



NEGOTIATIONS FOR THE 2022-2026 COLLECTIVE AGREEMENT

Members continue to receive confidential updates regarding both central and local bargaining directly through non-employer email addresses on file with District Office. If you are not receiving these important updates, please let us know

As per two email communications to members on April 15, we are currently awaiting information about central negotiations through the voluntary binding interest arbitration (VBIA) pathway. Locally, a membership meeting and ratification vote are pending. **A General Membership Meeting has been scheduled for Monday, April 22 at 4pm at Dresdent arena and a ratification vote will be held April 23-24.**

ANNUAL MEETING OF THE DISTRICT ASSEMBLY (AMDA) 2024

It's hard to believe, but AMDA is less than a month away. The District's AMDA 2024, is scheduled for Wednesday, May 15, 2024 at Dresden arena. While the deadline has passed for on-time resolutions, late resolutions can still be submitted prior to and during AMDA—the only difference is they require a higher vote count. Only AMDA delegates in attendance can submit late resolutions “from the floor”. Additionally, this is an election year for voting District Executive members. While the on-time nomination deadline has also passed, late nominations will be accepted up until Friday, May 10, per Bylaw 11.3.1.2. More information about AMDA can be found on the District website here: <http://osstfd10.ca/AMDA.html>

RETROACTIVE PAYMENT FOR BILL 124 REMEDY

School boards are required to make applicable payments to affected members by June 10, 2024 in relation to the federation's challenge to the unconstitutional Bill 124 wage restraint legislation. Any amount owing is specific to individual affected members employed anytime during the 2019-2020 school year to present. Continue to monitor your non-employer email address for any updates from our office.

A BYELECTION IS HERE – VOTE, DONATE & VOLUNTEER!

A provincial by-election is happening right now in Lambton-Kent-Middlesex—one of three provincial ridings in District 10—and the May 2, 2024 by-election day is quickly approaching. Members have continued to experience hasty and poorly-planned education system changes under a second-term majority government first-hand, in addition to the detrimental impacts of Premier Ford's decision-making on our local communities and province. It's time to send a message that a change is coming. Regardless of your riding, donate and volunteer. For those living in LKM, be sure to vote one or before May 2.

ANNUAL STAFFING PROCESSES

As per Article L21, permanent members are notified if they have been declared redundant or surplus for the upcoming school year on or before April 30. District 10 members are reminded to refer to Article 21 of the Collective Agreement to review “Redundancy, Recall, Transfer, and Surplus Procedures”. The first round of any available permanent positions will be posted in the coming weeks, with subsequent rounds following, as required.

Retirement notifications continue to arrive at the District Office which also influence staffing decisions at board and school levels. At this time, 16 retirement notifications have been received this federation year. Members with any questions regarding the staffing process are encouraged to contact the District Office for advice and assistance.

APRIL 28 – NATIONAL DAY OF MOURNING

The Day of Mourning to recognize workers killed, injured, or experiencing an occupational illness due to work, will soon be upon us. In recognition of this important day, donations have been made to both the Sarnia District (SDLC) and Chatham District Labour Councils (CKLC) to support their important work.

- The SDLC Day of Mourning ceremony will be held on Sunday, April 28th at 2:00pm at the Clifford Hansen Fire Station at 240 East Street, in Sarnia.
- The CKLC Day of Mourning ceremony will be held on Sunday, April 28th at 3:00pm at the Labour Gardens across from Canadian Tire on Grand Avenue West, in Chatham.

All members are encouraged to attend these events. Should you wish to access OSSTF flags/banners for participation, please reach out to the District Office.

GRID PLACEMENT – ARE YOU BEING PAID WHAT YOU DESERVE?

Occasional Teachers are reminded to have a current certification rating statement from OSSTF or QECO on file with the employer, so they are placed in the correct salary category for an assignment of any FTE of 10 consecutive days or more. Under collective agreement Article L8.02.2, members who receive their initial placement or improve their category have until June 15 annually to notify the Board in order to receive any applicable retroactive salary.

Additionally, all members should review Articles L9 – “Teaching Experience Allowance” and L10 – “Related Experience” to ensure that any applicable experience is also recognized for placement on the salary grid.

DISTRICT EXECUTIVE ADMINISTRATIVE PROCEDURES

As a reminder to all members, the District Executive has established District Executive Administrative Procedures which are regularly reviewed. These procedures outline such items as:

- standing agenda items for union meetings
- District Expense Guidelines
- postings for District 10 federation positions, and so on.

WE’RE HERE FOR YOU!

Regardless of the topic, members are always encouraged to reach out to the District Office with any questions, concerns, or issues—**we are here to help**. Article L5.10 states: *“The Board and the Union agree that there shall be no discrimination, interference, restraint, or coercion exercised or practiced upon any Members because of Union membership.”* In a number of circumstances, members have contacted the District Office for advice and assistance with situations that were not otherwise known to the OSSTF and that were able to be appropriately addressed. Communication directly from members is particularly appreciated with full recognition that members’ time is already stretched thin.

We’re all stronger together.

Yours in solidarity,

Jennifer Kumpf, President
jkumpf@osstfd10.ca

April 17, 2024