

OSSTF - DISTRICT 15 NEWSLETTER

ORGANIZED THOUGHTS

A Message from the District President
Iggy van Kooten

It's hard to believe we've reached the halfway point of Semester One, with only five weeks until winter break! If you're finding this time of year particularly challenging, remember that a variety of wellness resources are available to members on our website [HERE](#).

We have completed all site visits and TPA luncheons. If you have any TPA-related questions, please don't hesitate to reach out—I'm here to support you. During our visits, we encouraged members to complete the Provincial survey, which is now closed. Keep an eye out for a local bargaining survey early in the new year.

Are you a newer member of OSSTF District 15? If so, please explore the resources for new members [HERE](#).

Are you interested in attending AMPA 2026?
(Annual Meeting of the Provincial Assembly)

The Provincial Assembly is the supreme legislative body of OSSTF/FEESO. It is responsible for establishing and amending Federation policies, procedures, bylaws, constitutions, pass motions, recommend the OSSTF/FEESO budget, and electing the Provincial Executive and OTF Board of Governors.

You must be a Member of a bargaining unit delegation to attend AMPA.

Upcoming
Dates

Dec 2 CBC Meeting
~Minden

Dec 15 BUC
~Haliburton

January-February

Local Bargaining
Survey

DO YOU
KNOW?

The importance
of reading your
collective agreement?

C9.00 SICK LEAVE

C9.1 Sick Leave/Short Term Leave and Disability Plan (STLDP) (Central Terms)

The central terms outline the need for medical information related to accessing sick leave and returning to work:

C9.1 g. Substantiating Sick Leave/STLDP:

The Board may require medical confirmation of illness or injury to substantiate access to sick leave. If the school board requests it, the teacher shall provide medical confirmation to access STLDP (Short-Term Leave and Disability Plan).

Return to Work Assessment: The Board may require information to assess whether an employee is able to return to work and perform the essential duties of their position. This required information must include the employee's limitations, restrictions, and disability-related needs to assess workplace accommodation as necessary, while omitting a diagnosis.

This information will be collected using the form provided in Appendix B - Abilities Form. If the employee's medical practitioner indicates on the form that the employee is totally disabled from work, the Board will not inquire further about the employee's abilities or restrictions until the next review date indicated on the form, though the Board retains the ability to seek medical reassessment after a reasonable period of time.

Third-Party Assessments: The employer is responsible for any costs related to independent third-party medical assessments required by the employer.

No Direct Contact: At no time shall the employer or any of its agents contact the medical practitioner directly.

L10.00 SICK LEAVE

L10.03 Medical Documentation

require a medical certificate, if requested, for absences exceeding three consecutive work days. Documentation may also be required for ongoing absences or attendance management, with the Employer reimbursing the cost. Access to confidential medical files is restricted, and release requires written consent

L10.05 The Employer shall notify the member of their right to Federation representation prior to any return to work meeting.

APPLY HERE

AMPA 2026
Annual Meeting of the
Provincial Assembly
March 13-16, 2025



PD Fund

OPEN FOR
2025-26

#DYK?
(Did You Know?)

Information is available at

osstfd15.net



Instagram:@OSSTFd15



Facebook:@OSSTFd15

Survey ~ Do you know your Branch reps?



Fill out to Win

Branch President

Collective Bargaining
Committee Representative

Health & Safety
Representative

Tim Hortons

WINNER!

LCVI ~ 100% completion rate!



CONGRATULATIONS!

Position Available - Full Time Release



Full Description



HERE

**Closing Date:
Friday Nov 21, 2025 at 4pm**

Attention Occasional Teachers!

We are seeking a temporary Occasional Teacher (OT) Rep for the Bargaining Unit Council to fill in while our current volunteer is on leave ~ please reach out to info@osstfd15.net if you are interested or would like more information

Health & Safety

Violence Includes Threats

Legal definitions state that violence encompasses any physical force, threats, or attempts to harm, regardless of the aggressor's role within the school environment

Employer Duty

Employers are obligated to take every reasonable precaution to protect staff and students from potential violence, ensuring a safe and secure educational atmosphere

The Ministry of Labour requires us to fill out **Incident/Accident/Injury Reporting Forms**

The Ministry of Education requires us to fill out SSIR (**Safe School Incident Reporting Forms**)

Most often, when there is a threat or act of violence from a student, it necessitates both forms. **Remember:** near misses and attempts should be reported

HR4208 Incident/Accident/Injury Reporting and Investigation Procedure
The Injury Investigation Follow-up Report must be completed within five (5) business days of the employee's initial report



UNDERSTANDING THE RIGHT TO REFUSE UNSAFE WORK

If you do not report, there is no record of the incident!



www.tlidsb.ebasefm.com

REPORTING VIOLENCE AND INJURIES

YOU have a LEGAL obligation to report violence, whether it against yourself, a student or another person.

Help Sheet

Workplace Violence in School Boards

A Guide to the Law

Ontario