

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.

The Union - A Brief History

Birth of the Federation

Secret meeting of only 62 members

1919



Equal Pay

1920

Motion moved by Jessie Muir passes "Equal pay for Equal work"



Pay Equity

Rural Schools: Males earned 19% higher salary
Urban Schools: Males earned 74.6% higher salary
Across Ontario, these gaps continue to persist outside of the teaching profession

1928



1973

Bill 274 & 275

Province's Progressive Conservatives introduce bill 274 & 275 looking to remove our rights to mass resignation and forcing us into binding arbitration

Province-wide Mass Walkout

ALL teacher Federations participate in mass walkout

Bargaining in Good Faith

The government conceded that teachers did indeed have the right to strike and committed itself to bargaining in good faith.

Bill C28 Repealed

2022

Notwithstanding Clause used by Conservative government to pass Bill C28 which imposed contract on CUPE workers. Labour groups from across the country unite in support. The government is forced to repeal the bill with this demonstration of solidarity



2012

Bill 115 Putting Students First Act

Strips to our Sick leave
Imposed Collective Agreement on Ontario teachers
Removal of Retirement Gratuities



2014

Bill 122

Bill 122 passed by Liberal government "School Boards collective Bargaining Act"
Created a 2 tier central/local



1989

Ontario Teachers' Pension Plan

25,000 OSSTF members and affiliates protest Liberal governments attempt to make changes to the Teachers Superannuation Fund including the expropriation of \$461 million.
This opposition led to the creation of the OTPP

Ontario Teachers' Pension Plan Board (Ontario Teachers') is a global investor with net assets of \$255.8 billion as at June 30, 2024.

2016

Remedies to Bill 115

OSSTF negotiated remedies to Bill 115 following a court ruling citing that the government had "substantially interfered in the collective bargaining process"

1975

Bill 100

School board & Teachers Collective Negotiations Act

**BREAKING NEWS:
BILL 124
UNCONSTITUTIONAL
Court Upholds Ruling**

Bill 124

2019

Protecting a Sustainable Public Sector for Future Generations Act - Imposed a 1% cap on wages.
**All Teacher Federations challenged and won in Court
Salary remedies awarded by arbitrator
(additional 0.75%, 0.75% & 2.75% for 2019 - 2022)**

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



Collective Agreement 101

Handout

Collective Agreement 101 - Key Highlights & Where to Find Information



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

TABLE 1: APA Responsibilities

APA Responsibilities by Semester*				
Teacher Semester FTE	Semester Teaching Sections	Total Half-Period APA's	Total Semester <u>Maximum</u> 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
*Numbers rounded to the nearest workable minute 992.5 minutes rounded to 990.				

APA Responsibilities 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:
www.instagram.com/osstfd15
www.facebook.com/osstfd15

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