

Legalization of Cannabis

With the legalization of cannabis, employers are turning their minds to policies and procedures they may put in place with respect to cannabis use by employees. Regardless of whether an employer has a specific policy in place, they are entitled to manage their workplace in a reasonable manner, which includes ensuring that employees are able to perform their duties in a safe manner. The standard for employees' performance and behaviour is raised for the majority of our members because the safety of students is involved. Cannabis is an intoxicant that can impair a person's ability to perform certain cognitive and physical tasks. It should be treated in the same way as other intoxicants such as alcohol or other drugs (over the counter and prescription) that cause impairment. Failure to do so may place members at risk of discipline from their employer.

Recreational Use Members who use cannabis recreationally should take into consideration the same general guidelines that they would apply to other recreational drugs such as alcohol. Members are advised that they should not attend work while under the influence of cannabis.

Medical Use Members who have been prescribed cannabis as a treatment for a medical condition should treat it like any other medication that can cause impairment. If cannabis has been prescribed, its use as prescribed cannot impair a member's ability to perform their duties in a safe manner. If a member's medical condition or its treatment requires accommodation in the workplace, they should contact their Bargaining Unit for assistance in providing their employer with the appropriate medical documentation so that their limitations and restrictions can be accommodated.


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>

DISTRICT 26 is now on FACEBOOK

STAY INFORMED & INTERACT WITH OTHER D26 MEMBERS

 our page "[@District26OSSTF](#)" in the next 2 weeks for a chance to win a \$25 gift card

PLUS

 our CLOSED group "[OSSTF District 26 Members](#)" (<https://www.facebook.com/groups/OSSTFD26>) for a second chance to win!

CONTEST CLOSING ON NOVEMBER 9, 2018

IATSE Local 58 Lockout

IATSE Local 58 has been locked out of Exhibition Place since July 20, 2018. During this time, the Board of Governors of Exhibition Place has not engaged in proper bargaining with Local 58 and continues to put forward positions that are solely meant to remove jobs that the members of IATSE Local 58 have been providing for the City of Toronto for generations. OSSTF members should show their support for the IATSE Local 58 locked out workers wherever possible, including by honouring their picket line protocols. Also, where they have the discretion, members should choose to plan and schedule class field trips to events other than those being held at Exhibition Place, and thereby choose to avoid planning or scheduling trips to events such as the Royal Winter Fair, Toronto Marlies hockey games, or performances at Medieval Times or the Queen Elizabeth Theatre.

Unsung Hero Award

Your Educational Services Committee is requesting submissions for the UCDSB Unsung Hero Award, which recognizes the extraordinary efforts and services of D26 OSSTF members. The general criteria for the award includes demonstrates educational leadership, initiative, innovation; inspires others; good listener and terrific rapport with students/colleagues; positive outlook; provides

direction, information, skills, and resources; commits random acts of kindness/volunteerism; and must be a member in good standing. Link to <http://www.osstf26.com/news/latest-news/upper-canada-unsung-hero.aspx> to nominate a colleague!

OSSTF/FEESO Annual Designated Charity: Kids Help Phone

The Provincial Executive is continuing its support for Kids Help Phone as the OSSTF/FEESO designated charity for 2018-2019. Kids Help Phone continues to fill an important niche in advocating for and giving assistance to our students and their families. During its nearly thirty year history, Kids Help Phone has greatly expanded its outreach as a bilingual national organization serving children and teens in need of counselling, advice and intervention. Kids Help Phone now provides direct phone and online support to over 2.2 million requests for help each year, including young people living in rural and remote communities across Canada where supports are not readily available. The Kids Help Phone website also provides access to resources on a wide variety of issues including sexuality, harassment and bullying, drugs and alcohol, dating, and family relationships. Youth awareness materials are provided free of charge to schools to build awareness of Kids Help Phone services and how to access them. Kids Help Phone is also one of four organizations working together in partnership to provide Good2Talk, a free, confidential, and anonymous helpline providing professional counselling and information and referrals for mental health, addictions, and well-being to post-secondary students aged 17-25 in Ontario, 24/7/365.

As a designated charity of OSSTF/FEESO Kids Help Phone will receive a provincial donation of \$10,000. The Provincial Executive also requests local support during the 2018-2019 school year through direct donations and/or by encouraging member participation in fund-raising activities such as the annual Walk for Kids Help Phone.

Calendar of Events

"Useful Links" at www.osstf26.com

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.

November is Woman Abuse Prevention Month – see what you can do at: <http://www.women.gov.on.ca/owd/english/ending-violence/wapm.shtml>

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:

- ⇒ [André Léculier Award](#) for professional development
- ⇒ [Award of Merit](#) meritorious/outstanding service to OSSTF
- ⇒ [Bob Brooks Award](#) excellence school community relations.
- ⇒ [Comité des services en langue française Award](#) growth and the promotion of the French language within OSSTF
- ⇒ [Communication Award](#) effective efforts in communication
- ⇒ [Environmental Award](#) dedication to environmental activism

PAR Leaders & Mid-Semester Report Cards

OSSTF would like to reiterate that, in accordance with Article 19.02; PAR leaders **should not** “assess teachers’ comments made on students’ formal reports”. This means reviewing such comments (grammar, syntax, format, etc.), making a determination as to the appropriateness of the comment, making such corrections or advising the teacher or administration that such a comment is either acceptable or not acceptable. If PAR leaders are directed by their administration to do so, we ask that they comply and inform the local Branch Steward. PAR Leaders must refrain from volunteering to “assess teachers’ comments made on students’ formal reports”.

However, OSSTF has no objection to...

- PAR leaders, in their respective program area meetings, informing members regarding the administration’s expectations of report card comments (grammar, syntax, format, curriculum links, appropriateness etc)
- PAR leaders mentoring teachers who request aid in developing report card comments
- PAR leaders reviewing the spread of marks for classes in their program area.

Student Achievement Awards

This year, to coincide with OSSTF/FEESO’s 100th Anniversary as an education union in Canada, our Student Achievement Awards theme is **“Ahead by a Century”**. Posters and information documents were delivered to each workplace to promote both the \$1,000 provincial prizes and this year’s theme.

We are encouraging students, with the support of an OSSTF/FEESO member who has worked directly with them, to submit an original piece of writing, visual art or media based on this year’s theme, **“Ahead by a Century”**.

Schools must submit their winning entries to local district offices no later than November 16, 2018. Provincial winners will be acknowledged and celebrated at our 100th Anniversary celebrations at the Annual Meeting of the Provincial Assembly (AMPA) in March 2019. Guidelines and entry forms for the

Student Achievement Awards are available online at www.osstf.on.ca/studentachievementawards.

This Fall Focus on Gratitude

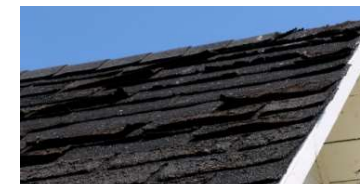
Fall is a season of change, from the colours of the trees to the weather, but Fall also brings a very special holiday, Thanksgiving. It’s a time to show gratitude while spending time with loved ones and enjoying a delicious dinner. Did you know that there are health benefits to being thankful and showing gratitude in your daily routine? According to scientists, counting your blessing year-round is good for your mental health and well-being. To learn more, visit www.otipinsurance.com/article26



How to Prevent Wind Damage to Your Home

High winds can be a dangerous, and costly, instance of extreme weather. Consider the damage incurred by the severe spring wind storm that hit southern Ontario in May 2018, causing over \$380 million in property damage.

Though none of us can control the weather, there are some actions that home owners can take to help minimize their potential losses in the event of a wind storm. It’s important to be aware of the risk level for high winds in your area, as well as of your home’s potential vulnerabilities to wind damage. To learn more, visit www.otipinsurance.com/article25



As a member of OSSTF, you are also a member of Edvantage, a rewards program offered exclusively to Ontario’s Education Community! Visit <http://www.edvantage.ca/>.

