

OSSTF District 10  
Lambton Kent

*ANNUAL MEETING OF THE  
DISTRICT ASSEMBLY*

# REPORTS

May 10, 2023



OSSTF/FEESO  
District 10

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# PRESIDENT'S REPORT

## to the Annual Meeting of District Assembly

### OSSTF District 10

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Thank you to everyone in attendance at the Annual Meeting of the District Assembly (AMDA) and for anyone who is also taking the time to review these materials. The AMDA provides us with an opportunity to come together and reflect on the past year, to celebrate our accomplishments, and to set goals for our future. Your engagement with the federation is reflective of our collective strength. ***As secondary teachers in OSSTF District 10, collectively every single member is “the union”.*** We see and feel the effects of local leaders and members volunteering their time and energy together in solidarity.

While COVID-19 remains a part of everyday life and we are much more informed about public health measures than pre-pandemic, we are looking forward to shaping what the post-COVID landscape will look like in our lives, in our communities, and in education. *This is a time for a renewed commitment to action.* Since the last AMDA, we have seen low voter turnout during a provincial election that resulted in a majority re-election for the Doug Ford government and public services, like education, remain under attack. If you are hopeful that the next election will yield a different outcome, ask yourself what small steps you might take to join or spark a larger movement. Not sure where to start? Talk to your friends, colleagues, and union siblings or call the District Office.

#### CONTRACT NEGOTIATIONS 2022-2026

After a groundswell of public support in the last round of job action and central contract negotiations, the central portion of our Collective Agreement was ratified in May 2020. Shortly thereafter, local bargaining was completed with the ratification of local terms in November 2020. This contract expired on August 31, 2022 and we have been working under status quo conditions since that time.

With central negotiations proceeding slowly in the fall for OSSTF and others in the education sector, we learned that the controversial Bill 124's wage restraint legislation was deemed “unconstitutional” in November 2022. On the last day to do so, the government responded by formally appealing this decision. That same month, we stood alongside CUPE and others in the labour community in the fight back against the use of the notwithstanding clause in an attempt to limit CUPE's ability to engage in legal job action. In February 2023 we learned that the next contract's four-year length has been imposed by the government under provisions within the School Boards Collective Bargaining Act. Central negotiations remain ongoing.

Members continue to be encouraged to keep themselves informed of various opportunities to provide their input and feedback on negotiations as the process proceeds at both the local and provincial levels. Central updates will continue to be shared with members as they become available, and local updates will be forthcoming. District 10 members continue to stand together, even if quietly, for democratic rights in the pursuit of protecting and enhancing publicly funded education. For those who may be ready and looking to make some noise, reach out to the District Office to learn more about the District's Communications and Political Action or Collective Bargaining Committees.

#### PROFESSIONAL SERVICES

Throughout the past school year, the District Office coordinated various local and regional workshops based on member needs and requests to help educate and inform our members. In 2022-2023, 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, provincial, and national conferences, trainings, and meetings on the following: Health and Safety, Protective Services, Communications/Political Action, Educational Services, Status of Women, Equity Mentorship, Canadian Labour Congress, OSSTF Union Training Academy, Lobby Day, the Presidents’ Summer Symposium, OTIP LTD, pre-AMPA, 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 remains critically important—we know you can’t pour from an empty cup. Access to Family Service Kent and Family Counseling Centre services is available to eligible District 10 members and their families through the Employee and Family Assistance Program (EFAP), as provided 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 want to publicly extend sincere appreciation to those who have served on local Branch Executives this year. Branch Presidents, and school-based leaders, are acknowledged for their ongoing work on behalf of the membership:

AMSS	Trevor Waller	LKCS	Jennifer Ryan	TDHS	Steve Stephenson
BDHS	Stephanie McQueen	LKDSB	Brian McBain	WDSS	Tim Dolbear
CKSS	Joe Kuhn	NCIVS	Meighen McGregor	OT	Chloe McKinnon
GLSS	Stuart Baillie	NLSS	Josh MacDougall		
LCCVI	Mike Petrus	RDHS	Bryan Ferguson		

I also want to acknowledge and thank the following District Committee Officers:

Educational Services	Eric Soepboer	Health and Safety	Stuart Baillie
Human Rights	Avinash Ghosh		

Also, Cara Mathieson is recognized for her work as the District 10 Women’s Advocate.

Many thanks also to the following individuals on District Executive and Council for their continued dedication to the District’s work:

Meighen McGregor	Vice-President	Tim Dolbear	Vice-President
Terry Norris	Treasurer	Chloe McKinnon	Occasional Teacher President
Joe Kuhn	Executive Officer	Dave Parkes	Federation Officer
Chris Schleihauf	Chair of Council	John Hughes	Equity, Anti-Racism, and Anti-Oppression Officer

Acknowledgement and appreciation for all the 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 efforts and commitment.

Jennifer Kumpf, President  
OSSTF District 10

# FEDERATION OFFICER'S REPORT

## to the Annual Meeting of District Assembly

### OSSTF District 10

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#### CONTRACT MAINTENANCE

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, sixty grievances are currently open and at the various stages of the grievance process outlined in L29. Issues include class size violations, denied leaves, and abuse of management rights related to discipline and staffing. A sincere thank you to members and Branch Presidents in keeping District Office informed about issues and concerns.

#### NEGOTIATIONS

The current Collective Agreement expired at the end of August 2022. Though the Board and the District have agreed to extend timelines for the moment, the Collective Bargaining Committee has been actively making preparations for local negotiations. Members continue to bring local issues forward to be addressed with the employer at the negotiation table. We will provide further updates regarding the local process as that process unfolds.

#### ONTARIO COLLEGE OF TEACHERS

Members are reminded that there are several Professional Advisories on file through the Ontario College of Teachers. Members are advised to be aware of their contents.

#### FRUSTRATION OF CONTRACT

Many discussions with members this year have involved an explanation of the legal concept of a frustration of contract. "Frustration of contract occurs when an employment relationship ends due to circumstances outside of control of either party and *there is no reasonable likelihood of the employee being able to return to work within a reasonable time*" (<https://www.monkouselaw.com/frustration-of-contract-ontario/>). The end of that employment relationship can be described as a non-disciplinary termination. It is important to note that the ability for someone to return to work in a reasonable time also includes elements like accommodation that is driven by medical documentation. Under our contract, OSSTF members have access to 11 sick days at 100% and an additional 120 days at 90%. A Long-Term Disability (LTD) claim can be made once those days are exhausted.

#### EMPLOYEE ASSISTANCE PLAN (EAP)

It has been heartwarming to witness a return of many pre-pandemic activities in our schools. The journey has been long and many of our members continue to feel a very real strain on energy levels as we work to re-introduce students to the full participation in an in-person school year and all that it entails. Please remember that we have access to EAP services should some additional support be of help.

Dave Parkes, Federation Officer  
OSSTF District 10

# HEALTH AND SAFETY REPORT

## to the Annual Meeting of District Assembly

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This was my second year in the role of the Health and Safety Officer and it has continued to be quite busy with my learning continuing throughout the year.

The year began with some changes occurring in the site representatives Health and Safety Training. Several were able to take the original training on a volunteer school closure day before the newer training was to be put in place. The new training required the entire slide presentation to have a voice over which was a long process. This training is still about a month away from being complete and so the decision was made to push the actual training until the fall as we may have turnover in the representatives.

We conducted two full school audits this year at seemingly opposite ends of our boundaries in North Lambton Secondary School and Ridgeway District High School. Recommendations have been made in the reports for each of these schools and we believe that both management and worker representatives at each site are doing an excellent job. Advice on elevating safety issues to potential incidents in order for work to get completed in a timely manner was shared and as a result some outstanding concerns were addressed.

We have also had several sites visited by the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) for the provincial workplace violence initiative. These visits ranged from 15 minutes in length to a half day. Reports were generated from each of these visits and our members identified the needs and responses we have in our schools.

We did continue to see violent incidents in our schools which requires our members to report through the updated “Employee Incident / Injury Reporting” icon and tool on the Lambton Kent District School Board portal. Members are becoming more familiar with this system and should continue to reach out if there is an issue or if assistance is needed.

The JHSC Terms of Reference have been completed and are now in the hands of the MLITSD for final approval.

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

Stuart Baillie, Health and Safety Officer  
OSSTF District 10

# COMMUNICATIONS and POLITICAL ACTION/EXCELLENCE IN EDUCATION REPORT to the Annual Meeting of District Assembly OSSTF District 10

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## 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 *I Am Everything They Say I Am Not* and we had many strong, thoughtful entries from our local students who are all commended for submitting their work. We are pleased to announce the following local winners from District 10:

- AY from NCIVS for the entry "Another Face in the Crowd" in the Prose or Poetry Category: Intermediate, 9 - 10 Academic (Supporting Member – **Trevor Jamieson**)
- KL from NCIVS for the entry "They Saw Dr. Jekyll, But She was Mr. Hyde" in the Prose or Poetry Category: Senior, 11 - 12 University (Supporting Member - **Trevor Jamieson**)
- KS from AMSS for the entry "Never Give Up On a Dream" in the Prose or Poetry Category: Senior, 11 - 12 College/Workplace (Supporting Member – **Isaac Reed**)
- WW from NCIVS for the entry "Anything But That" in the Creative Category: Visual Arts, Intermediate, 9-10 (Supporting Member – **Trevor Jamieson**)
- LS from JMSS for the entry "In The Mirror" in the Creative Category: Visual Arts, Senior, 11-12 (Supporting Member – **Jennifer McQuade**)

Please encourage members in your Branches to promote the annual 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 is released.

## 2. District Communications

The District continues to provide website, email, 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  
OSSTF District 10

# EDUCATIONAL SERVICES REPORT

## to the Annual Meeting of District Assembly

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District 10 has not offered any Professional Development Workshops this year, but if there are groups of 20 or more individuals interested in one or more of the workshops below, reach out to Eric Soepboer via the District Office to see if we can make it happen.

*“OSSTF/FEESO remains committed to building the capacity of educators by continuing to offer high quality professional growth opportunities created by Members, for Members. Professional development workshops will be limited to the following offerings, most of which are available in both virtual and in-person presentations:*

*Addressing Anti-Black Racism – Part One (Intro/Homework), Part Two (Context), Part Three (Action)*

*Addressing Poverty (Coming Soon)*

*Advocacy to Activism: A Blueprint for Equity*

*Allyship*

*Beyond Bullying: Building Safe Workplaces*

*Boundaries*

*Challenging Misogyny*

*Classroom Management for Teachers or Classroom Management for OTs*

*Cultivating Resilience*

*Cyberbullying*

*Equity in Practice*

*Mental Health: Let's Act*

*Managing Conflict*

*Racial Justice*

*The Science of Learning*

*Working Together: Effective Educational Teams”*

More information can be found here. <https://www.osstf.on.ca/en-CA/pd-training/workshops-and-presentations/educational-services-workshops.aspx>

Eric Soepboer, Educational Services Officer  
OSSTF District 10