



The TBU Rights and Diversity Committee hosted the Provincial Equity in Practice Workshop on Feb. 26th at the District 20 Office. From the left: Iris Bagchi-Wu and Leigh Macklin from the Rights and Diversity Committee, Michell Patton, OSSTF Presenter, and Janet Scott, TBU Educational Services Officer.

AMP: HDSB Meets with Unions

The Board met with representatives from all Board employee groups involving OSSTF, ETFO, CUPE and the HDEAA.

This meeting took place at the OSSTF District 20 Office on February 4th in order to unveil "positive" changes to the HDSB Attendance Management Program (AMP).

Among the changes being implemented are the proration of absences, and the removal of high risk pregnancies and pregnancies that require the use of specialists from the AMP.

The verdict is still out on the roll out of the changes.

Send Them Back!

Protest the OCT Fee Increase!

At the January 2014 Provincial Council, a District 20 Halton motion was passed requesting that the Provincial Executive establish a process for the collection of members' copies of the March edition of *Professionally Speaking* and have them returned in bulk to the Ontario College of Teachers to protest their 2014 fee increase.

On Friday December 6, 2013 the Ontario College of Teachers informed their members that the College Council approved a membership fee increase from \$138 to \$150 for 2014.

The College also attempted to provide rationale to justify the increase; however, OSSTF/FEESO can find no sound rationale to justify the increase if the College of Teachers would only stick to their mandate as outlined in the legislation that created the College.

All OSSTF members are being asked to return their Professionally Speaking March Edition to their Branch President after removing their personal mailing label. OSSTF will arrange for their return.

Key Dates

Critical Path for Secondary Staffing

February 28: Seniority lists received in schools.

March 3-31: Teachers may appeal their placement on the seniority list

March 4: E-learning ad. Open to all permanent and probationary teachers. No top-up allowed.

March 6: Deadline for incumbent heads to indicate to principal whether or not they wish to continue with their headship responsibilities for 2014-15.

March 17: Headship ad posted.

March 19: Preliminary Staff Allocation meeting. Schools receive their initial allocation of sections, in order to begin the in-school staffing process.

March 21: Teachers who are potentially redundant receive written notification.

March 24: Headship ad posted.

March 28: Teachers at Gary Allan High School who may be asked to change program or location notified by principal.

March 28/31: Teachers who are potentially surplus to school notified by principal.

Benefits Investigation Project Survey Deadline Extended to March 21

February 27, 2014 — The deadline to complete the OSSTF/FEESO Benefits Investigation Project Member Survey has been extended to Friday, March 21st at 5:00pm. OSSTF/FEESO members are strongly encouraged to complete this survey.

As we prepare for the very real possibility of a two-tiered bargaining structure, there are a number of important benefit-related issues that need to be considered. What advantages does a single province-wide program offer members? What might a consolidated benefits program look like? What benefits should be preserved? What new benefits should be added – and at what cost?

This is your chance to share your thoughts. Your responses to this critical survey will help us:

- identify the specific benefits that you and the other members value the most;
- understand how you feel about some potential plan changes, options and concepts; and
- design a meaningful program that meets the needs and preferences of the widest possible range of OSSTF members.

Please note that the survey is not a vote. We just want to give you a voice in the process – and understand your benefits needs and preferences before any decisions are made!

Rest assured that your responses are completely anonymous. Your input will go directly to Eckler Ltd., a firm that specializes in the design and communication of benefits programs. The OSSTF will receive only summary information. The survey results will be communicated to all members.

To complete the survey, you will need to Login through the [Member Protected Space](#) on the OSSTF/FEESO Provincial website.

Maternity/Parenting Workshop

Wednesday March 5, 2014

**OSSTF D 20 Office
3410 South Service Rd. Burlington
4:15 PM**

Please RSVP to Lorie Wiersma, 905-332-1228 or via CHATT to register your place at the workshop



Colin Post, TBU Vice-President, at the Health and Safety Level 2 Committee Workshop. This series is being run at the District 20 Office for District Health and Safety Reps.

Retirement Series 2013-2014

Educators Financial: Walking Into Retirement

Back by popular demand, Educators Financial is offering the retirement planning session on Thursday, March 27th, 4:30 PM at the OSSTF District 20 Office. Dinner will be provided.

This session is limited to 30 participants, spouses are welcome to attend. Educators Financial will present information and updates on changes to CPP, OAS and OTPP that will impact your retirement planning, AND, it's not just about the money!

Please RSVP to Lorie Wiersma, 905-332-1228 or via CHATT. **For more workshop information please email Janet Scott, Educational Services Officer, OSSTF District 20, scottj@osstfd20.ca.**

Retirement Seminar Well Attended

Over 50 Teachers and SO's (significant others, not supervisory officers) attended the OSSTF Retirement Seminar at the District Office on Feb.11.

Shelley Page, Executive Assistant at the Provincial Office, provided a useful overview of such issues as personal-life planning, pension plan provisions, and post-retirement benefits.

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