

OSSTF Rainbow District 3
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MAY
2019



The LINK



Liana Holm (ETFO) and James Clyke

**April 6th - Rally for Education
at Queen's Park**



Todd Sintic and Jane Ste. Marie
(Provincial Office)

Dates of Interest:

May 1st: Spring Assembly
District Office 4:00 pm

May 2nd: Pizza at LaSalle SS



May 3rd: Pizza at Lively DSS

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President's Message: Surplus & Redundancy (TBU)

A Secondary Staffing Committee Meeting took place at 9 am, Tuesday April 9th, to "draw the Redundancy Line". Many factors are taken into account before this line is drawn such as, SLIP leaves, retirements, resignations, general leaves, secondments, or teachers becoming Administrators. What follows are the negotiated rights for teachers who have been declared surplus or redundant and are found in the Collective Agreement.

Articles 17 and 18 cover surplus and redundancy:

May 8th: Annual General Meetings – all members of the following bargaining unit are encouraged to attend these dinner meetings.

PSSP AGM @ District Office
4:00 pm (downstairs)

ESSU AGM @ District Office
4:30 pm (upstairs)

SSSC AGM @ District Office
5:00 pm (small boardroom)



May 9th: Spring Gathering
4:00 pm – upstairs

All women from all Bargaining Units invited to attend the Spring Gathering. Call the office to register -692-3923



May 9th: CPAC meeting
4:00 pm – downstairs

May 13th: 4:00 pm Meeting with Redundant Teachers

May 15th: Building Committee
4:00 pm

May 27th: Human Rights Meeting 4:00 pm

Surplus Teacher: Articles 17:04 & 17:05 in your Collective Agreement: ***“Surplus teacher shall be a teacher for whom no position will be available in his/her present school in the upcoming school year based on the criteria outlined in Article 17:05”*** (17:05...seniority, viability of programs)

Postings are available to those teachers placed on the surplus list. These postings were given to you on the day you were formally declared surplus. Further postings of May 3rd and May 10th are also available to you. On Thursday, May 23rd, any surplus teachers who have not secured a position will hopefully be placed in a school. If a surplus teacher cannot be placed on that day, they will be declared redundant.

Redundant Teachers

Redundant Teacher: ***“Redundant teachers shall be those in excess of the projected staffing requirements of the system for the upcoming school year as outlined in Article 17:03.”***

In the following outline, please find a summary of the Articles listed in your Collective Agreement which may or may not impact your current status. It is the duty of each member to be familiar with each article in the Collective Agreement pertaining to redundancy.

Articles: 17:01, 17:03 & 17:04 of the Collective Agreement

In these articles, a definition of redundancy is given and the number of redundant teachers is determined by a particular date. The “trigger” date with regard to formal redundancy notification is “by May 1 or the last school day preceding.” This year, this date was April 26th, 2019.

When you are declared redundant, you are given certain, but limited, rights to teaching positions within the Rainbow District School Board. These rights are known as “Recall Rights”

Article 18: (Articles 18:01 - 18:08 inclusive) of Collective Agreement

Article 18:01: You will be added to the “recall list”. This list comes into operation after a placement meeting on Thursday, May 23rd, 2019. At this meeting, any remaining surplus teachers will be placed in remaining posted positions for which they are qualified. If a teacher is not qualified, they may be declared redundant, or have “bumping” rights with their current qualifications to a teacher who is the most junior qualified teacher in the system. That junior teacher may then be declared redundant and added to the “Recall List”.

Article 18:02: Your duty to inform Human Resources at Board of a current address, telephone number.

Article 18:03 & 18:04: After May 23rd, positions will be awarded to teachers who have recall rights based on who are qualified for the position and have the most seniority on the recall list. There will be postings for available positions on Friday May 24th, and Friday May 31st.

Article 18:05: Reasons for not accepting offered positions without losing status on recall list could include, geographic area (17:01), sickness, pregnancy, accident, etc.

May stuff!

The month of May was named for Maia, the Greek goddess of fertility.



In any single year, no other month begins or ends on the same day of the week as May - who knew?



The United Kingdom celebrates May as the National Smile Month - it is the largest and longest running campaign to promote good oral health.



Article 18:06: Recall rights not lost if you refuse a position that is not full time.

Article 18:07: Three-year period for teachers on recall list

Surplus and redundancy processes are very emotional and stressful times for teachers that hold precarious positions with the RDSB. If you think one of your colleagues is experiencing difficulty, or in need clarification on these issues, have them contact the Lively office ASAP. We will be hosting meetings for surplus and redundant teachers shortly.

District Officer's Memo

Time seems to pass exponentially faster the closer we get to June. This year, in addition to staffing, we have the added stress of what seems like constant announcements about cuts to funding for education.

Members are reminded that supports are available through the board **Employee Assistance Plan (Lifeworks – 1-877-207-8833)**. Teacher members who pay premiums to the OTIP LTD plan also have access to **Posaction Plus**. Further information is available through the district office. Members who have **extended health care benefits** also have coverage for counselling through their benefits plan.

Teachers who have received **redundancy notices** are invited to meet on Monday, May 13th at 4pm at the Lively office to review staffing timelines and pertinent articles of the collective agreement. Please RSVP to Donna McKinnon by calling 705-692-3923 or emailing osstf@d03.osstf.ca.

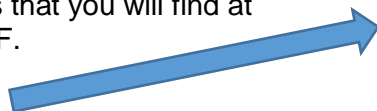
Reminder to all members! Register for access to My OSSTF

After going to www.osstf.on.ca, click on "Member Login." If you don't have your login, you will need to call the provincial office and ask for the Membership Database Team at 1-800-267-7867. They will ask you for the following information before they provide your login:

- Membership ID (if known)
- Home address
- Home phone #
- The last 3 digits of your SIN #
- A non-employer email address
- Date of Birth (optional)
- Work location (if available)

Once you provide that info, you will be able to reach the member-protected area of the OSSTF website.

This is a **sample** of the personalized quick links that you will find at My OSSTF.



Quick Links

[A Member's Guide to the Long Term Disability Plan For Teachers](#)

[Annual Learning Plan for Experienced Teachers](#)

[District Funding / Financement du district](#)

[Expense Voucher \(Online form\)](#)

[New Member Outreach Resource](#)

[Occasional Teacher's Guide](#)

[OSSTF Benefits](#)

It is finally May!

A month of superstitions and celebrations!

Among the many longstanding wedding superstitions, May's bad luck reputation has been around since ancient Rome.

“Marry in the month of May, and you’ll surely rue the day.”

It was considered a bad omen to marry in May back in Roman times because May was the month of the Feast of the Dead, and three days of that month were devoted to cleansing the evil dead spirits.

But May isn't just an unlucky month for marriage, it also extends to family life...To 'tuck' a baby is to dress it the child in a short coat...tucking them away is an omen of doom.

Tuck babies in May, you'll tuck them away.

More maudlin May superstitions of yore:

“Brooms bought in May, sweep the family away.”

“Wash a blanket in May, wash the family away.”

“Wash blankets in May, you'll soon be under clay”.

According to British lore, children born in May will fall ill at birth and cats born during the month will be ineffective rodent killers and will bring snakes into the house.

Celebrations in May!

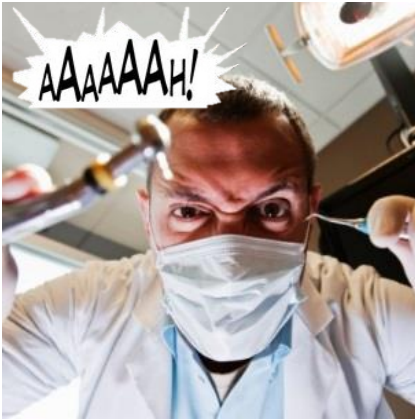
In Canada, the month of May brings us **Mother's Day** on the second Sunday in May – this year it falls on **May 12th**.

We also celebrate **Victoria Day**, which falls on the Monday preceding May 25th, in honour of Queen Victoria's birthday. This holiday has been observed in Canada since at least 1845, originally falling on Victoria's actual birthday (May 24, 1819). Gotta love a long weekend! This year, the holiday falls on **May 20th**.

Other May festivities around the planet...

Feel like you may need a little more to celebrate in this merry month of May? Party on!

- **May 2: United Nations World Tuna Day** is observed to highlight the importance of sustainably managed fish stocks in achieving the 2030 Agenda for Sustainable Development. There is a need for effective management to restore the overfished stocks, including tuna, and to address the decline in tuna stocks resulting from overfishing in the world's oceans.



NATIONAL
DANCE LIKE A
CHICKEN
DAY



- **May 2** was also officially named **International Day of Idleness** in 1966 at something called The World Tramps Conference in Argentina, which I assume was a conference for vagabonds and not any other, more modern, definition of the word tramp. Unfortunately, it isn't recognized as a provincial or federal holiday here in Canada... yet ☺
- **May 5–11: . Root Canal Awareness Week** – the American Association of Endodontists have set aside this week annually to help patients understand how advanced imaging greatly enhances an endodontist's ability to diagnose, evaluate, treat and care for patients... in other words, take the stigma of fear away. Dentophobia – Apparently, it's a thing!
- **May 8: National No Socks Day** is celebrated on the May 8 of every year. No Socks Day is a day to free your toes from socks, and it is the day to give your feet a breath of some fresh air, so break out your sandals and flip-flops!
- **May 14 : National "Dance Like A Chicken Day"** falls on the 14th of May every year. It's one of those strange holidays where you wonder who would actually celebrate this day! As to where this day comes from, that is still a mystery. To celebrate, simply, dance like a chicken! Of course you don't just dance without any music, it has to be the chicken dance song – and in case it's not on your playlist <https://www.youtube.com/watch?v=Hb9FwlubyIQ>
- **May 28: Slugs Return from Capistrano Day** is a parody of the holiday called "Swallows Return to Capistrano." Swallows Day is supposed to be a lovely day in March when flocks of cliff swallows arrive at the beautiful Mission San Juan Capistrano in California and begin to build their springtime nests. For years, people have held a parade and festival to welcome back the sparrows, and they traditionally ring the mission bells as well.



Sadly, there have been very few or no swallows anywhere near Capistrano in recent years.

But the slugs! Oh, they are back every year!

Slugs Day warns people all over the nation that the slugs are returning from their winter headquarters in Capistrano...yeah, right! The things people will do in order to have a parade!!



I'm Moving: What Should I Do About My Home Insurance Policy?

Moving into a new home is an exciting time, but it's also a very busy time. While you start checking off the boxes on your moving to-do list, it's important to remember that your home insurance has to be taken care of well before your move-in date. Take a look at the moving and home insurance frequently asked questions below so that you can look forward to making memories in your new home, confident that you have the coverage you need.

To learn more, click here: www.otipinsurance.com/article40



Preparing for Retirement? 5 Tips You Need to Follow

Are you thinking about retiring soon? As your career comes to an end and a new phase of your life begins, you want to ensure that you're prepared to make the most of the new opportunities and experiences that retirement brings.

Follow these five tips to make sure you're on track for a fulfilling retirement:
www.OTIPinsurance.com/article39



Members... For all your insurance needs, check out the link to OTIP OSSTF members page:

<https://www.otipinsurance.com/OSSTF3>