

PRESIDENT'S MEMO



Appreciation is extended to all members who continue to serve in formal and informal OSSTF leadership roles within District 10. Your important work is acknowledged in keeping the District strong in its ability to serve the membership. There are a number of vacancies that remain at this time in both Branch and District levels. All members are encouraged to inquire about Federation work if they have questions or have interest in taking on a local role. Individual members volunteering their time and expertise is what makes the Federation work and any and all contributions are appreciated at all levels. I hope you can join us!

CYBER INCIDENT

The following information was received from Provincial Office on Thursday, November 11 and it was asked to be shared with all members.

We realize that local offices are fielding many questions surrounding the notification and we request that all inquiries be directed to the call centre that has been established at 1-877-672-4644. This call centre is fully staffed to respond to calls from our members. Each staff member has extensive FAQ documents prepared by our cyber response legal team and should be able to address most typical questions. In addition, the call centre is uniquely able to deal with issues and concerns surrounding registering for the Equifax credit monitoring.

There are two common questions that you may be fielding from your members.

The most common being "is this notification legitimate or a scam?". Please assure your members that the notification is legitimate.

The other common question is "why does OSSTF/FEESO have my social insurance number (SIN)?" When union dues are deducted from pay and remitted to the union, the dues are sent to OSSTF/FEESO together with information files that typically includes SIN.

Please assure members that:

- *our network security was comprehensive; however, breaches can still occur.*
- *the situation is resolved, and our security is further enhanced including 24/7 monitoring of activity within our servers.*
- *we have no reason to believe that the data has been directly accessed and we have been monitoring the "dark web" for any indication of compromise related to our members.*
- *the Equifax monitoring is being provided out of an abundance of caution for impacted individuals.*

Please note that next week numerous individuals for which we did not have email addresses will receive notification by mail.

Please feel free to forward this email to your members or post as a notification on your website.

Thanks for your patience and understanding during this challenging time.

Jim Spray, CFO/AGS, Operational Services

ONTARIO TEACHERS' PENSION PLAN (OTPP) CHANGES

A change in the OTPP began September 1, 2022. If a member has experienced a reduced workload due to childcare or disability, they may be eligible to purchase credit if they are not on a leave but have reduced their normal hours of work because of the childcare or disability. Members must apply to have these types of arrangements recognized under the plan and must meet all requirements in the applicable category. ***This is of significance to anyone impacted—in some cases the buy-back may be available going back many years for some members.*** If you have any questions about this change in the Plan, please carefully review the information here ([Taking Time Off Work](#)) and reach out to OTPP and/or the District Office with any additional questions.

CENTRAL BARGAINING UPDATE

All members continue to receive Central Bargaining Bulletins issued by Provincial Office to their non-employer email address on file with the District Office. If you are not receiving these updates, please contact us so we can ensure our contact information is up-to-date. Keeping in mind there are many groups at the central bargaining table simultaneously as a result of the School Board's Collective Bargaining Act (SBCBA), OSSTF is currently engaged in central negotiations both at Education Worker and Teacher/Occasional Teacher tables. The next scheduled dates for T/OT central bargaining are later this month.

STUDENT ACHIEVEMENT AWARDS (IN HONOUR OF MARION DRYSDALE)

Information regarding this year's contest, titled "I am everything they say I am not" was sent directly to schools via Provincial Office. Winning entries from each of the schools must be into the District Office no later than 4:00 pm on Friday, November 18, 2022. District judging will follow, and the District's winning entries will be sent on for Regional and Provincial adjudication. Contact the District Office if you require any assistance.

RETIREMENT

It's never too late to plan for retirement! Those considering retirement within the next five years are reminded to review the OSSTF District 10 website for more information about upcoming Provincial OSSTF Retirement Workshops being held virtually throughout the school year, and a local in-person offering coming spring of 2023. In both formats, staff from OSSTF Provincial Office and from Educator's Financial Group are presenting the workshops and are available to answer questions related to retirement. Please register if you plan to attend.

ATTENDANCE SUPPORT PROGRAM (ASP)

The LKDSB's Attendance Support Program came into effect on October 1, 2019. All members, including Occasional Teachers, should educate themselves on the program through the applicable LKDSB Administrative Procedure and information found on the Board Portal. The District Office continues to monitor the implementation of the program and continues to address ongoing concerns regarding its transparency, clarity, and consistency of application with the employer and we rely on member communication to do so. All members are advised to report any communication they receive regarding the ASP (including verbal, digital, and written forms) to their Branch President and/or the District Office. Members are also encouraged to review the confidential all-member ASP update email sent on October 26, 2022. If you did not receive this communication, please contact the District Office.

AMPA 2023 (ANNUAL MEETING OF PROVINCIAL ASSEMBLY)

A notice will be sent to each school in the coming weeks providing information about the selection of District 10's delegates to the 2023 Annual Meeting of Provincial Assembly (AMPA) to be held in-person in Toronto March 10—13, 2023. Members are encouraged to put their names forward to become part of the District's delegation. Delegates will be selected by the District Council in January 2023.

SICK DAYS CARRIED FORWARD FOR TOP-UP PURPOSES

In the past, the employer issued a communication to members indicating the number of their 11 sick days remaining from the previous school year by this time in the year. Members are reminded that they can access a record of their absences any time via the Board Portal/Staffweb. The current sick leave plan remains unchanged, where unused sick days from the previous school year can be used to top up salary from 90 to 100% after the eleven day allotment for this school year has been depleted.

Yours in solidarity,

Jennifer Kumpf, President

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November 16, 2022