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PRESIDENT'S MESSAGE

One month into 2016 and our school year is either a glass half full or perhaps half empty depending on your viewpoint. Do you have too much work still to complete or do you yearn for that last June school bell and blazing Alice Cooper's most important song? I would like to reflect on a few matters that several of the Executive and other members have been discussing. I would like to suggest a goal for the rest of my mandate for this year and next before the burdens of bargaining take over all our focus in 2017.

Your Unit office has for the past two and a half years been working on member engagement, communication, activism and transparency/accountability. For those newer members this is beginning to become the normal expectations. For the rest of us communication and dialogue needs to become entrenched in how our Unit operates. When I reflect on what we have all accomplished in the last few years, though satisfied, I also want to ensure it will continue in the long term. It may start with a dedicated and hard working group of release officers and executive members but to sustain this it needs an equally engaged membership with many members who can 'pick up the

torch and carry on' when the time comes.

We need to ensure members from the start of their teaching career and joining OECTA to the end of their teaching career feel that OECTA is truly their union. My OECTA needs to be Your OECTA. I will be proposing changes to our Legislation Committee for the Spring AGM to increase our Executive by several positions. This is to ensure we decentralize in areas that can be more open to the membership, such as the social committee and the H and S Chair. We also need to consider making councillor positions more portfolio orientated and to develop assistants to our Treasurer, Secretary and other important committee chairs. I look forward to hearing from any of you with ideas on how to make positive changes and also on what you can do to contribute to your colleagues through OECTA. Attending meetings, social functions, workshops and being informed are ways we can all make Our OECTA strong today and for the next round of negotiations!

Good luck with exams, reports and Interviews!

Your OECTA on Twitter, Firstclass, Website, Facebook, Email, Cells and Text. Everywhere you need us to be.

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EMAIL : oecta.wellington@rogers.com

ONTARIO ENGLISH

Catholic Teachers

ASSOCIATION

Release Officer Cell Phones:
Mark 519-400-5361

David 519-400-5362

Peter 519-400-5363

**WELLINGTON
OECTA**

UPCOMING DATES

Mon Feb 1st
WCDSB Meeting
Mark

Tues Feb 2nd
Joint PD Com 3:15
Peter Cathy Heather Mark

Wed Feb 3rd to Fri Feb 5th
COP Winter
Mark, David and Peter

Mon Feb 8th
Prov Visit Katrina

Executive Meeting
OECTA Office 4:15

Tues Feb 9th
CATH COM 1 pm
@ the Villa
GWCSJ 7 pm

Thurs Feb 11th
GDLC 7 pm

Fri Feb 12
COED Retreat
@ the Villa

Mon Feb 15th
Family Day Holiday

Wed Feb 17th
OECTA All Committee
Meetings 4:00

Tues Feb 23rd
Theo on Tap

Mon Feb 29th
Reps /Exec 4:30

OECTA PD COMMITTEE

The OECTA PD Committee has been preparing our list of Winter Workshops. Thanks to all the members who applied with their ideas on what they can prepare to help their colleagues. The next step is for the OECTA and Board Joint PD Committee to review the list and set the dates for the upcoming list of Winter Workshops.

We hope there will be between 4 or 5 different topics available for a variety of divisions and curriculum.

Stay Tuned.....

The Committee also continues to approve the applications we have received for the Joint PD list of conferences. The Committee examines the applications and takes into account a variety of criteria including, when the last OECTA PD funding was used, the schools involved, the divisions and curriculum involved and how this overlaps with the already available Board and Ministry PD that has been or will be made available to our teachers. We try not to over saturate what is being offered to our teachers board wide.

So far this year OECTA and the Board has supported:

WFMP

OPHEA

SHAKESPEAR DRAMA

OUTDOOR ED

READING F T LOVE O I

COMING SOON

OECTA AND

WCDSB

WINTER WORKSHOPS

OECTA : YOUNG AUTHOR'S CONTEST

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.

Information about the contest has been posted on the OECTA and OECTA Reps conferences on first class.

Please note the timelines below:

Friday February 12
Student entries received by the School Reps.

Friday February 19
School entries received at the OECTA Unit Office.

Tuesday March 8
Unit Young Authors winners selected by OECTA Committee and our guests from Senior Admin and Trustees. Noon at the OECTA Office.

Thursday March 24
Unit entries received at the Provincial Office.

This is an excellent opportunity to showcase your students work and encourage them to develop their writing skills.

For any questions please contact Peter.

OECTA AGM MARCH 11 TO MARCH 14 TORONTO

ANNUAL OECTA AGM

On Monday the 7th our AGM delegation will meet with any members who wish to have input into our Unit's disposition for the AGM resolutions and the Provincial Executive elections.

The meeting will begin at 4:15 and will go to 5:30. After that time the delegates will retire to go over the

timetable and travel plans for the AGM.

The AGM decides on our direction, our fee and our leadership. If you have any ideas or questions please email your concerns to the delegation. We are there to represent you.

Everyone is invited to participate in our discussion from 4:15 -5:30 at the OECTA Office on March 7th.

WELLINGTON DELEGATION

Mark Berardine
David Derewianko
Peter Stoop
Tim O'Brien
Sheila Hynes
Laurence Vignola
David Del Duca
Becka Dupuis
Yvonne Runstedler
Trevor Klein
Alternates:

David and Cindy Della Croce, and Jeff Cummings

Contract 101 : Earned Leave

Now that the Central and Local Terms for our 2014 –2017 contract are both ratified and quickly becoming implemented in the upcoming weeks we can start to discuss more of the details of our contract:

The Earned Leave Program is our Provincial OECTA's attempt to recognize the losses of our sick bank from 2012 and to make the Gov't understand the value of an incentive based positive earned leave program rather than a punitive Attendance Management Program.

The Earned Leave Program allows teachers to accumulate a half day paid leave and a half day unpaid leave each year they use less than the set amount of sick days. The paid day is at a supply rate of pay for a half day. Teachers will be able to save these days over a three year period. We can use them at different times or together. We can use two half day paid leaves together for one full day paid.

This year will be the first qualifying year for us to earn and save our days to use in the 2016-2017. We will continue to work to replace punitive Attendance Management with incentives.

If you have any questions please feel free to speak to your Rep or the Unit Office for clarification.

OFL CONVENTION TORONTO 2015

The OFL Convention saw four of our OECTA Members join the OECTA delegation of more than 80 delegates. The OFL has continued since that day to keep several issues at the front of the Labour movement and in the eyes of the media. Last week the OFL and the Canadian Labour Congress CLC continued to speak out against abuses of the WSIB. The OFL will pressure the government to examine the tactic of the WSIB to ignore the medical physicians reports and deny workers their rights that need to be protected.

WELLINGTON

OECTA

ONLINE

RATIFICATION

VOTES

PERM 98%

OTBU 94%

PERM MEMBERS

52% VOTED

OTBU

40% VOTED

WE WANT
ALL TO VOTEQUESTION OF THE
MONTH

The Board's Attendance Management is opposite to this new incentive program that is a new Central Agreement Article.

If you know the answer please send your response to :
oecta.wellington@rogers.com

December Winner

Valerie Karunaratne

January Winner

Sarah Lovsin

Winner receives Gift Certificates from Planet Bean/Tims

THE ROLE OF THE H AND S REP

The world of Occupational Health and Safety has changed over the past three decades. The days of a quick run through the school during a planning time are gone. Monthly half day and full day inspections have become the minimum required by the site Rep. The Reports then are to be received by the Joint Health and Safety Teams to be reviewed. Then the Joint Health and Safety Committee Worker Reps are to do an Annual Inspection alongside the H and S Worker Rep at the site. These positions at the site are to be elected in a private meeting, without admin, at the school or site level.

The members of the Joint Health and Safety are also appointed by their respective unions, We are given a Secondary Rep, an Elementary Rep and an OT Rep. In addition, all the Union Worker Reps elect a Joint H and S co-chair to ensure the workers have a self governing voice. The worker co-chair works

with the Board appointed co-chair. This year the co-chair (as has happened several times) is an OECTA Member. This means we get another member to replace the one elected. In this case Kevin Reid (secondary) is the co-chair and Laurence Vignola becomes the new secondary rep. They join Tara Kurtz-Favero (elementary) and Tim O'Brien (OT). Mark Bernardine is the alternate for the OECTA members.

We owe gratitude to all our H and S Reps who work hard to ensure our work sites and schools are as safe as possible. Whether it is the cleanliness of our work areas, the safety of our entrances, play grounds and parking lots or the inspections of our ceiling tiles, and air quality our H and S Reps keep us informed.

Remember report all your concerns to your site Rep!

OECTA and your Email.

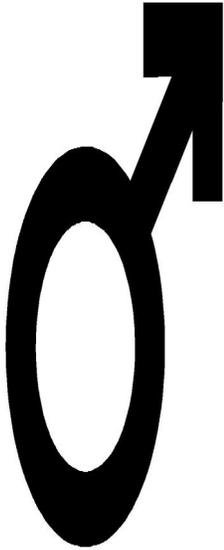
The two recent Local ratification votes were held online for the first time in our Unit. The Unit has noticed that the average number of emails that change over a three month period is between 30-50. If you change your email pro-

vider for your personal non-board email please let us know. We are now able to assist in ensuring provincial has your new email as well. We were not able to do this previously.

It is important that we have a home personal

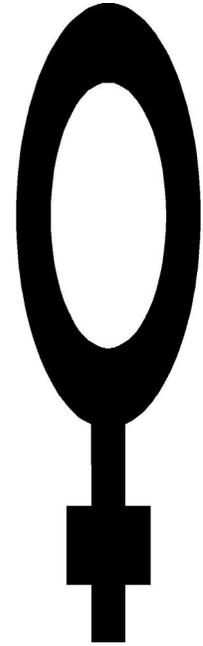
non-board first class email during all bargaining time periods for information and communication, ratifications and strike votes. At other times we use these emails to run periodic surveys and for polls as needed by the Exec.

COED RETREAT



On Friday Feb 12 the OECTA Retreat organizers have planned a COED Retreat. The key speaker will be Yvonne Runstedler as she shares with everyone her experiences from her recent Walk of the Camino.

FRI FEB 12
GATHER 5 PM
START 5:30
SUPPER 6:00
SPEAKER 6:45



ST. BRIGID'S VILLA
RSVP MARK JEFF OR LAURIE

INTERNATIONAL WOMENS DAY LUNCH

Limited tickets are available for the OFL Womens Day Lunch. The event is a day to recognize Women in the labour movement and the ongoing struggle world wide need to ensure equal opportunity and rights.

**WOMEN'S DAY
LUNCHEON**

SAT MARCH 5

KW UNIFOR HALL

11 AM START

NOON LUNCH

This day starts with speeches from a variety of women and discussing labour and political issues. The program starts at 11 sharp and lunch is served at Noon. If interested please contact Mark. There will be a car pool.

**YOUR
EMAIL
IS OUR
SUGGESTION
BOX!
GOT IDEAS
SEND
THEM
TO US!**

CHECK OUT YOUR OTIP INSURANCE ONLINE

MEMBERSHIP HAS ITS BENEFITS

ONTARIO ENGLISH
**Catholic
Teachers**
ASSOCIATION

United we save. Members save up to 50% on home insurance when you purchase both your home and car insurance with OTIP.



Click to learn more or get a quote





Walk into Retirement with a Plan



Brought to you by OECTA Wellington and OTIP

As an education employee, you've not likely ever had to shop for health insurance. Join us to learn about your options for health, dental and travel insurance benefits when you retire. RTIP (Retired Teachers Insurance Plan) has the most flexibility and the most value-added benefits available to you at retirement.

This **free** workshop is open to **members and spouses**. It covers valuable information that will be useful to all those planning to retire within the next five years.

Date:	March 23, 2016
Time:	4:30 p.m. to 6:30 p.m.
Location:	OECTA Wellington office
To Register:	Contact oecta.wellington@rogers.com or email Peter or Mark Light Dinner and Refreshments <i>Please note any dietary requirements at time of registration</i> <i>A light dinner will be served</i>

WELLINGTON OECTA PRESENTS PROGRESSIVE EUCHRE NIGHT

SATURDAY MARCH 5TH

AT THE OECTA OFFICE

DOORS OPEN 7 PM EUCHRE STARTS AT 7:30

\$10 SHARE THE POT FOR CHARITY

ALL ARE WELCOME

RSVP LAURINE SHEILA OR MARK

LIGHT REFRESHMENTS AND SNACKS