

December 6: National Day of Remembrance and Action on Violence Against Women

Ontario remembers the 14 female engineering students who were murdered at l'École Polytechnique de Montréal on December 6, 1989 by an act of gender-based violence. We also commemorate the missing and murdered Aboriginal women, the trans-women and each and every woman in Ontario and across the world whose lives have been harmed or lost to gender-based violence.

The 14 women at l'École Polytechnique de Montréal, were killed in a gender-based act of violence.

In 1991, the Parliament of Canada declared December 6th to be the *National Day of Remembrance and Action on Violence Against Women*.

The day now represents a time to reflect on the phenomenon of violence against women in our society. It is also a day for communities and individuals to speak out against all forms of violence against women and its impact on victims and their families and friends.

Did you know? OTIP Posaction

Did you know that OTIP offers 12 hours of counselling per year to all its members free of charge? In addition to the UCDSB's Employee and Family Assistance Program (EFAP), OSSTF members who subscribe to OTIP Health and Dental benefits can access Posaction, a confidential problem-solving service that aims to improve your health and well-being.

Posaction helps members with work-related problems, personal problems, family problems, and/or dependency problems. Issues such as stress, burnout, interpersonal relations, sleep disturbances, anxiety, demotivation, bereavement, etc. are serious and Posaction can help!

Contact Posaction anytime at 1-800-668-0193 with our group insurance contract #48083-902 to get the help you need.

Professional. Confidential. Positive Action.

OSSTF Certification: Took Courses to Upgrade your Category (Group) or want to be Re-Evaluated?

The OSSTF Certification system has seen extensive revisions in the last several years (see "Recent Changes" on the OSSTF Certification webpage) and some members will find that these beneficial rule changes will allow for Group increases without any further course work. If members are not at the highest Group 4 level and have not had a re-evaluation of their existing file in recent years, they may be missing out on the opportunity for increased salary that will come with a rating change. This may be of particular interest to Technological Education teachers, given additional changes over the years through the Ontario College of Trades and Apprenticeship Act, 2009 and given changes to Red Seal Occupational Standards in Ontario. Members who are not in Group 4 are encouraged to send in Certification Application Form #2 and request a review of existing credentials if they believe any of the changes apply to them.

Also, members who have recently completed courses to upgrade their category (group) must ensure they apply to OSSTF Certification Dept. for a new Rating Statement and advise the Board they have done so.

Detailed information at <http://www.osstf26.com/en-CA/TBU/certification-experience-and-pay/group-ratings.aspx>. If you have received a new/updated Group Rating Statement, submit to HR as soon as possible. New and Updated Ratings statements are retroactively recognized financially back to the first day worked in this school year. There is a January 1st cut-off to receive retroactive pay to Sept 1st.

PD Funds: Contract and Occasional Teachers

For more details, visit:

<http://www.osstf26.com/en-CA/TBU/pd-fund.aspx> OR

<http://www.osstf26.com/OTBU/ot-pd-fund.aspx>

Teacher Exchanges within the Board

A pair of teachers may submit their names for an exchange by contacting the Superintendent of Human Resources or designate, in writing, no later than December 31st for exchanges that will commence the second semester. If interested, please read article 22 of the collective agreement for more details

Teacher Performance Appraisal & NTIP

Teachers are reminded to call the District Office immediately should they receive a "below standard" performance appraisal or a "development needed" performance appraisal.

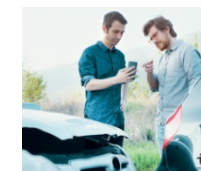
Indoor Air Quality an Issue? Download the AirAssess App!

Indoor air quality (IAQ) issues at work can be caused or aggravated by a number of factors. The interrelationships between these factors can be quite complex. By answering questions about your environment, symptoms, workplace stress levels, and allergies, you can discover issues which may be related to the air quality in your workplace. This free app will look for possible links and provide you with ideas to help you and your workplace take action on these air quality issues. If you feel IAQ is an issue, please contact your Health and Safety site rep at your location or your District Officer, Adrienne McEwen at 613-258-2410.



How a car accident can impact your insurance premiums

Car accidents can happen to anyone on the road, even great drivers. Whether it's a sudden stop causing a fender bender or failure to break at a red light, accidents happen and can impact your insurance premium.



To learn more, visit www.otipinsurance.com/article28

OSSTF/FEESO Provincial Awards

The Provincial OSSTF offers many awards for membership contribution (<http://www.osstf.on.ca/en-CA/services/awards-scholarships-grants-and-bursaries/osstf-feeso-awards-of-recognition-for-members.aspx>). Deadline for nominations is January 31. Awards include:

- ⇒ [Honorary Membership](#) retiring members who have active interest in OSSTF
- ⇒ [James Forster Human Rights Award](#) promotion of human rights
- ⇒ [Jennifer MacLean Health and Safety Award](#) achievement in health and safety
- ⇒ [John McNeil Award](#) achievement in collective bargaining
- ⇒ [Kelly Ann McKenzie Award](#) contributions to the professional growth and development of education worker
- ⇒ [Nancy Warrener Award](#) commitment to the professional development needs
- ⇒ [Norm Snyder Award](#) outstanding service to OSSTF
- ⇒ [Political Action Award — In honour of Wendell Fulton and Larry French](#) outstanding leadership in political action
- ⇒ [Provincial Executive Award](#) meritorious/outstanding services to the OSSTF
- ⇒ [The Liz Barkley Status of Women Award](#) advocating and building awareness on women's economic and equality issues

How to Safeguard Your Home Against Break-Ins

As the holiday season approaches so does an increased risk for home burglary. While holiday shoppers hide presents in their homes, and homeowners leave town to celebrate the season with family and friends, home burglars are left with prime opportunities for break-ins and theft.



While there's no way to guarantee your home won't be the target of an attempted break-in, there are some actions that you can take to help defend your home against burglars.

To learn more, visit www.otipinsurance.com/article27

Ontario Fall Economic Statement: a response from OSSTF/FEESO President Harvey Bischof November 19, 2018

— The Ford government's Fall Economic Statement was delivered at Queen's Park last week, and was accompanied by a number of disconcerting announcements that point to a reckless agenda of cuts to important services that Ontarians rely upon for fair representation and adequate public oversight.

The elimination of the Office of the Ontario Child Advocate is an irresponsible move that will create heightened risks for children who are in foster care in Ontario, or under the care of a children's aid society. The Child Advocate plays a crucial role in guarding against abuse on behalf of some of the most vulnerable children in the province, including Indigenous children and children with special needs, and the government's plan to eliminate this service is short-sighted in the extreme. As educators whose primary concern is the well-being of our students, we must condemn this decision and call on the government to prioritize the protection of children.

By eliminating the Office of the Environmental Commissioner, the Ford government continues to demonstrate a crass indifference to environmental concerns. Government decisions and initiatives affecting climate change and the environment will no longer be subject to formal independent scrutiny on behalf of the people of Ontario. This represents a major step backward on the part of the government.

Additionally, the abolition of the Office of the French Language Services Commissioner is an insult to every one of the 600,000 Franco-Ontarians in communities across the province – an insult that is only amplified by the further decisions to scrap plans for Ontario's first French-language university. A community that has made countless contributions to the cultural, economic and political life of Ontario is losing an important advocate, and it's frankly bewildering that the Ford government thinks this is an appropriate way to cut costs.

Every OSSTF/FEESO member should be deeply concerned about these announcements and about the overall tone of the economic

statement. We call on the Ford government to reconsider this direction and to move forward instead with an economic plan that does not place private sector interests ahead of the needs of the people of Ontario.

The passage of Bill 47: A statement from OSSTF/FEESO President Harvey Bischof November 21, 2018

— Today the Doug Ford government ignored both the best interests and the vocal objections of working people all over Ontario and passed Bill 47, effectively gutting the hard-won reforms to labour laws and employment standards that came into effect last year under Bill 148, the *Fair Workplaces, Better Jobs Act*.

Bill 47 is based on the false premise that improved employment standards and an increase in the minimum wage have killed jobs – a notion that flies in the face of virtually all available evidence and data, not just from Ontario but from many other jurisdictions. As a result of this government's now-familiar pattern of ignoring evidence in favour of ideology, the clock has been turned back and major improvements in areas such as sick leave, vacation time, fair scheduling practices and equal pay for casual and part-time employees have now been pulled out from under some of the most vulnerable workers in Ontario.

That this legislation was pushed through in spite of a massive public outcry serves only to confirm that this is not a government "for the people" at all, but rather a government that is receptive almost exclusively to the powerful lobby of business interests.

This is a very sad day for workers in Ontario, but we in the labour movement will not be discouraged from continuing to fight for the rights of workers, unionized or not. OSSTF/FEESO will continue to support the grassroots efforts of the Fight for \$15 and Fairness, and we will oppose any action on the part of the government that attacks the rights of working people in Ontario.

Calendar of Events

"Useful Links" at www.osstf26.com