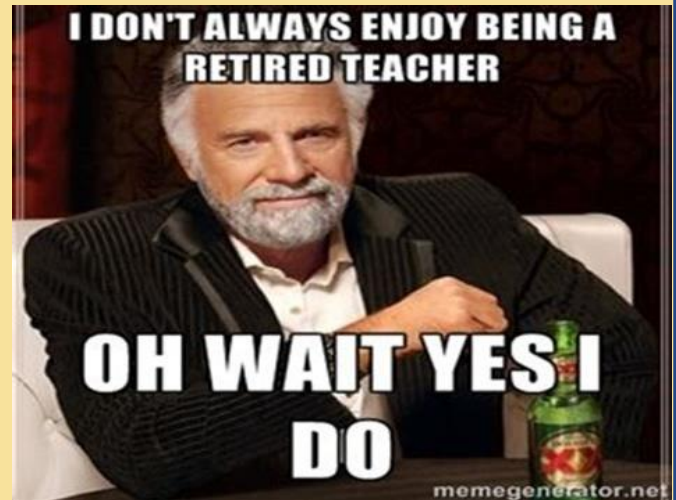
OTPP RETIREMENT WORKSHOPS - VIRTUAL

Ontario Teacher Pension Plan retirement workshops provide the opportunity for members to understand what their retirement income will look like. It will also provide opportunities to discuss investment options.

We encourage members, especially those with 10 years or less remaining, to attend these workshops in order to properly prepare for the transition to retirement.

Workshop Dates and Links

- 1) Wednesday, Feb 17th from 5 to 6:15 pm
[Click here for the registration link to this date.](#)
- 2) Thursday, April 8th from 4:30 to 5:45 pm
[Click here for the registration link to this date.](#)
- 3) Tuesday, May 4th from 7 to 8:15 pm
[Click here for the registration link to this date.](#)
- 4) Thursday, May 27th from 5:00 to 6:15 pm
[Click here for the registration link to this date.](#)



OTIP

Move over: How to safely respond to emergency vehicles while driving

Seeing flashing lights approach you as you're driving can be stressful. Some drivers panic and don't effectively move out of the way, causing delays for emergency vehicles. The acronym "L.I.G.H.T." will help you calmly and safely clear the way with five simple steps.



Learn more at www.otipinsurance.com/article95.

GRIEVANCES - DID YOU KNOW?

You have likely heard of times when D4TBU has launched a grievance against the Board. Did you ever wonder what that process was?

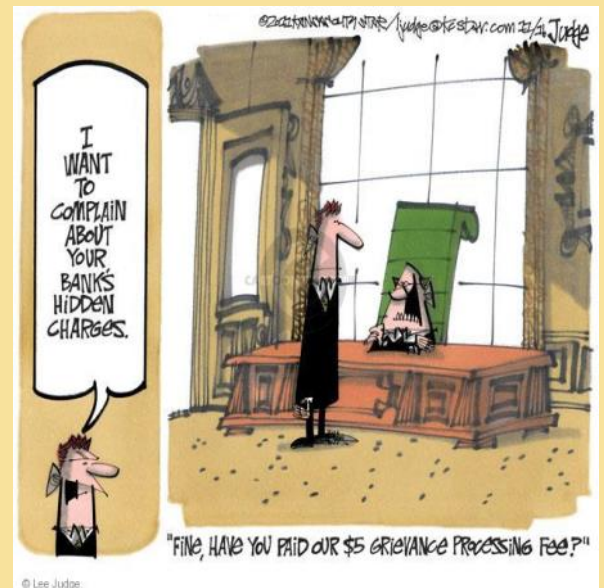
A grievance is a process outlined in our constitution that the D4 TBU Executive and President can utilize when a contravention or breach of the Collective Agreement (CA) by the Board occurs AND is unresolved.

When a breach of the CA is recognized or brought to the attention of the Executive, the D4 TBU President will investigate. The President determines that a breach has occurred, they will address the issue with the Board and work to achieve a remedy. If a remedy is reached, the President will present the remedy to the Executive. The member(s) impacted by the breach will also be made aware of the remedy. A negotiated and accepted remedy eliminates the need to move forward with a grievance.

If an acceptable remedy cannot be agreed upon by the Board and the President OR if the Board feels that a breach has not occurred and continues its actions, the President will engage with Provincial OSSTF and the D4 TBU Executive to decide if a grievance should be launched.

If a grievance is launched, an expensive and long process (often years) begins in which an arbitrator will investigate, hear arguments from both sides, mediate, and as needed, decide the outcome.

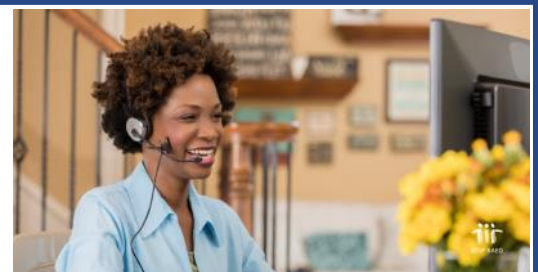
Perhaps a grievance is not launched. The President after consulting with Provincial OSSTF can recommend that a grievance not be launched. If the affected member feels that a grievance should be launched, they have the right to appeal to the Executive. If the Executive agrees that a grievance should not be launched, the member has the right to appeal that decision to Provincial OSSTF.



ONTARIO TEACHERS INSURANCE PLAN (OTIP)

Myth buster: The truth about working with an insurance broker

If you've never worked with an insurance broker, you may have questions about what they do and how they are unique in the market place. Learn how OTIP insurance brokers advocate for thousands of members like you ensuring they make the right choice for their auto and home insurance needs.



Learn more at www.otipinsurance.com/article97.

INDIGENOUS SUPPORT FOR INDIGENOUS STUDENTS

BCANDS' INDIGENOUS SUPPORT FOR STUDENT LEARNING PROGRAM (SSLP)

WHO—Indigenous students of any age across Canada with limited financial resources, including those students living with disabilities. To be eligible, you must be of low-income, enrolled in Formal education (online, remote, on-site), and actively attending

WHAT—The Indigenous Support for Student Learning Program is accepting applications from eligible students to be considered to receive a laptop and related accessories

WHY—To support and assist Indigenous students in their continued educational success and participation

Resources are limited—apply today!
Applications must be received by March 15, 2021
Visit www.bcands.bc.ca for more information and to apply



British Columbia Aboriginal Network on Disability Society

#6-1610 Island Highway — Victoria, BC — Canada — V9B 1H8
Tel: 250-381-7303 — Toll Free: 1-888-815-5511 — Fax: 250-381-7312
Email: sslp@bcands.bc.ca — www.bcands.bc.ca

READER CONTEST

Last month's trivia question:

Answer:

Winner:

This month's trivia question: What Provincial OSSTF executive position is Parker Robinson running for?

This month's prize: A jar of D4 honey.

Email your answer to district4@osstf.ca *Executive members and their families are ineligible.*



FUNNIES



OSSTF TBU/OTBU District 4 Executive 2020-21

Glen Hodgson - President
Cell: 705.477.2839

Brent Yacoback - North VP
Cell: 705.498.2213

Jake Loof - South VP
Cell: 705.773.8180

David Weichel - Chief Negotiator
d4negotiations@gmail.com

Christina Rheault -Treasurer
Michelle Graham - Secretary
Dave Warda - PE Liaison

Lamia Sabbagh- Prov. Staff Liaison

Sarah McLaren - AHSS rep

Jesse Gregoris - CSS rep

Bryan Elsey - FJM rep

Dan Stevens - NSS rep

Dan Gray - PSHS rep

Mark Robertson - WFSS rep

Lesley Riley—ALT rep

Ian Bain - OTBU rep

Suite 207

347 Sherbrooke Street

North Bay, ON

P1B 2C1

D4 TBU President: Glen Hodgson

Cell: 705.477.2839

Twitter: [@District4TBU](https://twitter.com/District4TBU)

APPENDIX A - LIST OF IMPORTANT DATES

DATE	EVENT	ARTICLE REFERENCE
by Oct 31	Seniority list emailed to teachers	L14.03.04
by Nov 1	Staffing/Workload reports provided to the Bargaining Unit President	L13.04
by Nov 30	Possible seniority list errors reported	L14.03.04
by Dec 15	Revised seniority list emailed to teachers and Bargaining Unit President	L14.03.04
by Mar 1	Deferred Salary Leave Plan requests submitted	L18.01.02
by Mar 1	Notification to extend an Unpaid Leave must be provided	L18.03.02
by Mar 1 (of preceding year)	Requests for Second Semester Leave with Benefits Paid submitted	L18.04.02
15 days later	Board provides response to Requests for Second Semester Leave with Benefits Paid	L18.04.03
by Mar 31	Requests for Transfer must be submitted	L14.07.02
by Apr 1	Staffing/Workload reports provided to the Bargaining Unit President	L13.04
by Apr 15	Board declares number of teachers deemed redundant or surplus to the Bargaining Unit President	L13.04.04
by May 1	Notification of teachers declared redundant in person and in writing. Bargaining Unit President also notified	L14.04.07
by May 15	Vacancies in schools open to applications: Round 1: Permanent teachers only, qualified and most senior Round 2: Permanent and Surplus teachers, qualified and most senior	L14.05.02
by May 15	Deferred Salary Leave Plan acceptance, denial, or suggested modifications provided	L18.01.03
by May 31	Unassigned surplus teachers assigned to schools in their region where possible	L14.05.03

APPENDIX B - ACRONYMS WE USE

AGM.....	Annual General Meeting
CA	Collective Agreement
CLC	Canadian Labour Congress
CUPE.....	Canadian Union of Public Employees
DBU	District Bargaining Unit
DSLP.....	Deferred Salary Leave Plan
EA	Educational Assistant
EAP	Employee Assist Program
ECE	Early Childhood Educator
EFG	Educators Financial Group
ESSP.....	Educational Student Support Personnel
ETFO	Elementary Teacher's Federation of Ontario
H/S	Health and Safety
LTD	Long-Term Disability
LTO	Long-Term Occasional
MOL.....	Ministry of Labour
MSJHCC.....	Multi Site Joint Health and Safety Committee
OECTA.....	Ontario English Catholic Teacher's Association
OFL	Ontario Federation of Labour
OLRB	Ontario Labour Relations Board
OPSBA	Ontario Public School Boards' Association
OPSEU	Ontario Public Service Employees Union
OSSTF.....	Ontario Secondary School Teacher's Federation
OTBU	Occasional Teacher's Bargaining Unit
OTIP	Ontario Teacher's Insurance Plan
OTPP.....	Ontario Teacher's Pension Plan
PSSP.....	Professional Student Support Personnel
TBU	Teacher's Bargaining Unit

Is there an acronym you would like to see on the list? Email district4@osstf.ca with your request. They can't all be on this list.