

WELLINGTON
OECTA

UNIT EXECUTIVE
2015-2016

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**INSIDE THIS
ISSUE:**

WORKSHOPS 2
CHRISTMAS DIN-
NER AND DANCE

UPCOMING 3
EVENTS /FALL
GEN MEETING

CONTRACT 101 3

H AND S NOTES 4
CB UPDATE

WELLINGTON 5
MEMBERS IN
ACTION

GDLC SOUP 6
SOCKS AND
SONG

Y. A. CONTEST 7
RELIGION AQ 8
MERRY ADVENT
OTIP

Wellington Works

December 2015

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ONTARIO ENGLISH

Catholic
Teachers

ASSOCIATION

DECEMBER ADVENT AND CHRISTMAS

JESUS IS THE REASON FOR THE SEASON

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Everywhere you need us to be

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President's Message

The year seems to have sped by! It seems like a week ago we were discussing how we were going to implement 'Work to Rule' and whether we were going to have to pound the pavement. Now we are trying to put the finishing touches on our local contract and everyone in their classrooms and schools are focusing on the Christmas Season. What a difference a few months make!

As I write this I am taking in the sites of the Ontario Federation of Labour Convention. 53 Labour Unions with Locals from the North to South and East to West in Ontario are all joined to foster Solidarity and plan our united labour front for the future. That future is uncertain as the war against Unions in Canada has meant we have dropped below 30%. Most of this due to the devastation dealt to our manufacturing sector since NAFTA and other free trade agreements have surfaced. It is sobering to see the many who are struggling to make a living that have no protection of a union in their life.

The Labour movement struggle has to become our struggle. Teachers, including OSSTF and ETFO are vital to the success of the OFL and the Canadian Labour Congress. They need our organizational and writing skills. They need our vocal skills and our ability to educate the public. They need us as volunteers because we all know how to volunteer as it is embedded in our vocation! I encourage all of you to take a few minutes each month to read what is going on in our Local Labour Council and help out when you can by attending events. I would appreciate a few members to help attend the monthly meetings every second Thursday of the Month.

We are entering the Christmas Season. It is only fitting that the above sentences talk about the Labour movement. Labour and Unions are Social Justice For All!

May you and your family have a Merry Christmas!

UPCOMING OECTA MAT LEAVE WORKSHOP

Provincial OECTA Workshop Maternity Leave Workshop

Thursday Dec 10th

4:00 Meet and Greet
Start 4:15 - 5:30

@ the OECTA Office
Presented by
OECTA's Joe Pece

Spouses are welcome to attend this informative workshop. We encourage any member who is planning to have children in the future to attend to learn how best to plan for your new arrivals. Number of Maternity weeks, Pension implications and buy backs, 8 Week Top Up, notices, rights to return to worksites and more will be thoroughly discussed.

RSVP Peter or Mark.

The Social Committee and the Executive Present:

OECTA CHRISTMAS DINNER DANCE

**FRIDAY DECEMBER 18TH @ THE ITALIAN CANADIAN CLUB
RECEPTION 6:00 DINNER 6:30 COST \$ 25.00**

BUFFET DINNER FOLLOWED BY DANCE

ALL ARE WELCOME

**RESERVE YOUR TABLE AND TICKETS TODAY
FROM YOUR SITE OECTA REP OR
EMAIL ONE OF THE OECTA OFFICERS
(Mark, David or Peter)**

COME SHARE A MERRY WELLINGTON CHRISTMAS!

Upcoming Dates

- Monday Nov 30th*
Fall General Meeting
4:30 OECTA Office

- Wed Dec 2nd*
CB Committee After School

- Thursday Dec 3th @ 4:30*
Merry Advent Loyola House

- Tuesday Dec 8th*
Catholicity Committee
4:00 OECTA Office

- GWCSJ 7:00 @ OECTA Office*
Mark Tim and Suzan

- Thursday Dec 10th*
Mat Leave Workshop
4:00 @ OECTA OFFICE

- Socks Soup Song Skating*
GDLC 4th Annual Event
City Hall 6-8

- Monday Dec 14th*
EXEC Meeting and Dinner
OECTA Office 4:15

- Friday Dec 18th*
Christmas Dinner Dance
Doors Open 6:00 Dinner 6:30
All welcome Tickets \$ 25

Wellington OECTA

Contract 101

The Right to an OECTA Rep.

Every teacher has the right to invite an OECTA Rep to attend any meetings with a principal or where appropriate the supervisory officer where the purpose of the meeting is disciplinary.

If the meeting is non-disciplinary, by mutual consent, an OECTA Rep may attend.

A teacher shall receive adequate notice of the purpose(s) for any such meeting.

*Is being informed that the principal wants to meet with you late in the afternoon enough notice? Probably not

as you may need to consult with the Unit Office for advice or even for their attendance. Plus you need to make sure at least that your site Rep can attend.

*Is a meeting regarding Attendance Support Program a disciplinary meeting? Yes it is. These meetings can lead to further meetings and eventually discipline up to and including dismissal. OECTA always advises you to bring an OECTA Rep with you.

*Can a Rep be in attendance if a Principal is questioning us on allegations from a parent or student. Absolutely! These meetings could easily spiral into discipline meetings involving FNCS or other outside agencies like the C of T.

Wellington OECTA Fall Gen Meeting

The Local Unit Fall General Meeting will take place on Monday at 4:30 at the OECTA Office. Here is a quick look at the Agenda:

4:00 Snacks and Gathering

4:30 Prayer and Welcome

*Status of Negotiations Timelines

*Approval of the Budget for 2015-16

*Release Time and Allowance Transparency

*Committee Reports

All OECTA Members Perm/Part Time/LTOs/OTs are invited.

Monday Nov 30 4:30 OECTA Office

Health and Safety Notes

November was a very busy month for your Health and Safety Joint Committee Reps. Here are a few of the items/events they worked for on your behalf:

- * Windsor OECTA H and S Workshop
- * Regional District Labour Council
Health and Safety Banquet
- * Joint H and S Committee Meeting

In addition, the committee continues to meet with their respective affiliate worker reps to coordinate our requests and discussions at the Board Joint H and S Meetings. Our OECTA members also keep the

Executive informed each month of challenges and concerns we are facing.

In November, we became aware of the disconnect between the Safe Schools Act Forms and the Board Incident Report Forms in that the H and S are not made aware of ANY SSA Forms in the school H and S reports. Why is this important? It means both forms almost always need to be filled out if a violent incident is reported whether near miss, verbal, threat or actual violent behavior occurs.

With winter weather upon us please remember to report all slips, trips, and falls. If you felt the twinge in your back when you slipped then fill out the Board Incident Report. Protect yourself by protecting your body for the future!

REPORT ALL TRIPS SLIPS AND FALLS

Use the Board Incident Report Form

COLLECTIVE BARGAINING ACROSS THE PROVINCE UPDATE

As this article is being prepared we are receiving word that the support staff from OSSTF (EAs, ECEs, Support Staff, Library Techs, and Secretaries) have received a tentative contract deal at the Provincial Level. If this is ratified then everyone in all bargaining groups are finally done at the Provincial Level. There are Units and Bargaining Groups that are still involved in work sanctions as they continue to bargain locally.

For OECTA we now have four Units with tentative deals for local bargaining and two Units have ratified their local contracts. More are expected over the next few weeks though as more Units finally get more dates to negotiation. In Wellington, we have had two dates for local bargaining on Oct 20th and Nov 11th. On Tuesday Dec 1st we return to the bargaining table and have one more date scheduled on Dec 8th. The OTs have their first date for local bargaining on Thursday Dec 10th.

Last month we reminded and reviewed how the lump sum and back pay if any is to be distributed. We also reviewed how the OTs will receive their respective lump sum at the end of the school year based on how many days they were able to work. Once a local deal for either contract group, Permanent Elementary and Secondary or Occasional Teachers is reached we will have that group organize as quickly as possible to ratify their respective agreements. Thanks to the chief negotiators and entire committee for their hard work!

OECTA WELLINGTON NEW INITIATIVES

Last year we reviewed what was new with your local. Here are the latest updates:

- Twitter @WellingtonOECTA
- OECTA PD MEETING ROOM AND WORKSHOP
- OECTA WINTER WORKSHOPS
- Co-Ed Retreat added to Women's and Men's Retreats
- All Committees After School Quarterly Meetings
- Participation at the District Labour Women's Day and H and S Regionals

WHAT'S
NEW
IN
YOUR
LOCAL?

**Wellington
In Action**

**Conferences
Conventions
Committees**

**You are
Making a
Difference!**

**HAPPY
TEACHERS
HAPPY
STUDENTS
GREAT
SCHOOLS**



Wellington in Provincial

The members of our local have been very visible in a variety of places so far this year.

Peter was chosen as a member of the Provincial Awards Committee while Heather, in her second year, was chosen of Chair of the PD Committee. Debbie Waters, Cathy Chaput and Joe Grabowski have all been

involved in PD as presenters either at WFMP or Beginning Teachers Conference. The following were all chosen for Collaborative Learning Communities: Jan Chapman, Ali Antonini, Janet Stevens, Stefanie Palmer, Judy Mullen, Paul Ter-signi, Diane Lyons, Olivia Trussel, Krystyna Donfeld and Kim Kearney.

On the Labour Front Ted Imre and Brian McMahon joined Tim and Mark as delegates to the OFL Convention, ten members walked at the Liz Sandals Picket, others were involved with Suzan Reid at the GWCSJ Candidate Debate.

Thanks everyone for all your work!

EXEC CHRISTMAS SCHOOL VISITS

David, Peter and Mark started the year off making sure every school had an official visit to start the year and spread the message regarding the Ratification Vote. As we enter December look for the three Presidents to start driving the highways to visit your school

just in time for Christmas. We will be sending each Rep a time for a visit shortly either in the morning, lunch, balanced day break or after school.

Hopefully we will have some news to share regarding the status of our

Negotiations. However, these Christmas visits are a chance for every member to ask any questions you may have to one of us while also giving us a chance to go over any new messages from provincial and greetings from our hard working Executive!

NEW TECH—NEW CONCERNS

Every month allegations are sent to the College Of Teachers. Every month teachers are falsely accused. Every month the teachers did not see it coming.

If you are communicating

with parents over email or other forms of technology OECTA cautions you. If you are communicating with students then OECTA would advise you not to.

Face to face meetings

with parents solve problems more easily than a series of emails. As for Facebook, emailing and texting students it is just too much of a risk to take.

Be Wary Be Wise.

GDLC SOCKS SOUP SONG AND SKATING

Guelph & District Labour Council

4th Annual Festive Season Gathering Soup, Socks, Skating and Song!

Free Community Festive Holiday event

Thursday December 10, 2015

The Theme, “Soup, Socks, Skating and Songs”

At

Market Square, City Hall 6:00pm to 8:00pm

DONATIONS ARE BEING ACCEPTED AT THE EVENT

THANK YOU FOR YOUR SUPPORT

Looking forward to seeing you there.

Guelph & District Labour Council

We are extending an invitation to you, your families, friends and neighbours to join us and help spread the holiday cheer

We will be serving hot soup, giving away socks, skating and singing holiday songs

We are asking our affiliates, friends and community to help us by donating new socks or money to purchase socks on your behalf.

***OECTA Singers, Cooks and Merry Members
Are needed to help. Please email Mark if you can help.***

OECTA YOUNG AUTHORS/PRIX JEUNES ECRIVAINS

ATTENTION ALL TEACHERS

An OECTA contest for all your students from JK to Grade 12!

You are invited to submit student's writing to the Young Author's Contest.

We had a very good response last year and enjoyed sharing your student's work with the selection committee.

We will continue to invite Board Trustee's and our Senior Administrators to help select our submissions to Provincial. This gives our Trustees a first hand experience of some of our student's great work. It also gave Trustees a chance to see some of the excellent work of OECTA beyond contracts.

Information about the contest will be posted on the OECTA and OECTA Reps conferences on first class in the next week.

SHORT STORIES

PLAYS

POEMS

NON-FICTION

ESSAYS

REPORTS

ARTICLES

FSL

Please note the timelines below:

Friday February 12th

Student entries received by the School Reps. School selection process begins.

Friday February 19th

School entries received at the OECTA Unit Office.

Young Author's Unit Selection Committee

TBA

Thursday March 24th

Unit entries due at the Provincial OECTA Office.

If you are interested in serving on the selection committee please apply to Peter.

WELLINGTON WORKS NEW CONTEST

Last Month we asked when was the lump sum payment due?

There were two correct answers!

For Permanent it was 30 days after the Local agreement was signed for OTs it is after June 30th.

Wellington Works : Question of the month

What new event will be organized in February?

Email
oecta.wellington@rogers.com

For a chance to win!

Winners for November will be drawn at the General Meeting

Wellington OECTA Labour Affiliations

*Education International
www.ei-ie.org

*Canadian Labour Congress
www.canadianlabour.ca/

*Ontario Federation of Labour
www.ofl.ca

*Guelph District Labour Council
www.guelphlabourcouncil.ca

Check out these sites

UPCOMING WORKSHOPS AND SOCIAL EVENTS

SATURDAY JAN 9

TRIVIA CHALLENGE

GET YOUR COLLEAGUES AND ENTER YOUR SCHOOL
OR YOUR GROUP OF FRIENDS

Proceeds go to the

Bracelet of Hope Charity

Doors Open at 5 pm Spaghetti Supper 6:00

Trivia Challenge to follow

Tickets \$20 @ St. Brigid's Villa

Please RSVP Tim O'Brien

FRIDAY FEB 12

FIRST CO-ED RETREAT

Sponsored by OECTA

Gathering 5 pm

Start of Retreat Program 5:30

Pasta Supper 6:00

Retreat Continues

WEDNESDAY MARCH 2

4-6 @ Your OECTA Office

OECTA WORKSHOP BUILDING INCLUSIVE SCHOOLS

Presented by Kevin Welbes Godin

Reaching Every Student in Catholic Schools

Please RSVP Peter or Mark

FAITH IN COMMUNITY PRESENTS

MERRY ADVENT

THURSDAY DEC 3

LOYOLA HOUSE CHAPEL
AND DINING ROOM

4:30 p.m. - 7:30 p.m.

JOIN YOUR FRIENDS ACROSS THE BOARD

RSVP Andrea Bruni on first class



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