

OSSTF/FEESO District 4  
Monthly Newsletter*November**A Month of Thoughtful Change*

"The last month of Autumn but the beginning of a new adventure. Time to take risks and do the unexpected."

~Unknown

"Got Land? Improve your Treaty Literacy"  
-Treaty Week

"Mo your own way" - Movember

"We hear you. We Believe you. We Stand by you."  
International Day for the Elimination of Violence Against Women

"LEST WE FORGET" - Remembrance Day

"Stand Against Transphobia"

International Transgender Day of Remembrance

"Don't let anyone EVER dull your sparkle."

-Anti-Bullying Awareness Week

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**November 2021**

S	M	Tu	W	Th	Fri	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Nov	November
Nov 1-5	— Treaty Awareness Week
Nov 8	— Indigenous Veterans Day
Nov 9	— D4: Women's Advocacy Meeting (Info on pg. 7)
Nov 11	— Remembrance Day
Nov 13	— World Kindness Day
Nov 15-19	— Anti-Bullying Awareness Week
Nov 16	— Loui Riel Day and International Day for Tolerance
Nov 17	— Executive Meeting
Nov 20	— Transgender Day of Remembrance
Nov 25	— International Day for the Elimination of Violence against Women



## President's Message

Parker Robinson



November can be a long month in the education sector. With no statutory holiday to be able to recharge, the time between thanksgiving and Christmas break can wear on people. It is critical for all members to recognize when they or their colleagues are feeling stressed or overwhelmed. If circumstances are getting too hard to manage it is important to recognize there are places to turn for support. Obviously, if you are having difficulty in any aspect of your work assignment you can reach out to me or any member of the OSSTF T/OTBU executive for support. Another option for support is the Employee Assistance Program (EAP). The EAP provides free, confidential counselling to help members through various professional and personal issues (see links page 7). Sometimes a simple conversation with a colleague can help you find a pathway to move past an issue. Just be aware that you are not alone in these challenging times and there are opportunities to find help.

### November has many important events:

Remembrance Day, November 11th, provides all Canadians an opportunity to reflect on the sacrifices made by military personnel, past and present, to keep our country safe and allow us the opportunities that freedom and peace bring.

November 1st to the 5th is Treaty Recognition week. The agreements between indigenous peoples and the agents of the crown were meant to establish rules between nations that would provide a positive relationship. Unfortunately, these agreements can only work if both parties live up to their word. This has not always been the case. By recognizing the importance of the treaties and the responsibilities of the parties involved a better relationship can be forged.

"Movember" has become a recurring event during the month of November. It is an opportunity to raise awareness and funds for various men's health issues. Started in Australia, "Movember" has spread to many countries including Canada. It can be a fun way to bring attention to serious issues.

These are just 3 of the events connected to November that might be a starting point for a class discussion or activity. However you approach this month be assured you and the work you do are important. Be sure to find time to rest and recharge as we head towards the winter season.

Click Icons to link to obtain provincial information such as DBUs, COVID-19 updates and much much more!



## Pension Information

Register for online Webinars by clicking the time and date below



Wed., Nov 24, 2021 from 5:00 PM to 6:15 PM

Thurs., Jan 13th, 2022 from 4:30 PM to 5:45 PM



Tues., Nov 23rd, 2021 from 6:30 PM to 7:45 PM  
(French Webinar)

Sat., Dec 4th, 2021 from 10:00 AM to 11:15 AM

Wed., Jan 12, 2022 from 5:00 PM to 6:15 PM





# Our D4: OT/T Bargaining Unit 2021-2022 Executive

**NOTE: QR Codes are scannable for Vcard contact information and can be stored in your contacts on your mobile device.**

**Android Devices: Use Google Lens. Apple Devices: use Camera App.**



**Parker Robinson**  
President  
Northern Secondary School  
705.494.5381  
President-Teachers@d04.ostf.ca

Vcard QR Code



**Jake Loof**  
Vice-President South  
Parry Sound High School  
705.773.8180  
Southvp-Teachers@d04.ostf.ca

Vcard QR Code



**Daniel M. Stevens**  
Interim Vice-President North  
Northern Secondary School  
705.493.5543  
Northvp-Teachers@d04.ostf.ca

Vcard QR Code



**Ian Bain**  
O.T. President  
705.571.4883  
ianbain@hotmail.com

Vcard QR Code



**Dave Weichel**  
Chief Negotiator  
Parry Sound High School  
d4negotiations@gmail.com

Vcard QR Code



**Christina Rheault**  
Treasurer  
West Ferris Secondary School  
705.988.1543  
diah27@hotmail.com

Vcard QR Code



**Michelle Graham**  
Secretary  
West Ferris Secondary School  
705.492.4961  
michelle\_graham\_3@hotmail.com

Vcard QR Code



**Sarah McLaren**  
Branch President  
Almaguin Highlands Secondary School  
705.788.4810  
sarafinanne@gmail.com

Vcard QR Code



**Andy Chouinor**  
Branch President  
Chippewa Secondary School  
705.492.7081  
andy.chouinor@gmail.com

Vcard QR Code



**Brian Elsey**  
Branch President  
F.J. McElligott Secondary School  
705.471.6160  
bryanelsey@hotmail.com

Vcard QR Code



**Leslie Riley**  
Branch President  
Laurentian Learning Centre  
705.498.9394  
lesliear@hotmail.com

Vcard QR Code



**Albert Gauthier**  
Branch President  
Northern Secondary School  
705.498.3510  
gauthieralb@gmail.com

Vcard QR Code



**Dan Gray**  
Branch President  
Parry Sound High School  
dpatrickgray@gmail.com

Vcard QR Code



**Brent Yacoback**  
Branch President  
West Ferris Secondary School  
705.498.2213  
byacoback1@cogeco.ca

Vcard QR Code



## IN THE NEWS

[Cambridge, Ont., company ordered to pay warehouse workers for National Day for Truth and Reconciliation](#)

[Down syndrome families want change worth celebrating](#)

[Our Kids Deserve Better: It's Time to Regulate Facebook](#)

[A Legacy of Racism: Charlottesville Riot Trial & Critical Race Theory](#)

[Labour issues in education have been an ongoing problem even before the pandemic](#)

[What if it were against the law for your boss to bug you after hours?](#)



# November 2021

## A Month of Thoughtful Change

### Movember

Anishinabek Nation kicks off Treaties Recognition Week with new online treaty education resources for everyone (anishinabeknews.ca)

Home - The Royal Canadian Legion

Remembrance - Veterans Affairs Canada

Indigenous Veterans - Veterans Affairs Canada

Government of Canada marks Indigenous Veterans Day - Canada.ca

Commemorating Indigenous veterans - Legion Magazine

Bullying in the Workplace : OSH Answers (ccohs.ca)

Working with a Bully – Canada Safety Council

Anti Bullying Lesson Plans and Activities | Education World

International Day for Tolerance | United Nations

International Day for Tolerance (unesco.org)

Louis Riel Day 2021 - Métis Nation of Ontario (metisnation.org)

Transgender Day of Remembrance | GLAAD

TRANSGENDER DAY OF REMEMBRANCE - November 20, 2021 - National Today

International Day for the Elimination of Violence against Women | United Nations

International Day for the Elimination of Violence Against Women – Weeneebayko Area Health Authority (waha.ca)







OTIP RAEO®

## What is usage-based insurance and is it right for you?

Usage-based insurance (UBI), also known as pay-as-you-drive insurance, has recently spiked in popularity amongst Canadian drivers who find themselves driving less since the arrival of COVID-19. More drivers are looking for a way to be rewarded for their good driving habits. Wondering if usage-based car insurance is right for you? We've put together a guide to help break down the FAQs of UBI programs.

Learn more at <https://otipinsurance.com/article129>.

## Home insurance 101 for homeowners and renters

The word "home" means something different to everyone. Whether home is a detached house, a duplex, a townhouse, or a condo, it's important to ensure that your home and belongings are protected. We've put together a quick guide to help you determine what type of insurance policy is best suited for you and your home.

Learn more at <https://otipinsurance.com/article127>.



## How to maintain a vehicle you don't drive often

From decreasing your commute to putting your car in storage for the season, there are plenty of reasons why you might not be driving your vehicle as often as you used to. But don't let it sit collecting dust — follow these steps to maintain your car and keep it ready to hit the road!

Learn more at <https://otipinsurance.com/article128>.



## OUR MEMBERS

### Meet Allison Green Voice and Passion



Allison is a longstanding Almaguin teacher. This year, she is teaching a variety of Indigenous Studies courses, as well as both Drama and Theatre Production. She is a very passionate person who has inspired dozens of students with both her enthusiasm and her creativity.

This past summer, Allison was approached by the Educational Theatre Association to discuss her unique perspective as an Indigenous woman in Dramatic Arts education, and was named the association's Director of Diversity, Equity and Inclusion. Allison is the granddaughter of Andy Green, an Algonquin elder of Mattawa, and she has been making the link between her heritage, her family's traditional ways and her own classroom teaching. She was the opening keynote address speaker at the EdTA National Teacher Conference in October, with her address "My Grandfather's Ways: Indigenous Teachings in Art Education". Allison's accomplishments are many, and her hard work and commitment to both her students and her passions serve as an inspiration to those around her.

### Meet Lauren Dehens, Excellence and Knowledgeable



Lauren is a K-12 occasional teacher with the Near North District School Board, teaching primarily in Sturgeon Falls, North Bay and surrounding area. She graduated from Western University in 2020 with an Honors Bachelor of Education where she was awarded the Gold Medal in Education for her commitment to teaching excellence. She specializes in intermediate/senior math & science, and loves to bring her background in marine biology into the classroom. Last year, Lauren helped students navigate remote learning with the Near North virtual school, bringing students across the NNDSB together through a love of learning. She enjoys her role as an occasional teacher this year as it provides her the opportunity to interact with new students, meet new colleagues and teach different subjects every day. No two days are alike!

When submitting a colleague please include:

- A small picture Name and where they work
- A short write-up of the wonderful things they have done at work/committees/accomplishments regarding career or federation work.

Please send them to: [northvp-teachers@d04.ossf.ca](mailto:northvp-teachers@d04.ossf.ca) or contact your local branch president.  
Subject line: Member Highlights

### Meet Sarah McLaren, Dedication and Advocacy



Sarah is a self-contained Special Education teacher at Almaguin Highlands Secondary School. She lives in Sundridge with her two children, Angus and Owen. Sarah began her involvement in OSSTF four years ago when she took on the role of Branch President. Since then, Sarah has taken on a variety of roles and responsibilities including strike captain, member of the Collective Bargaining Committee, local Status of Women Officer and a member of the Provincial Status of Women Committee. Sarah attends as many conferences and pd opportunities as possible, and was very proud to have worked on a joint project between OSSTF and White Ribbon to prevent child sex trafficking and sexual exploitation. Most recently, Sarah trained to become a D4 Women's Advocate, a brand new program that will offer support and resources to OSSTF members experiencing harassment or domestic violence.



## D4 NEWS

### North Bay and District Labour Council

Members of the North Bay and District Labour Council hosted and attended a rally at MP Rota's constituency office on TRC day September 28th to tell MP Rota that the Federal Liberal government must recommit to reconciliation. An affiliate member of OSSTF/FEESO District 4 TBU, Dan Stevens spoke at the rally as well. On October 4<sup>th</sup>, NBDLC members hosted a rally at MPP Fedeli's North Bay constituency office to demand better care standards in long-term care homes. For long-term care homes to run properly they need the reinstatement of annual surprise inspections, as well as accountability through fines and the loss of license for repeated non-compliance. Finally, NBDLC members will host a rally at MPP Fedeli's Main Street office on November 4<sup>th</sup> to call attention to the PC's plan to reduce the amount corporations contribute to WSIB. Injured workers on WSIB will be financially impacted by the proposed changes.

### Election Readiness 2022

OSSTF/FEESO staff, including the eight provincially selected Election Organizers, organized and hosted an Election Readiness 2022 Conference. D4 teachers Danny Gray and Jared Hunt presented a workshop called "From Activist to Organizer" to over 100 members from across the province at the virtual conference. D4's Rose Lepage (ECE worker) presented a workshop as well. Jake Loof and Sarah McClaren also attended. Conference attendees learned from polling expert Eric Grenier and a distinguish panel of social justice organizers. Please have a look at the [OSSTF/FEESO 2022 Election Platform](#). The platform is our vision of the best education system possible in Ontario. It is bold and progressive. The platform helps members speak to co-workers, friends, and

family. In several weeks the platform will be used to lobby declared candidates and sitting MPPs. Ultimately, the more Ontario knows about our platform the better the chances the Liberal, NDP, and Green parties build our education platform into their own. For this to happen, OSSTF/FEESO needs thousands of members to start sharing the fact that Ontario's publicly funded education system is worth protecting and enhancing.

### OTF Campground

One of OTF's hidden gems is the OTF Campground which it owns and operates. The camp is available to all OTF members and education workers in publicly-funded schools – principals, secretaries, educational assistants, and caretakers.

Situated on picturesque Quinn Lake, it offers members and their children opportunities to get back to nature and enjoy summer activities. Lovely grassy meadows provide clean, spacious campsites with easy access to a beautiful lake bordered by a mixed forest teeming with wildlife. Nature trails and quiet country roads provide ample opportunity for walking. The lake is ideal for swimming, fishing, canoeing, or sailboarding. It's a safe place for kids, with lots of grass, sand piles and a roped-off beach (unsupervised). Motors of any kind are not permitted on the lake.

Space is set aside for baseball, horseshoes and volleyball, and there are several golf courses within driving distance. The campground normally operates between May 15th and the Thanksgiving long-weekend every year. A host registrar and caretaker service the property and are available to assist campers at the posted times. There is a telephone at the registrar's cabin for emergencies: 705.389.2540. There is also a pay phone for

outgoing calls. For additional inquiries or to book, email at [campground@otffeo.on.ca](mailto:campground@otffeo.on.ca).

### Employee Assistance Program

If you need more information or would like to reach out please do not hesitate. Contact Shepell-fgi (now LifeWorks) for immediate and confidential help for concern regarding your health and well-being.

You can reach out by calling: 1.800.387.4765  
Linking to: [www.shepellfgi.com](http://www.shepellfgi.com) (will link to [www.lifeworks.com](http://www.lifeworks.com))

Or

Contact your Branch Representative for more information.

### Women's Advocacy Meeting Information

Tue, Nov 9, 2021 6:00 PM - 7:30 PM (EST)

Please join my meeting from your computer, tablet or smartphone.

<https://global.gotomeeting.com/join/844294757>

Dial in using your phone: +1 (647) 497-9391  
Access Code: 844-294-757

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

<https://global.gotomeeting.com/install/844294757>

## LABOUR LINKS



If you wish to submit or have questions, please send to:  
[northvp-teachers@d04.osstf.ca](mailto:northvp-teachers@d04.osstf.ca) or  
contact your local branch president.  
Subject line: D4 News

## READER CONTEST

### This Month's Question:

What are the names of the two commemorative weeks in November?

**This Month's prize:** A jar of D4 Honey

**Last Month's Winner:** Catherine Hatton (Northern Secondary School)

Email answers to [northvp-teachers@d04.osstf.ca](mailto:northvp-teachers@d04.osstf.ca) by the last Friday of the Month (October 29th) Subject: 4ShadowAnswers

## FOLLOW US



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

[www.d4osstf.ca](http://www.d4osstf.ca)





# Our Collective Agreement 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

## Acronyms and Terms

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

