



SEPTEMBER 19, 2023

DISTRICT COUNCIL

FEDERATION OFFICER'S REPORT

MEDICAL DOCUMENTATION

The provisions of our sick leave entitlements are outlined in Article C9 (in the central portion of the Collective Agreement) and Article 14 (in the local portion of the Collective Agreement). Though the language surrounding requirements for medical documentation is fairly open, OSSTF D10 worked extensively to resolve concerns and issues raised by members through the L29 grievance process. In general terms, notes that generally identify absences due to “medical reasons” are problematic. Specific agreement with the Board is that medical documentation need only: specifically identify if someone is absent due to an illness **or** due to an injury, the anticipated length of the absence (if known), and the date of the next appointment related to the absence. Members should not hesitate to reach out to their Branch President should they experience difficulty with this process.

NEGOTIATIONS/MyOSSTF

Both Central and Local negotiations are in process under the provisions of the School Board Collective Bargaining Act. Members are reminded about the significant vote this is currently being held by Provincial OSSTF. Feedback from you, the membership of OSSTF, will directly influence both the central and local tables. Please reach out if you have any difficulties accessing myOSSTF.

CONTRACT MAINTENANCE

There is a saying that *what we permit, we promote*. The Collective Agreement is maintained by both parties adhering to the agreements that have been reached and those that will be reached through negotiations of the renewed contract. Please continue to report any suspected violations of the Collective Agreement through your Branch President.

RIGHT TO REPRESENTATION

Article 5 enshrines our collective right to have union representation in any discussion of our conduct or competence. The threat of impending discipline is not a determining factor in this right, though the Board is obligated to specifically inform a member that representation is required should that be the case. Please do not hesitate to request union representation at any meeting or discussion should you feel you are being questioned or need support.

Yours in solidarity,

Dave Parkes

OSSTF D10 Federation Officer