OSSTF District 15 Site visits

Introductions:

President (T/OT)
Iggi van Kooten







Federation Officer Kelly Neumann







Role of the President

Provide Federation Services to the membership. This includes but is not limited to:

- Accessing benefits identified in collective agreement such as, x over y leaves, special leaves of absence and leaves of absence under the Employment standards act
- Support with TPA process
- Provide federation representation when your performance, conduct or competency are questioned.

President & Federation Officer work together closely on all union business





Role of the Federation Officer

Responsible for:

- All aspects of contract maintenance
- Dealing with matters arising from terms and conditions of the collective agreement
- Grievances
- Negotiations
- Health & Safety

President & Federation Officer work together closely on all union business





Branch Executive consists of:

- **★** Branch President
- **★** Vice President
- **★** Secretary
- **★** Educational Services Officer
- **★** Staffing Officer
- **★** Collective Bargaining Committee Rep
- **★** Occupational Health and Safety Officer
- **★** Equity Officer





Role of the Branch President & Executive

CONSTITUTION & BY-LAWS - District 15

Duties of the Branch Executive

- promoting the importance of the Federation and its programs to the members;
- providing information to the membership concerning all Federation activities
- providing information to the membership about the Collective Agreement (CA)
- collecting information about job sites within the Branch and communicate information to the District Office;
- reporting potential management violations of the CA within the job sites to the Federation Officer;
- collecting strike fund contributions from the membership;
- promoting the availability of professional development funds and programs, and encouraging their use;
- administering OSSTF awards at the school level;
- promoting the aims of the bargaining unit within the community;
- representing the membership on the in-school Staffing Committee and School Council;
- providing advice to the membership on accessing Federation services.



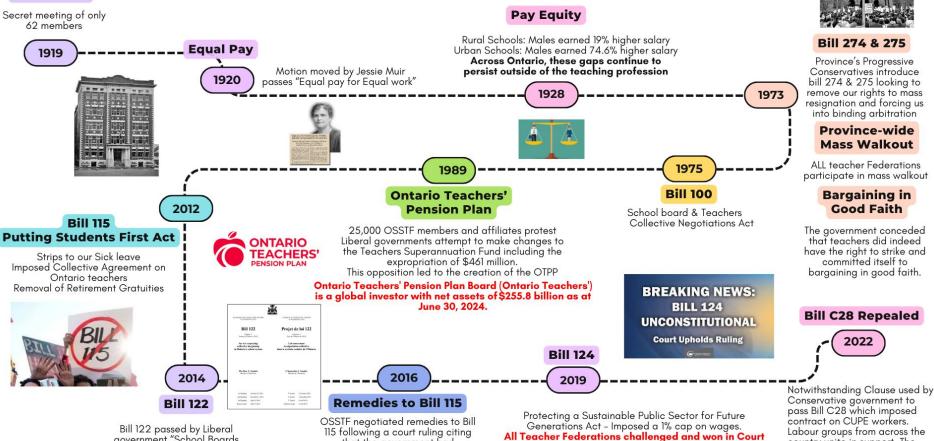
Birth of the **Federation**

government "School Boards

collective Bargaining Act"

Created a 2 tier central/local

The Union - A Brief History



Salary remedies awarded by arbitrator

(additional 0.75%, 0.75% & 2.75% for 2019 - 2022)

country unite in support. The

of solidarity

government is forced to repeal

the bill with this demonstration

that the government had

"substantially interfered in the

collective bargaining process

How can we help?

- Workload concerns & working conditions
- → Class Size questions
- Union representation
- → Self-funded leaves
- → Sick leave, personal days, etc
- → Teacher Performance Appraisal (TPA)
 - **♦** Information and support
- → Short Term Disability (STD)
- → Long Term Disability (LTD)

Make an Appointment

- → Health & safety
- → PD fund
 - Eligibility and how to apply
- → Collective agreement
 - where to find information

Resources available on D15 website

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Collective Agreement 101

Handout

Collective Agreement 101 - Key Highlights & Where to Find Information







APA Responsibilities

TABLE 1: APA Responsibilities

There is no "requirement" to balance APA's in a semester, therefore keep in mind that part time teachers may work one or both semesters, and the annual maxima apply. Reasonable rounding also applies. To determine APA minutes, on-calls have been converted to 37.5 minute increments for calculations only. On-calls are credited as single (Half period) or double (full period) regardless of the actual duration of the on-call

APA Responsibities by Semester*							
Teacher Semester FTE	Semester Teaching Sections	Total Half-Period APA's	Total Semester Maximum half Period On-calls	Total Semester Minutes APA's			
1.00	3	26.5	15	990			
0.667	2	17.667	10	660			
0.333	1	8.833	5	330			

APA Responsibities Annually*						
Teacher Annual FTE	Annual Teaching Sections	Total Half-Period APA's	Total <u>Maximum</u> half Period On- calls	Total Minutes APA's		
1.00	6	53	30	1980		
0.833	5	44.167	25	1650		
0.667	4	35.333	20	1320		
0.500	3	26.500	15	990		
0.333	2	17.667	10	660		
0.167	1	8.833	5	330		





Noteworthy Extras

KEY DATE

- Monday after March break
 - Deadline related to requesting leaves or transfers
 - 12.08 Special leaves of absence
 - 12.09 Self funded leave; X over Y
 - 19.03 Voluntary Transfer

ASP - Attendance Support Program

- Union representation at each step
- Sick leave 11 days@100%, then...
- STD & LTD

Reach out to your Union with any questions

(i.e. filling out forms, process, etc)



Where to find information?

Website osstfd15.net

Follow us:

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www.facebook.com/osstfd15

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KELLY NEUMANN

Federation Officer
District 15 T/OT Bargaining Unit

