

4Shadow

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district4@osstf.ca

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www.d4osstf.ca

D4 TBU/OTBU PRESIDENT'S MESSAGE

JAKE LOOF

Summer...almost.

There has been so much that has drawn our attention and energy this year. We are ever so close to a summer break and your attention is understandably moving in that direction. Summer days for family, reading, soaking up the sun and letting go of all the stress from this past year. We are almost there...almost. Now that I have you thinking about summer, I'm going to draw you back to May 17th.

Why May 17th? Our virtual Annual General Meeting is set for May 17th and the membership will have a big decision to make on that day. As you know, Glen Hodgson has taken a job at Provincial OSSTF and this means the D4 TBU/OTBU membership will choose a new President. Potential candidates will have the next couple of weeks to send in their nomination forms to the D4 TBU/OTBU secretary Michelle Graham. Her email can be found on page 2 of this 4Shadow.

Potential candidates will be considering their options and how they can best serve the membership. On May 17th, the membership will in turn have their chance to decide who they feel will best serve as the D4 TBU/OTBU President.

In the week prior to the AGM, a list of candidates running for positions up for election this year will be identified in an 'AGM Election Newsletter'. Candidates will have the option to provide a written message to share with the membership. In addition, that newsletter will outline procedures for voting for candidates and on motions.

Why are we waiting until the week prior to the AGM to publish a list of candidates? The deadline for On-Time nominations is one week prior to the AGM. By

waiting we are providing an equal and fair opportunity for all candidates who have their nominations in one week prior to the AGM to share a message with members.

Nominations can still be accepted up to 24 hours before the AGM but because of timing and on going preparations for the AGM, those candidates will not be able to share their written message in a Newsletter. All candidates will be able to give a speech at the AGM before voting occurs.

How will we be casting our secret ballot for candidates? We will vote through the 'Voting Centre' on the Provincial OSSTF website. To access this site, members will need to be able to login to the provincial OSSTF site. If you have not done this before you will need to contact the Provincial Membership Database team. See page 3 of the 4Shadow for details. A practice ballot will also be set up for the membership, we will let you know when the practice ballot is live.

If you have any questions about voting, nominations, motions, using GoToMeeting, or other AGM issues, please contact your branch rep, Brent or myself.

I know you were thinking of summer at the start of this message, I apologize for adding in a very small way to the emotional roller coaster we have all been on this year. The decision this membership will make at the AGM is too important. Let's all be ready to vote, after that we can focus on our last 5 weeks of school and start to turn our minds to summer days.

Jake Loof

UPCOMING

D4 TBU/OTBU Exec
Week of May 10-14
Date TBD
GoToMeeting

D4 and TBU/OTBU AGMs
Monday, May 17th
6pm
GoToMeeting

Click image below to access the Provincial OSSTF Website.



Celebrating 100 Years
as a Leader in Education



A G M I N F O R M A T I O N

D4 and TBU/OTBU Annual General Meetings

*****IMPORTANT*****

Please be aware that the AGM notice sent April 9th said the date was May 20th. That date has changed for the following reason. We need an OSSTF tech person from Provincial office to be available during our AGM to set up the electronic ballots in real time. They are heavily booked in ALL of May, including May 20th. We apologize for the date change, sorry.

*****IMPORTANT*****

Monday May 17th 2021

District 4 AGM starts at 6pm

The TBU/OTBU AGM will proceed directly after the District AGM

The D4 and TBU/OTBU AGMs will use the same link. The link is as follows:

<https://global.gotomeeting.com/join/491022133>

You can also dial in using your phone. Canada (Toll Free): [1 888 299 1889](tel:18882991889)

Access Code: 491-022-133

New to GoToMeeting? Get the app now and be ready when your first meeting starts:

<https://global.gotomeeting.com/install/491022133>

District Level Elections

Each of the following positions at the District level are up for election.

President, Vice-President, Treasurer, Secretary

Nomination forms can be found on the District Website. [Click here to access D4 forms.](#)

TBU/OTBU Elections

Each of the following positions at the TBU/OTBU level are up for election.

President, Chief Negotiator, Treasurer, Secretary

Nomination forms can be found on the District Website. [Click here to access TBU forms.](#)

Once completed, nomination forms must be emailed to the D4 TBU/OTBU Secretary Michelle Graham at michelle_graham_3@hotmail.com

AGM INFORMATION CONTINUED

Current List of Candidates for TBU/OTBU Positions. They are listed alphabetical by last name.

President

Dez Collins

Parker Robinson

Chief NegotiatorSecretary

Michelle Graham

Treasurer

Christina Rheault

Potential Candidates and Members

In the week of May 3-7, the membership will be provided an updated list of nominations that have been submitted to that date.

A TBU AGM Election Newsletter will go out to the membership a day or two after the deadline for on-time nominations has passed. That deadline is Monday May 10th at 7pm. The newsletter will share the list of candidates who have provided on-time nomination forms. In that Newsletter, candidates can share a message with members, motions will be included along with debate and voting procedures.

Please note that nominations can be provided up to 24 hours prior to the AGM. This timing will not allow for a candidates message to be included in the Newsletter.

All candidates in a contested election will be given a set time to speak at the AGM.

Candidate Voting Procedures

Our constitution directs us to ensure that voting for candidates at an AGM occur via secret ballot. Therefore, members will vote through the Provincial OSSTF website voting centre. Some might remember that we ratified our last collective agreement this way. In order to access the voting centre, members will need to know their Union id # and have a password.

[Click here if you need assistance from the Membership Database Team.](#)

We are working to set up a practice ballot for members in the week prior to the AGM. Watch for practice ballot details.

Motion Voting Procedures

Voting on motions is done through and open vote. When voting for motions virtually, members will use the chat function to indicate 'in favour' or 'opposed'. If a person has called in, they will be able to text their vote to a designated person.

These details and more will be included in the Election Newsletter that will be sent May 11th or 12th.

If you have questions about the AGM, email us at district4@osstf.ca

IN THE NEWS

[Kawartha Pine Ridge District School Board to petition reported Ontario permanent remote learning plan](#) (Global News, April 28th)

[There's a Name for the Blah You're Feeling: It's Called Languishing](#) (The New York Times, April 19th)

[Ontario's 'choice' of fully online school would gamble on children for profit](#) (The Conversation, April 5th)

[Rainbow board trustees concerned about proposed permanent digital learning](#) (CTV News, March 31)

UPDATES AND GENERAL INFORMATION

Staffing

The redundancy FTE number was shared with the BU President on April 15th. On April 30th, lay-off notices went out to affected members. The next stage of the process is the surplus process. This will begin May 15th and continue until the end of May.

Once the surplus process is done, the work to get laid-off members back continues in June and through the summer.

If you have questions about either process, please call Jake Loof at 705.773.8180

AGM - Candidates for TBU/OTBU Positions

An updated list of all candidates will be shared with the membership in the week of May 3-7. The list will be updated again in the AGM Election Newsletter. The Election Newsletter will go out May 11th or 12th. In the AGM Election Newsletter, candidates will be given the opportunity to share a message with members.

Candidates will also have a set time to deliver a speech to members at the AGM.

OCT New Offences Reporting Obligations

The recently introduced Bill 229, or the *Protect, Support and Recover from COVID-19 Act (Budget Measures), 2020*, amended the *Ontario College of Teachers Act* to include new reporting obligations for College members for (1) offences and (2) charges, bail conditions or other restrictions.

These reporting obligations took effect on December 8, 2020, click on the link that follows for full details. Failure to comply with these reporting obligations may be considered to be professional misconduct.

[Click here for full details.](#)

Bill 254

This Bill effectively limits 3rd party election spending in the full year prior to the election. The Conservatives are working to silence those organizations that would speak against them. Part of the Bill allows an increase of per-

sonal donations from \$1500 to \$3000. Guess which party typically has donors reaching the \$1500 maximum? Yep, the Conservatives.

The bill also gives the Chief Elections Officer to levy a fine of up to \$100,000 without notice or investigation.

Education union affiliates have launched Charter Challenges against the bill.

De-Streaming

We have approached the Board with the goal of working on contract language related to class size.

The lack of resources and supports for teachers from the Ministry and Government is shameful. De-streaming is set to move forward in September yet all we've heard are announcements.

September Model

Many School Boards in Ontario are planning to continue to use their pandemic models this September.

Discussions with the Board on what September might look like have begun and will continue.

D4 TBU/OTBU MOTIONS

Please look over the following motions. These will be presented at the TBU/OTBU AGM for member consideration and voting. You will notice in the sequencing that MOTION # 2021-03 is absent. This motion is still in the draft phase and it will be shared with members the week prior to the AGM.

DATE: May 20th, 2021

MOTION # 2021-01

MOVED BY: Jake Loof

SECONDED BY: Brent Yacoback

Be it resolved that Article 2.3 be amended to:

The following branches shall be recognized by the TBU: Almaguin Highlands (AHSS), Chippewa (CSS), F.J. McElligott (FJM), Northern (NSS), Parry Sound High School (PSHS), West Ferris (WFSS), Laurentian Learning Centre (LLC), and Occasional Teachers (OCC).

Current Language

Article 2.3 The following branches shall be recognized by the TBU: Almaguin Highlands (AHSS), Chippewa (CSS), F.J. McElligott (FJM), Northern (NSS), Parry Sound High School (PSHS), West Ferris (WFSS), Widdifield (WSS) and Occasional Teachers (OCC).

Rationale: Housekeeping

Notes: Constitutional motion, requires two-thirds to pass.

ONTARIO TEACHERS INSURANCE PLAN (OTIP)

Protecting your privacy when using electronic pink slips

In some Canadian provinces – including Ontario, Alberta, Nova Scotia and Newfoundland and Labrador – drivers can now display an electronic pink slip on their smartphone when asked for proof of insurance. This provides a more convenient option over paper pink slips, which can be easy to lose



and difficult to replace. However, many drivers are wondering what their rights and responsibilities are when handing over their phone to a police officer – and how they can protect their privacy while obeying the law.



Learn more at www.otipinsurance.com/article110.

DATE: May 20th, 2021

MOTION # 2021-02

MOVED BY: Jake Loof

SECONDED BY: Brent Yacoback

"Be it resolved that Article 7.1 be amended to:

Article 7.1 Annual Constitution and Business Meeting.

- a) A full membership meeting known as the Annual Constitution and Business Meeting, for the revision of the Constitution and the election of the Executive shall be held annually in May.
- b) This meeting shall be chaired by the President or designate.
- c) Notice of this meeting shall be given at least one month in advance.
- d) The Annual Constitution and Business Meeting will be held in the communities of North Bay, Parry Sound and South River/Sundridge on a regular three-year rotation.
- e) In extenuating circumstances, the TBU/OTBU executive can authorize that the Annual Constitution and Business meeting be conducted virtually.

Current Language

Article 7.1 Annual Constitution and Business Meeting.

- a) A full membership meeting known as the Annual Constitution and Business Meeting, for the revision of the Constitution and the election of the Executive shall be held annually in May.
- b) This meeting shall be chaired by the President or designate.
- c) Notice of this meeting shall be given at least one month in advance.
- d) The Annual Constitution and Business Meeting will be held in the communities of North Bay, Parry Sound and South River/Sundridge on a regular three-year rotation.

Rationale: The need to go virtual was/is obvious but we do not have wording in the constitution regarding virtual meetings.

Notes: Constitutional motion, requires two-thirds to pass.

DATE: May 20th, 2021

MOTION # 2021-04

MOVED BY: Brent Yacoback

SECONDED BY: Jake Loof

Be it resolved that Article 8.5 be amended to:

When a position on the TBU Executive other than Branch President, becomes vacated, the President will notify the membership of the vacancy within 7 calendar days. The secretary will accept written submissions from applicants that includes a rationale for why the member should be considered for position for a period of 7 calendar days. The Executive will then meet and review all the submissions and appoint from the submissions a member in good standing for the remainder of the term. In the event there is more than one applicant, the executive will hold a vote to determine who the successful applicant is. The method used to vote shall be by show of hands or by an alternative method suggested by the chair and approved by a simple majority of the executive. In the event of no submissions, the Executive shall appoint a member in good standing for the remainder of the term.

m) To elect delegates to the Annual Meeting of Provincial Assembly;

Current Language

Article 8.5

When a position on the TBU Executive other than Branch President, becomes vacated, the President will notify the membership of the vacancy within 7 calendar days. Submissions for the position will be accepted by the Secretary for a period of one week, and the Executive will appoint from the submissions a member in good standing for the remainder of the term. In the event of no submissions the Executive shall appoint a member for the remainder of the term.

Rationale: This expands on the current language to help provide clarity on how the process should be completed from start to finish.

Notes: Constitutional motion, requires two-thirds to pass.

DATE: May 20th, 2021

MOTION # 2021-05

MOVED BY: Jake Loof

SECONDED BY: Brent Yacoback

"Be it resolved that Article 8.4 Voting be amended as follows"

8.4 Voting

- a) Voting for candidates shall be by secret ballot. All other voting shall be by show of hands or by an alternative method ruled by the Chair.
- b) An anonymous vote conducted through the designated platform shall be deemed a ballot vote. Fulfilling any requirement in the bylaws or rules that a vote be conducted by ballot.
- c) An affirmative vote by a majority of those present, eligible to vote, and voting at the Annual Constitution and Business Meeting will constitute acceptance of any motion, excepting amendments to the Constitution (see Article 9.2).

Current Language

Article 8.4 Voting

- a) Voting for candidates shall be by secret ballot. All other voting shall be by show of hands or by an alternative method ruled by the Chair.
- b) An affirmative vote by a majority of those present, eligible to vote, and voting at the Annual Constitution and Business Meeting will constitute acceptance of any motion, excepting amendments to the Constitution (see Article 9.2).

Rationale: This will bring us in line with provincial practices.

Notes: Constitutional motion, requires two-thirds to pass.

DATE: May 20th, 2021

MOTION # 2021-06

MOVED BY: Jake Loof

SECONDED BY: Christina Rheault

Be it resolved that By-law 9 section 4 Records be amended to:

- a) Records for all transactions into or out of the OSSTF branch account must be kept. Training will be provided if required.
- b) The branch treasurer is to provide a year end financial statement to the executive for the year end AGM.
- c) If there is no branch treasurer, the branch president will provide the report.
- d) If there is no treasurer or president, the TBU president or their designate in place will provide the report.
- e) Training and guidance as needed to be provided by the executive.

Current Language

Section 4. RECORDS:

- a) Records for all transactions into or out of the OSSTF branch account must be kept. Training will be provided if required.

Rationale: This will add another layer of financial transparency for members.

Notes: By-Law motion and requires a straight majority to pass.

EDUCATION WEEK

May 3 - 7, 2021 is Education Week in Ontario. This year, OSSTF/FEESO is celebrating Education Week using the theme "Learning is a Journey from Kindergarten to Post-Secondary". The Provincial Executive encourages you to recognize members' work on behalf of students, whether you are working in a university, elementary, middle or secondary school environment.

This year, we have created five animations for you to post during Education Week. They follow the education journey through five stages to highlight some of the great work that our members perform every day.

The first day focuses on the elementary panel and the education workers, providing necessary support that students may encounter during their journey from Kindergarten to Grade 6. The other four days focus on middle school, secondary school, post-secondary education and lastly, how the skills students learn in Ontario's publicly-funded education system assist them in their adult lives.



The animations were created in both English and French and are available via this [link](#) or at: <https://shared-assets.adobe.com/link/489cc7be-baa2-4323-4937-fb22766cf39d>

We encourage you to post the animations on your own social media channels and share them with your fellow members. We know, after the year we've had, that members deserve to be recognized for their outstanding work; we also understand that local leaders have been pushed to the limits of their capacity, so the following are suggestions only for those who are able: you can acknowledge Education Week and celebrate educators' work by writing a letter to the administration, to a board of governors, to trustees, or to the editor of a local media outlet; you can also reach out to your members through email to commend and celebrate their work.

PROVINCIAL OPPORTUNITY FOR MEMBER

The Provincial Executive is seeking to fill two (2) vacancies on the OSSTF/FEESO Judicial Council. The JC member selected for appointment by the Provincial Executive will serve a five (5) year term beginning July 1, 2021. JC members may concurrently serve on other OSSTF/FEESO Provincial Standing Committees or Councils.

Qualifications

- i. Possess extensive and thorough knowledge of the OSSTF/FEESO Constitution and Bylaws, organizational structure and established practices and procedures.
- ii. Previous experience in successful conflict resolution at the workplace, bargaining unit, district, and/or provincial level would be beneficial.
- iii. Experience in quasi-legal proceedings would be an asset.
- iv. Bilingualism in French and English would be an asset.

Duties The Judicial Council shall:

- i. Provide members to act on formal Hearing Committees to adjudicate cases filed under Bylaw 6,
- ii. Provide a minimum of three (3) members to act as the panel in a formal hearing of Judicial Council, and
- iii. Conduct hearings in accordance with Bylaws and regulations governing hearings as approved by the Provincial Assembly or Provincial Council and shall, following its decision, forward its decision to the Provincial Executive for implementation.

Requirements Judicial Council members must be able to receive time release from their employer. There is a minimum of three (3) meetings per year for the council, not including hearings. In previous years, the number of days Judicial Council panelists have been present for hearings has ranged from zero (0) to ten (10) or more days.

Deadline Friday, May 28, 2021

Application Process Interested candidates are to submit the following documents to Rob Dubyk, Secretariat Liaison to Judicial Council, via mail (49 Mobile Drive, Toronto, ON M4A 1H5), fax (416-751-7079), or email (Rob.Dubyk@osstf.ca), by 4:00 p.m. on Friday, May 28, 2021:

- i. A letter of application outlining their suitability for the position; and
- ii. The name and contact information of two (2) OSSTF/FEESO members, of which one must be in a leadership role at the bargaining unit, district, and/or provincial level, who may be contacted as a reference as part of the selection process.

RETIREMENT PAGE

Ontario Teacher Pension Plan - OTTP

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 are below.

1) Tuesday, May 4th from 7 to 8:15 pm

[Click here for the registration link to this date.](#)

2) Thursday, May 27th from 5:00 to 6:15 pm

[Click here for the registration link to this date.](#)

**Ontario Teachers Insurance Plan - OTIP**

Retiring in the next five years?

Join us for a free retirement planning webinar! Benefits of our retirement webinars:

- Open to all members of the Ontario education community.
- Learn about your retirement health, dental and travel insurance options and how to easily make the transition.
- Evening and weekend sessions available – choose the time that works best for you!
- Select sessions also include pension and financial planning information.

[Visit by clicking here to access the registration page.](#)

ONTARIO TEACHERS INSURANCE PLAN (OTIP)

New driver in the house? Discover how you can save money on insurance premiums!

It's no secret that new drivers pay higher car insurance premiums, as they have less experience behind the wheel and the need to build up a safe driving record. This inexperience contributes to the overrepresentation of teenage drivers in car accidents – although young Cana-



dians represent 13% of the licensed driving population, they account for 20% of motor vehicle deaths and injuries.¹ However, there are ways to save on car insurance for a new driver.



Learn more at www.otipinsurance.com/article111.

READER CONTEST

Last month's trivia question: List a work group from phase 2 that is eligible for the vaccine? Any groups mentioned in this 4Shadow cannot be used as an answer. You'll have to check out the Government site.

Answer: Folks in Congregate living settings,

Winner: Josh Penfold

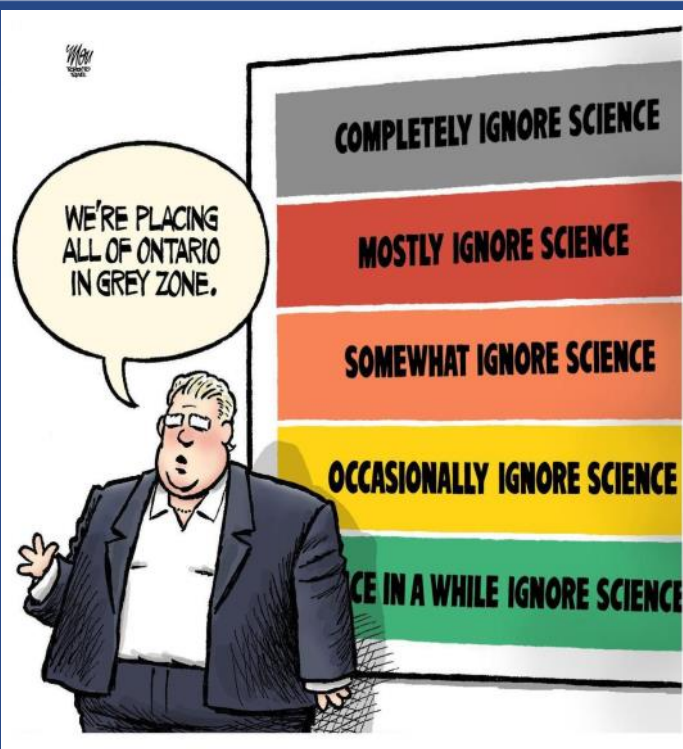
This month's trivia question: What was the announcement that Min of Ed. Lecce made April 30th about Ed workers?

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

Jake Loof - President
Cell: 705.773.8180
Email: district4@osstf.ca

Brent Yacoback - North VP
Cell: 705.498.2213

Jake Loof - South VP

David Weichel - Chief Negotiator
d4negotiations@gmail.com

Christina Rheault - Treasurer

Michelle Graham - Secretary

Dave Warda - PE Liaison

Dave Barrowclough - 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

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D4 TBU/OTBU President: Jake Loof

Cell: 705.773.8180

Email: district4@osstf.ca

APPENDIX A - LIST OF IMPORTANT DATES AS OUTLINED IN THE NEW LOCAL CONTRACT

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
AMPA.....	Annual Meeting of the Provincial Assembly (OSSTF provincial AGM)
BU.....	Bargaining Unit
CA.....	Collective Agreement
CLC.....	Canadian Labour Congress
CUPE.....	Canadian Union of Public Employees
DBU.....	District Bargaining Unit
DSLTP.....	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.