

SEPTEMBER 26, 2009



OSSTF/FEESO
District 10

DISTRICT COUNCIL

PRESIDENT'S REPORT

LEGISLATIVE CHANGES TO OHSA

Bill 168, An Act to Amend the Occupational Health and Safety Act with respect to Violence and Harassment in the Workplace and Other Matters

This Bill marks four years of intense lobbying and hard work by OSSTF/FEESO Provincial Executive to have this issue addressed and resolved.

The Bill, will:

- recognize workplace violence and harassment as an occupational hazard in the Ontario Health and Safety Act
- provide clear definitions of workplace violence
- require employers to develop policies and programs to address workplace violence and harassment
- require employers to take reasonable precautions against domestic violence that may intrude into the workplace
- allow workers to remove themselves from the workplace if they reasonably believe they are in imminent danger

With respect to the last bullet:

If you have reason to believe the work is likely to endanger you or someone else, this is what you do:

- teacher members must first ensure the safety of their students prior to a work refusal
- worker reports problem to supervisor and remains in a safe place nearby
- supervisor investigates in the presence of worker, and worker's safety representative
- worker returns to work if actions taken deem the situation no longer dangerous

If the worker has reasonable grounds to believe that the situation is still likely to endanger, despite all efforts to correct situation then:

- worker stays in a safe place or worker may be assigned reasonable alternative work pending investigations and decisions
- no other worker can be assigned this work unless advised of the refusal and the reason for it in the presence of the worker's safety representative
- ministry of Labour Inspector contacted by worker, worker's safety representative, or employer
- inspector conducts investigation in the presence of all parties
- inspector issues written decision that may be appealed under Section 61
- worker returns to work following completion of required action.

WORKERS CANNOT BE DISCIPLINED FOR USING THEIR RIGHTS UNDER LEGISLATION (SECTION 50).

ANNUAL LEARNING PLAN

The ALP is teacher authored and directed. We have subscribed to the following website. This ALP does not replace the Lambton Kent District School Board required plan. It is intended to provide suggestions which you can cut and paste into the Board's form.

www.TeachersALP.com

your email is your password
choose district 10

STAFF DEVELOPMENT RELEASE TIME

As a result of negotiations and in an effort to provide work for our Occasional Teachers, release time for teacher directed professional development can be accessed through Staff Development Days. Please note the following:

1. Each secondary school will have access to up to ten (10) supply days per year for (total of 20 for 2008 – 2010), 2010/11 and 2011/12 school years in order to facilitate staff development.
2. The days will be allocated at each worksite by the Principal in consultation with Curriculum Leaders and the Branch President. Teachers are encouraged to submit development plans through their Curriculum Leader to the Principal.
3. Teaching Administrators do not qualify for release time under this plan.
4. An occasional teacher must be hired for the day.

SECONDARY STAFFING COMMITTEE

The committee met on September 17, 2009. Teacher timetables and supervision schedules were reviewed and violations regarding class caps were discussed. The process is currently ongoing with senior administration contacting the Principals involved.

RETIREMENT SEMINAR

If you plan on retiring within the next several years, plan to attend one of the following retirement seminars being offered by the District. RSVP on line www.osstfd10.ca or email Carolyn office@osstfd10.ca

5:00-7pm in Chatham on October 27, 2009 at Country View Golf Club.

5:00-7pm in Sarnia on October 28, 2009 at the District 10 OSSTF Office.

Ruth Kirkham, OSSTF Pensions Officer, will be there to present planning options and answer questions. Posters are now in the schools or on line at www.osstfd10.ca.

UP TO DATE PERSONAL INFORMATION

The onus is you the member to provide both the Board, OCT, OTPP and OSSTF of any changes to your personal information. Please email Pat Groendyk for changes at the Board Office (groendpa@lkdsb.net) and the District 10 office (office@osstfd10.ca or on our website under 'forms') any name or address changes.

SPECIALIZED TRAINING AND SUMMER LEADERSHIP, AUGUST 25 – 29, 2009

Occasional Teacher President, Al Duffy and I attended Specialized Training which is designed for District and Bargaining Unit Presidents. We were joined by Jessie Coccimiglio, Terry Stitch and Bill Chafe for Leadership. The training was very worthwhile.

Barb Young