



## *Bargaining Update*

**OSSTF Central Negotiations**— Members have been informed by email that a tentative central agreement was reached on August 20. Ratification is to occur by September 18. A second information meeting and advance poll is being held at the Terry Fox Centre in Gravenhurst on Wednesday September 16 at 5:30 pm. Provincial and local leadership will be available to answer questions regarding the proposed agreement. All members who did not attend the information meeting in Lindsay are encouraged to attend.



OSSTF/FEESO

All documents relating to the tentative agreement are available on the 'members only' portion of [www.osstf.on.ca](http://www.osstf.on.ca). Members having difficulty accessing the site are encouraged to contact the provincial Member Database Department at 1 800 267 7867 or the district office by phone (705 324 0107) or email ([info@osstfd15.net](mailto:info@osstfd15.net)).

**All OSSTF District 15 teacher/occasional teacher members can participate in the ratification vote on September 17. Instructions on where to vote were emailed. Contact the district office with any questions.**

**OSSTF Local Negotiations**- According to Sec. 39 (6) of the School Boards Collective Bargaining Act both central and local terms must be ratified before a collective agreement is in place. At this time we are working with the school board to find dates to continue bargaining local terms.

**ETFO Central Negotiations**—Our elementary counterparts continue to engage in sanctions in pursuit of a central agreement. As of Friday September 11 talks with the government had broken off and no future dates were offered by the government. Bargaining has proceeded under a media blackout leading up to the breakdown. ETFO is expected to announce Monday afternoon the details of 'phase 3' sanctions.



**Support Staff Central Negotiations**— As of 12:01 on September 10 CUPE 997 who represents many support staff in TLDSB, including custodians, educational assistants, secretaries, and technical staff, was in a legal strike position. CUPE members have implemented phase 1 sanctions as of September 10.



**It is the expectation of OSSTF and the Ontario Teachers' Federation that our members will not perform duties normally assigned to employees on strike.**

## *Issues That Affect Us All*

# Accessing Sick Leave

While the daily call in procedure for taking a sick day varies from school to school, the collective agreement provides certain protections for members who are ill or injured. These protections and the procedures in place may be even more important to members who have a longer term illness that necessitates either accommodated working conditions or a prolonged absence from work prescribed by a medical practitioner or dentist.



### **Sick Leave Benefits**

The tentative central agreement would have some impact on the specifics of sick benefits if it were ratified but there are a number of elements that will not change either way.

- Sick days are to be used for personal illness or injury or personal medical/dental appointments.
- Full time, permanent teachers are entitled to 11 fully paid sick days and 120 sick days paid at 90% that can be topped up using the remainder of the previous years' 11 days in 1/10ths.

### **Medical Documentation**

Section 10.05 of the collective agreement states that medical documentation from a “duly qualified medical or dental practitioner” may be required after the third consecutive day of absence or in extenuating circumstances. A previous grievance settlement determined that it is desirable for the employer to inform the federation of the circumstances in this case. Members can contact the district office if they have had documentation that they believe is being unfairly requested. The employer pays the cost of all requested medical documentation.

It is important to note that medical documentation submitted by members is to be stored in a separate, secure location and may only be accessed by the Attendance and Disability Management Officer or the Human Resources Administrator. At no time do other administrators have a right to access members' medical information. Medical notes should not be submitted to principals.

### **Standardised Medical Certificate**

In 2011 the federation and the board reached an agreement on a standardized medical certificate that provides the information to which the employer is entitled according to the statutes of Ontario and the relevant injury arbitral jurisprudence. While this would be tweaked by a new certificate agreed to centrally, employers never have a right to know your specific diagnosis or medical condition or your course of treatment. Under the Ontario Human Rights Code employers do have the responsibility to reasonably accommodate ill or injured workers to the point of undue hardship on the employer (an extremely high threshold).

The standardised medical certificate asks your medical practitioner to indicate whether you are able to work with certain restrictions or whether you are unable to work at this time. The conversation between you and your attending medical practitioner about restrictions is a very important one. You should be able to freely express your health concerns, whether they are mental or physical, and your medical practitioner should indicate clearly what restrictions must be put in place in order for you to be accommodated at work or whether you are unable to work at this time. In the case of an ongoing absence periodic updates may be required by the employer.

### **Long Term Disability**

If there is any chance that your injury or illness will run beyond your allocated sick leave please contact the district office immediately to begin an LTD claim. This process takes several weeks so don't wait.

## *Our Members—Our Strength*

# 2016 Student Achievement Awards in Honour of Marion Drysdale

Without question the most gratifying part of teaching is igniting passion and creativity in the minds of our students. When we forge that special mentoring relationship that exists between a dedicated teacher and a motivated and talented student great things occur. The Marion Drysdale Awards encourage teachers to challenge their students to produce excellent work in a variety of aesthetic forms including visual arts, creative writing and digital media. Work is judged by grade and level and winning works are forwarded from school to district to region and possibly to provincial competition where the prize in each category is \$1000 and recognition at AMPA—our annual general meeting.

Last year work was received from three schools in 5 categories with the district winners each receiving \$25. Three students from Trillium Lakelands were selected as regional winners beating out students from Ottawa and Kingston while also receiving additional cash prizes.

This year it is our goal to have works from every school entered for judging at the district level.



**2015 Winners from District 15  
including 2 works of visual art, 1  
digital arts entry and 2 works of  
poetry/prose**



**LAUGH OUT LOUD**  
OSSTF/FEESO STUDENT ACHIEVEMENT AWARDS 2016

This year's theme is **Laugh Out Loud**. Works may be submitted in any of 8 divisions

- Poetry/prose divisions (9-10 academic, 9-10 applied, 11-12 college/workplace, 11-12 university ou 9-12 en francais)
- Creative divisions (9-10 visual arts, 11-12 visual arts or 9-12 digital arts in English ou en francais).

Adult learners can participate in the level at which they are studying.

All entries must be at the District office no later than November 20, 2015.

Many more details can be found at [www.osstf.on.ca/studentachievementawards](http://www.osstf.on.ca/studentachievementawards)

## Important Dates and Opportunities

### Voting in the Upcoming Federal Election

You must be registered to vote. You can confirm this at [www.elections.ca](http://www.elections.ca)



You can vote:

- on October 19 at your designated polling place
- in the advance polls on October 9-12
- any day at an Elections Canada Office before October 13. Locations in Huntsville, Parry Sound, Lindsay or Peterborough—Mon-Fri 9-9, Saturdays 9-6 and Sundays 12-4
- You can apply to vote by mail before 6 pm on October 13

ID requirements, locations and vote by mail applications can be found at [www.elections.ca](http://www.elections.ca)

### Upcoming Events

**Sept 16:** T/OT Central agreement information meeting, Terry Fox Centre Gravenhurst—5:30 pm. All members welcome

**Sept 17:** T/OT Central agreement ratification votes

**Sept 23:** T/OT Bargaining Unit Council

**Sept 25:** Provincial Council

**Oct 9-12:** Federal Election advance polls

**Oct 19:** Federal Election Day



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

### First Nation, Metis, or Inuit?

*The First Nations, Metis and Inuit Advisory Workgroup shall advise the Provincial Executive on any matters related to issues affecting First Nations, Metis and Inuit people and such other matters as may be referred to it by the Provincial Executive*

OSSTF is seeking 2 First Nations, Metis or Inuit members to serve on this advisory workgroup.

Contact the District Office before October 2

### Teaching in Europe

The Department of Defence (DND) Overseas Schools are accepting applications until midnight November 1, 2015.

More information on teacher recruiting can be found [here](#).



### Let's Keep in Touch



[www.osstfd15.net](http://www.osstfd15.net)



OSSTF D15



@OSSTFD15



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Submissions for future newsletters are welcome.

Forward to [info@osstfd15.net](mailto:info@osstfd15.net)