

OSSTF District 10
Lambton Kent

ANNUAL MEETING OF THE
DISTRICT ASSEMBLY

REPORTS

May 18, 2022



OSSTF/FEESO
District 10

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Preliminary Report on Elections of District Executive
to the Annual Meeting of District Assembly
OSSTF District 10

As of April 4, 2022, the following nominations for District Executive positions have been received:

PRESIDENT *One to be elected*

- Jennifer Kumpf

VICE-PRESIDENT *Two to be elected*

TREASURER *One to be elected*

EXECUTIVE OFFICER *Two to be elected*

PRESIDENT'S REPORT

to the Annual Meeting of District Assembly OSSTF District 10

On behalf of the District Executive, I enthusiastically welcome you to a long-awaited return to an in-person Annual Meeting of the District Assembly for 2022. Our Annual Meeting provides us with an opportunity to once again come together in-person, to reflect on the past federation year, to recognize our achievements, and to look towards our future. I extend appreciation to all for their commitment to the federation and its work.

EDUCATION AND THE COVID-19 PANDEMIC

It is accepted that the impact and effects of the COVID-19 pandemic on the education system will continue to reveal themselves over time, with potentially wide-ranging implications for members and their working conditions, students and their learning conditions, schools and local communities, and beyond. Our last “pivot” to virtual programming in January 2022 is hopefully our last, with shared optimism that we are beginning to put the most restrictive pandemic-response measure behind us. As we have learned first-hand in our experiences teaching and living during the pandemic however, it is difficult to predict the future. Through it all, what prevails is the unrelenting determination of District 10 members to provide high-quality academic programming to support students throughout the pandemic. Looking forward, one universally recognized goal shared inside and outside of education is to take this opportunity to rebuild Ontario in a way that addresses inequities and issues that the pandemic has revealed and emphasized.

ELECTION READINESS FOR JUNE 2

District 10 has continued to be represented by Dave Parkes and myself in political action training in the absence of a local CPAC Officer or active committee. Several provincial and regional meetings have been held virtually in the lead up to the June 2 provincial election. As various local candidates are announced in our three local ridings, lobbying and advocacy for our 2022 Education Platform: *Strengthen Public Education—Rebuild Ontario* will be the focus of our work in electing an education-friendly government. As a reminder, the following are our platform's five focal points:

- increasing student-centred supports and services
- improving learning conditions for all
- centring schools as part of our communities
- providing safe, healthy learning and working conditions
- addressing systemic inequities

A variety of *Strengthen Public Education—Rebuild Ontario* platform resources are available to all members here:

<https://www.osstf.on.ca/en-CA/public-education/strengthening-public-ed-rebuild-ontario.aspx>

CONTRACT EXPIRY AUGUST 2022

OSSTF Provincial embarked on an unprecedented transparent central bargaining process in September of 2019 that resulted in the May 2020 ratification of Collective Agreement's central terms. Shortly thereafter, local bargaining was completed with the ratification of local terms in November 2020.

We are now turning our attention to upcoming central and local bargaining with the current Collective Agreement ending August 31, 2022. Members are strongly encouraged to keep themselves informed of ongoing opportunities to provide their input and feedback on negotiations as the process proceeds at both the local and provincial level. As always, updates will continue to be shared with members as we embark on this next round. It remains the case that the membership of District 10 demonstrates solidarity in standing together for our democratic rights while maintaining professionalism and dedication to student achievement in the pursuit of protecting and enhancing publicly funded education.

PROFESSIONAL SERVICES

Throughout the past school year, the District Office co-ordinated various workshops based on member needs and requests to help educate and inform our members. In 2021-2022, OSSTF workshops were provided regarding retirement planning, pregnancy and parental leaves, training specific to those in local leadership roles, and more.

In addition, District 10 had several members attend regional and provincial conferences, trainings, and meetings held virtually: Health and Safety, Protective Services, Educational Services, Human Rights, Ontario Federation of Labour, OSSTF Union Training Academy, Lobby Day, and many other OSSTF-sponsored and endorsed workshops. This wider experience enriches our District and benefits our members and our school communities.

MENTAL HEALTH AND WELLBEING

The mental health and well-being of members continues to be critically important. Access to Family Service Kent and Family Counseling Centre services is available to eligible District 10 members and their families through the to the Employee and Family Assistance Program (EFAP), as outlined in the Collective Agreement. Details regarding the EFAP can be found on the [District 10 website](#).

Additionally, members are reminded of various mental health services available through OTIP, as the OSSTF benefits provider, to permanent and eligible occasional members. Information on these services can be found under the OTIP section of our local website’s [Publications page](#). Members are encouraged to access these professional and confidential resources.

THANK YOU

I would like to publicly extend sincere appreciation with those who have served on local Branch Executives this year. The following Branch Presidents are acknowledged for their enduring support and ongoing work on behalf of the teachers and occasional teachers of our organization.

AMSS	Trevor Waller	LKCS	Jennifer Ryan		
BDHS	Don Cameron	LKDSB	Joeleen DeGurse-MacDonald		
CKSS	Joe Kuhn	NCIVS	Meighen McGregor	WDSS	Tim Dolbear
GLSS	April Brander	NLSS	Josh MacDougall	OT	Eric Soepboer
JMSS	Devin Pearson	RDHS	Bryan Ferguson		
LCCVI	Mike Petrus	TDHS	Avinash Ghosh		

I would also like to acknowledge and thank local Committee Officers:

Health and Safety	Stuart Baillie		
Collective Bargaining	Dave Parkes	Human Rights	Avinash Ghosh

Many thanks also to the following individuals on District Executive and Council:

April Brander	Vice-President	Geoff Brenders	Vice-President
Jennifer Hill	Treasurer	Eric Soepboer	Occasional Teacher President
Avinash Ghosh	Executive Officer	Meighen McGregor	Executive Officer
Chris Schleihauf	Chair of Council	Dave Parkes	Federation Officer

Also, Geoff Brenders is recognized for his work on the Provincial Educational Services Committee.

Acknowledgement and appreciation for the continued hard work and collaboration within the District 10 Office is important, as well. Federation Officer, Dave Parkes, and Executive Assistant, Carolyn Caldwell, deserve recognition for their outstanding efforts.

WHAT'S NEXT?

Four short years ago this body met in the days before the last provincial election. Here we are again today, now directly experiencing the challenges a Ford government majority has imposed on our profession, the education sector, and the province during that time. It cannot be stated emphatically and explicitly enough—the next government of Ontario has the ability to shape both collective bargaining and the overall direction of Ontario's education system. It is critically important for members to donate, volunteer, and VOTE in the upcoming June 2 provincial election and to have their collective voices heard.

We know our progress forward is tied to our commitment to solidarity and work as an organization and I have confidence that together we will continue to “promote and advance the cause of public education”, locally and beyond. I have been privileged to represent the membership of OSSTF District 10 over the past four years and continue to be proud to call myself one of our 650 local members.

Submitted by,

Jennifer Kumpf, President
OSSTF District 10

FEDERATION OFFICER'S REPORT

to the Annual Meeting of District Assembly

OSSTF District 10

GRIEVANCE UPDATE

The District continues to maintain the collective agreement with attempts to resolve issues with the employer and, as needed, through the grievance process outlined in Article 29. At the time of the writing of this report, twenty-six grievances have been filed this year on a variety of issues including: class size and staffing, matters related to the pandemic, denied leaves, implementation of the Attendance Support Program, and medical documentation. A sincere thank you to members and Branch presidents in keeping District Office informed about issues and concerns.

NEGOTIATIONS

The current collective agreement expires at the end of August 2022. Though the pandemic has been the key priority, preparations are in process at both the central and local levels for the task ahead. The Provincial election is a key unknown. The election results will establish the tone and parameters for the approaching round of negotiations, which already carry the spectre of cuts to education and privatization. Members are encouraged to work with their Branch president and Collective Bargaining Committee representative to help establish the priorities for the local negotiations.

ONTARIO COLLEGE OF TEACHERS

Members are reminded that there have been several developments coming out of the Ontario College of Teachers related to advisories for professional practice. Members should take note of the current professional advisories and the upcoming training for the Sexual Abuse Prevention Program.

Submitted by,

Dave Parkes, Federation Officer
OSSTF District 10

HEALTH AND SAFETY REPORT

to the Annual Meeting of District Assembly

OSSTF District 10

This was my first year in the role of the Health and Safety Officer and it has been a remarkably busy one with a large learning curve for me. I would like to start by acknowledging the tremendous amount of help given by Don Cameron, our previous officer, who without this help I may not have gotten through the year.

The year was extremely busy in trying to not only conduct what normally needs to be done but also play catch up on many items that were postponed due to the pandemic. We are continuing to do so in several areas, and I will continue to push for these areas to be attended to in as quick a timeframe as possible given the circumstances.

With that in mind, we conducted 5 full school audits this year. Northern, LCCVI, Great Lakes, Tilbury, and Wallaceburg District. Recommendations have been made in the reports for each of these schools and we believe that both the worker reps and management at each site are doing an excellent job.

We have also ensured that each site has a fully trained Health and Safety representative with several taking the required courses over the past few months.

We are continuing to push for full training for our science and tech teachers on the new SDS and chemical tracking inventory which requires release time. This has been held up somewhat due to the board's supply teacher shortage and so we continue to push this agenda item at each meeting.

We are also currently reviewing and working on the JHSC Terms of Reference. We have tabled some changes in this document and are now at the stage of reviewing the response from the management (board) team to those changes.

I look forward to continuing to work on your behalf and representing the OSSTF Members of District 10 on the Joint Health and Safety Committee. And as always, I will make every effort to respond to any concerns members have.

Cheers,

Stuart Baillie, Health and Safety Officer
OSSTF District 10

COMMUNICATIONS/POLITICAL ACTION REPORT

to the Annual Meeting of District Assembly

OSSTF District 10

1. The Student Achievement Awards in Honour of Marion Drysdale

Thank you to our Members who promote the contest in their Branches, and the volunteers who help with the judging at the District level, for continuing to make this contest a great success locally. This year's theme was *A Moment in Time* and we had many strong, thoughtful entries from our local high school students who are all commended for submitting their work. After provincial judging, we are pleased to announce the following winners from District 10:

DISTRICT:

- EB from WDSS for the entry "Among the Yellow Roses" in the Prose or Poetry Category: Intermediate, 9 - 10 Academic (Supporting Member - **Kylie Lozon**)
- KL from NCIVS for the entry "Play My Heart Out" in the Prose or Poetry Category A-3: Senior, 11 - 12 University (Supporting Member - **Trevor Jamieson**)
- HA from NCIVS for the entry "And What Mask Will You Wear?" in the Creative Category B-2: Visual Arts, Senior, 11-12 (Supporting Member - **Trevor Jamieson**)
- JB from LCCVI for the entry "3:21 In Time" in the Creative Category B-3: Visual Arts, Non-Credit, 9-12 (Supporting Member - **Rebecca Dawson**)
- KK and KO from GLSS for the entry "Adapting Through Temporal Disorientation" in the Creative Category B-4: Media, 9-12 French or English (Supporting Member - **Chitra Dath-McLellan**)

REGIONAL:

- WW from LCCVI for the entry "Each Other" in the Prose or Poetry Category A-4: Senior, 11 - 12 College/Workplace (Supporting Member - **Krista Mueller**)
- SB from LCCVI for the entry "La Rédemption" in the Prose or Poetry Category A-6: French, Senior, 11-12 (Supporting Member - **Krista Mueller**)

PROVINCIAL:

- BB from LCCVI for the entry "The Social Distancing Poem" in the Prose or Poetry Category A-7: Non-Credit, 9-12 (Supporting Member - **Rebecca Dawson**)
- AN from NCIVS for the entry "Remotely" in the Creative Category B-1: Visual Arts, Intermediate, 9-10 (Supporting Member - **Susan VanVeldhuisen**)

Please encourage Members in your Branches to promote the Student Achievement Awards contest throughout our schools. More information on next year's Student Achievement Awards and theme will be sent to all schools as soon as it's available.

2. District Communications

The District continues to provide digital and social media communications and encourages Members to watch for and share information posted to the District Twitter and Facebook accounts, as well as our website. Additionally, please ensure that both your Branch President and the District office always have an up-to-date personal email address to reach you regarding confidential and/or time-sensitive updates.

Jennifer Kumpf, President